

Strategic Planning

Human Resources

October 2026



Overview

- Our Students
- Our Staff
- Recruiting Pipeline
- Future Opportunities



Student Enrollment - 10 years (September 1)

School Year	Enrollment Count	+/- Year to Year
2016 - 2017	3741	
2017 - 2018	3713	-28
2018 - 2019	3639	-74
2019 - 2020	3639	0
2020 - 2021	3471	-168
2021 - 2022	3458	-13
2022 - 2023	3519	61
2023 - 2024	3493	-26
2024 - 2025	3493	0
2025 - 2026	3367	-126
2026 - 2027	3237	-130

Enrollment has dropped by 504 students over the past decade.

A 13% decline since the 2016-2017 school year

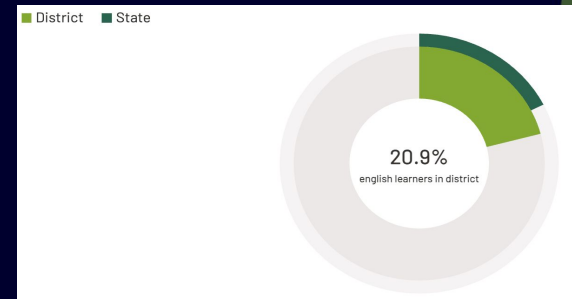
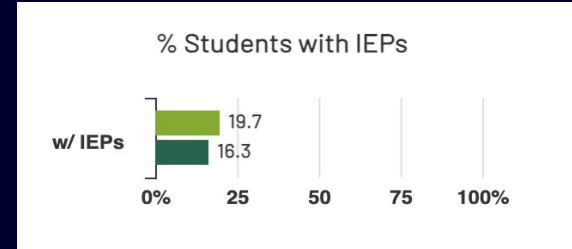
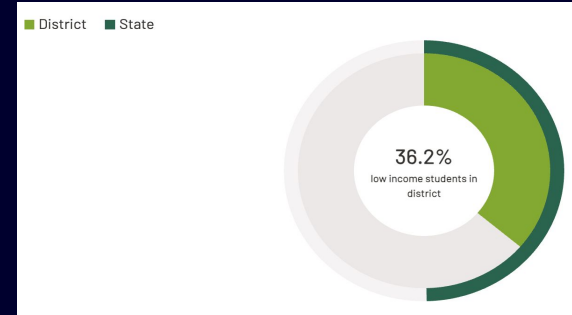
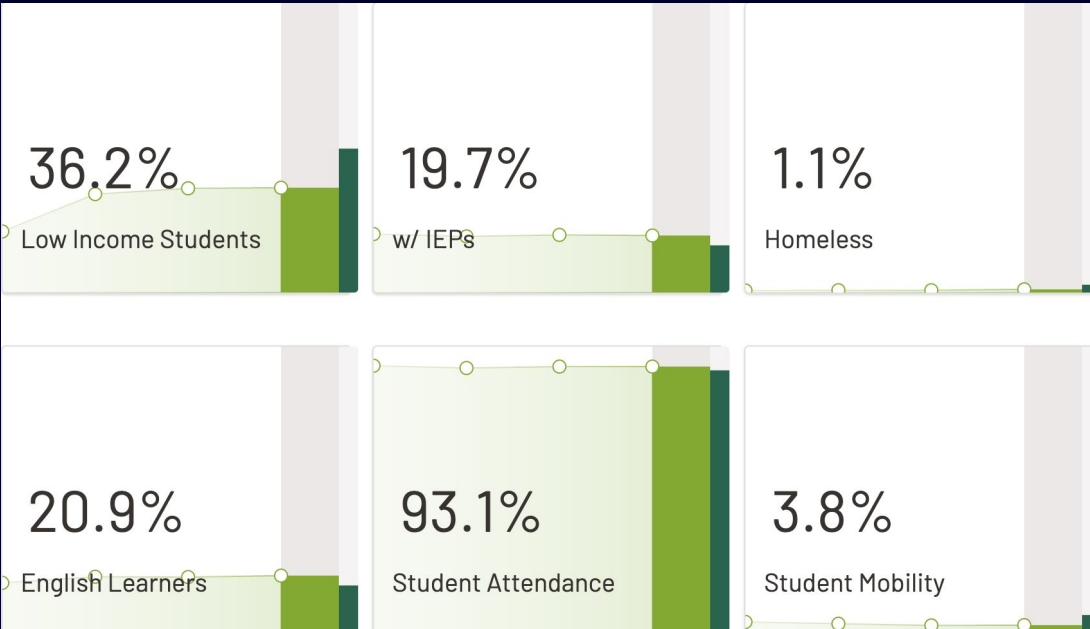
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Student Ethnicity - 10 years



Year	Hispanic or Latino		Asian		Black or African American		White		Two or More Races		American Indian/ Pacific Islander	
2016-17	1032	28%	259	7%	155	4%	2104	56%	169	5%	22	1%
2017-18	1069	29%	252	7%	157	4%	2039	55%	174	5%	22	1%
2018-19	1080	30%	222	6%	163	4%	1967	54%	189	5%	18	0%
2019-20	1072	29%	214	6%	176	5%	1945	53%	215	6%	17	0%
2020-21	1047	30%	216	6%	176	5%	1806	52%	210	6%	16	0%
2021-22	1066	31%	205	6%	207	6%	1762	51%	208	6%	10	0%
2022-23	1119	32%	218	6%	205	6%	1743	50%	222	6%	12	0%
2023-24	1118	32%	232	7%	206	6%	1709	49%	219	6%	9	0%
2024-25	1164	33%	231	7%	211	6%	1671	48%	209	6%	7	0%
2025-26	1155	34%	214	6%	199	6%	1579	47%	214	6%	6	0%
2026-27	1100	34%	196	6%	205	6%	1521	47%	207	6%	8	0%

Student Data - 2025 School Report Card



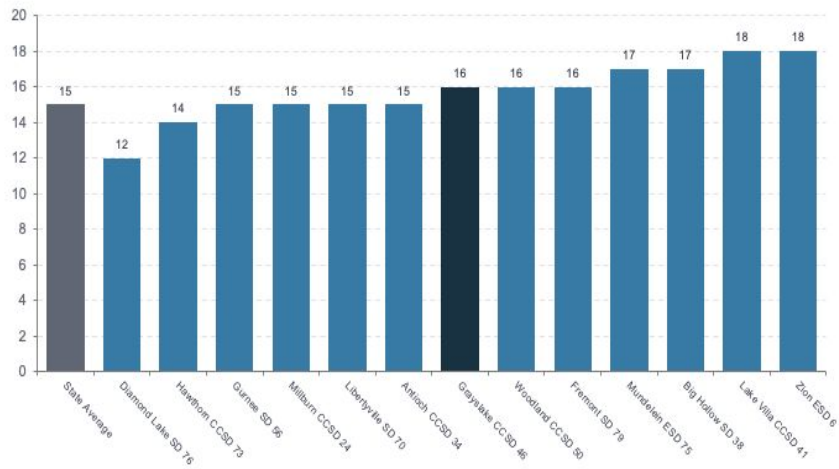
Student to Teacher/Admin Ratio - 2025 School Report Card



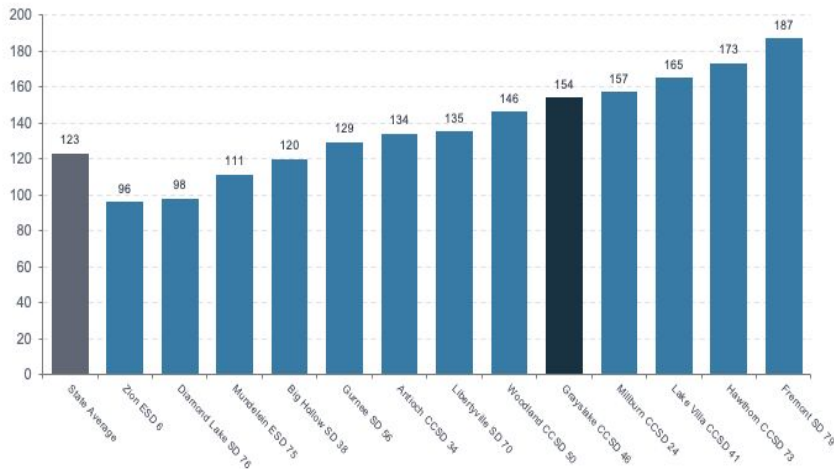
Student:Teacher Ratio
2025: 16 Students:1 Teacher

Student:Administrator Ratio
2025: 154 Students:1 Admin

Pupil-Teacher Ratio



Pupil-Admin Ratio



Class size varies based on programming and grade level

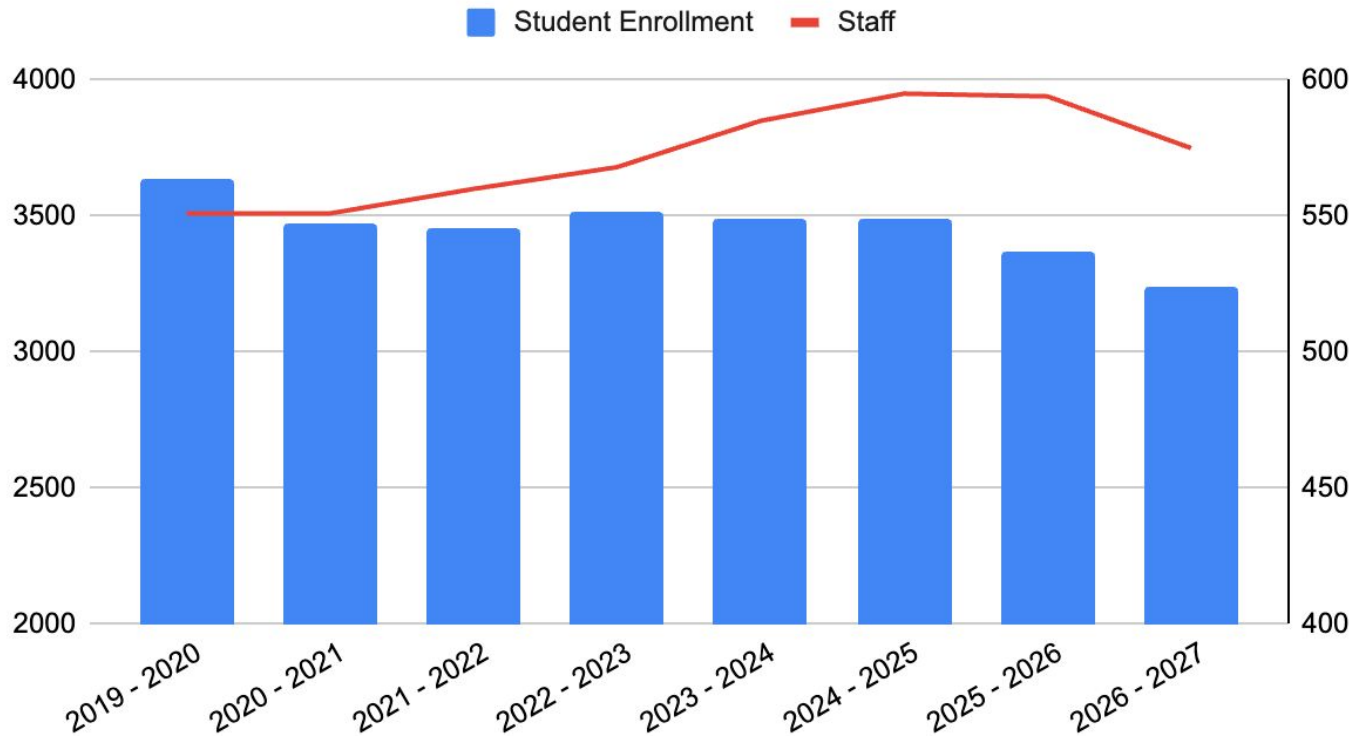
Staff Data - 2026

Position	Staff 2026-27
General Education (Classroom, Specials, ML/BIL, Reading Specialists)	249
Student Services (Special Education Teachers, Social Work, Speech Pathologists, School Psychs, OT/COTA, Nurses)	101
Program Assistants	132
Operations & Maintenance (Building Custodial, District Maintenance)	23
Clerical (Building, District)	34
Technology (Building, District)	10
Administration (Building, District)	26
Total	575



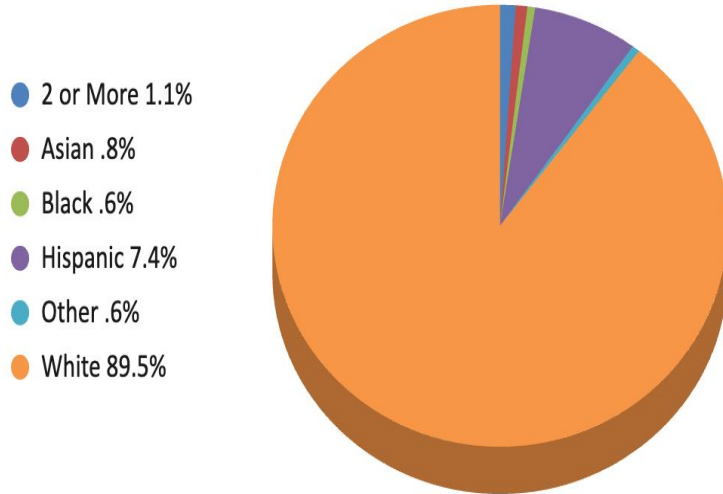
Student Enrollment and Staff FTE

Student Enrollment and Staff

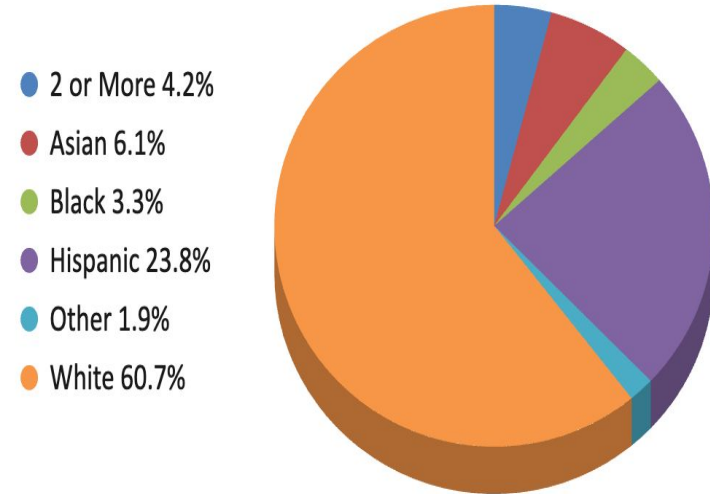


Staff Demographics- 2026

Certified Demographics



Non Certified Demographics



7.1% of Certified Staff are Bilingual endorsed

Staff Longevity Data

2026-2027 Years of Service (All Staff)

Year 1 - 5: 286

Year 6 - 10: 92

Year 11-15: 40

Year 16-20: 50

Years 20+: 106

Average Tenure of 26-27 Staff: 9.69 years

2025-26 Retirees: 24

Future Retirements: 40 over next 3 years

Certified Staff Only



University Relationships

- Illinois State University
 - CCSD 46 has a very close relationship with Illinois State University, the largest public university teacher preparation program in US
 - CCSD 46 averages 5 ISU Student Teachers per year
 - CCSD 46 has been featured in ISU student recruitment material
 - CCSD 46 and ISU representatives have presented together at local and national conferences regarding our collaboration
- Marquette University
 - Each year we host a SLP Intern from Marquette
- Others
 - Over the past 5 years we have worked with SIU, EIU, Florida State University, UIS, MCC, NLU, Mount Mary University and CLC to host over 60 Student Teachers and Interns.

Internal Efforts

- **Grow Your Own**
 - Between 3-5 Program Assistants enroll in a teacher preparation program annually
 - We assist in helping find a program for the role they are interested in which also allows them to work while they do their coursework
- **D127 Interns**
 - Each year CCSD 46 staff host approximately 30 interns from D127 who are interested in becoming future educators
 - This year D127 will be participating in the Future Educator Conference at ISU

Pipeline Development

- Continue to develop strategic partnerships with local universities and community partners in order to continue to build a reliable pipeline of qualified teachers and support staff

Reflecting our Students

- Implement targeted recruitment practices to ensure our staffing reflects the needs of our student population
- Increase the number of ESL Certified staff by promoting enrollment in ESL endorsement programs

Targeting High Needs Areas

- Through strategic partnerships and targeted recruitment practices, focus our efforts on hard to fill positions (Special Education, ML, and Related Student Services)

