

Community Conversation

November 26, 2018

Lakota Strategic Plan

Overview of draft plan by Supt. Miller:

Draft is based on focus groups, surveys, input from students, parents, staff and community.

Needs to be student-focused – on learning

Each child needs to be heard individually.

Kids like electives and current courses.

Students know there are things district needs to do better on.

Student responses are always very honest.

Students and staff understand this is a work in progress.

Took earlier version of plan and “Lakotai-zed” it.

Made it fit kids, staff and community

Mission: Everything WE do is designed to provide a future-ready, student-centered learning experience for every single child.

Vision:

We are personalized

We are future ready

We are fiscally responsible

We are in this together

Discussion

Numbers are up in every grade except 11 and 12.

We don't want a strategic plan that we already have, that doesn't cause us to stretch.

Four “E's” (after graduation)

Employment

Enrollment in higher education

Enlistment in the military

Entrepreneurship

What jumps out to you as cool in the plan?

Soft skills

Projects

Soft skills – have to learn to communicate and present

Supports students needs and financial stability (if student living in trauma can't learn)

Fiscally responsible

It comes up in every community survey

As we start talking about things like class size etc., it always has to be sustainable

Hate to ask people for money

When we do, we'll really need it

A lot of the people in this room have a little ptsd from all the cuts in the past.

People are still asking how - how did we go from famine to feast

It's going to take some time to get that trust rebuilt

It's a different way of communicating

Still a work in progress

Third grade reading guarantee – had to invest there to save other dollars

To make sure most effectively using every dollar that we can

While still giving best education we can to students

Cash position, financial position is strong

We are in this together

Why is fiscal responsibility third instead of fourth (student, student, money, student)

For staff, how do we foster that we are all in this together? We can get isolated in our classroom or building.

At least professional development is all together. Networking, communication within the district has gotten 1,000 times better.

What are challenges? What external help will district need? How can district learn and evolve?

Report the good things going on

Innovation

Sharing

Sharing good ideas

Staff

Transparency

Have to get people to buy into it

There was a time as staff members we would not be sitting here with supt talking about this. Have to overcome the ptsd.

People support what they co-create

How will this be executed? Top down or empower other people?

Important how it's implemented

Here's what we heard before – this is how we're moving forward

Need to empathize with what we're hearing from students, staff, to emphasize what we're all in this together

There might be some folks who are resistant to change. How do we involve them?

We talked about what does personalization really mean.

You can't ignore 25 kids in the class while personalizing for one.

What does personalization really look like? Just my kid? Meeting every need my kid has?

Staff say they have mindset to personalize, but not enough time.

Especially when checking off boxes of standards

Have to set expectations.

If expectation is one teacher per child, no.

Sometimes I hear Central Office is not so supportive of co-creation.

We're in the trenches.

Love that you (the supt.) are present.

There's the ideal of what is going on in the classroom, and the reality.

Kids tell me "you need to pause."

When you're in the trenches every day, and I love my job, people who aren't in the classroom can't really know what's going on.

Does the district have a culture of co-creation?

Realistically not everybody is going to come along

They've either got to move on or be forced to move on

Can't all happen with people digging in their heels

Those people who need a nudge, send them to places where it's happening to see it in action

Lakota is doing well as far as community and pulling in outside resources from outside the district.

Four events, 70 different partners there volunteered their time.

Internships and hands-on learning are the most exciting things for me as a parent.

Looking at my business for two interns this year.

Would like to see more internal communications, with so many things going on.

Parent involvement - we have PTO's that fill a role

Most are involved with after-school activities or family nights

More involved in enrichment for kids

There are parents who could be leveraged for enrichment

No formalized opportunities for parents to go in and do those things

Untapped opportunities to pull parents in

Outside the PTO, need more formalized opportunities

Today's family is not the family of 20 years ago

51 percent are from single-parent homes

Need to get them involved but runs up against obstacles. Can't come to coffees.

A lot of times parents don't know how to get involved

Parents, family structures and dynamics are completely different today

Need to offer other ways to do things

What do changing demographics mean for the district?

Meeting them where they are.

It's an opportunity

Explore the culture earlier and expose kids to different cultures

Have to be innovative with trying for involvement

Involvement is different than engagement

Have students and staff on high level of cultural competence

Become a district known for developing cultural competence