

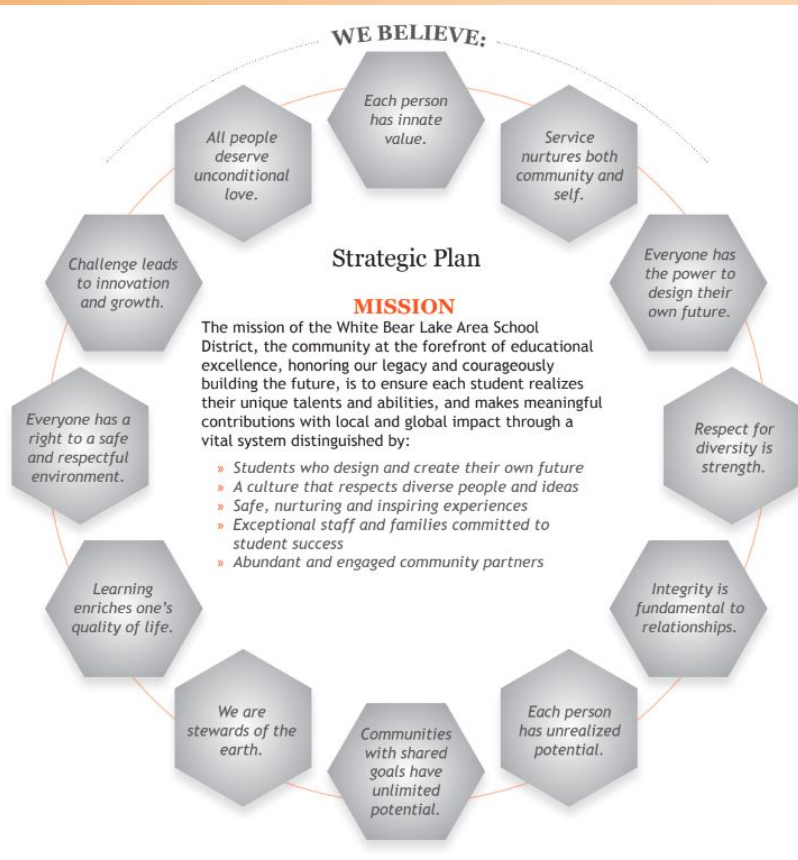


Strategic Plan Update

Board Work Study Session

November 28, 2022

STRATEGIC PLAN



FOUR STRATEGIES

We will...

- create and sustain a safe, equitable and nurturing environment.
- promote and encourage students' personal learning experiences and aspirations.
- ensure our organization continuously transforms to fulfill our mission.
- establish healthy and vital engagement with our entire community.

STRATEGIC PLANNING TEAM MEMBERS

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*Action Team Leader



STRATEGIC PLAN UPDATE

- We will present the specific results for each strategy from the action teams for feedback and approval.
- We have a team working on creating and gathering feedback on criteria for Foundations of Success.



ACTION TEAM PURPOSE

- Accept the strategy as written and commit to making it a reality.
- Serve as DESIGN teams and are not expected to implement the plans.
- **GOAL:** Create specific results describing how the strategy will become a part of daily operations.





ACTION TEAM GUIDELINES

Decisions will be made by total agreement and follow these guidelines:

- All decisions will be consistent with the organization's belief statements.
- All decisions will be made in the context of the organization's stated mission and strategic objectives.
- All decisions will be made based on the common good.
- Participants will be commensurate with actual knowledge and/or experience.
- Each participant will tell the truth.
- A final decision does not mean an end to a conversation.



ACTION TEAM OBJECTIVES

- Analyze the strategy
- Information gathering and research
- Moving to action (narrowing focus)
- Write specific results
- Cost-benefit analysis
- Present to the Strategic Planning Team for approval on November 2



We will create and sustain a safe, equitable and nurturing environment.

- ❖ Ensure the physical, social, mental and chemical health and wellness of each person.
- ❖ Ensure ongoing, intentional and personalized professional development that continuously improves the student educational experience.
- ❖ Create a culture and climate that cultivates a sense of safety, a sense of belonging, and the freedom to be your authentic self.
- ❖ Ensure each student meets their full potential by engaging with all families and the broader community.
- ❖ Prioritize communication with all families and provide easily accessible and relevant resources to help each student thrive.



We will promote and encourage students' personal learning experiences and aspirations.

- ❖ Create an evolving student-centered experience with multiple opportunities.
- ❖ Designate a meaningful amount of time and resources for students and staff to pursue individual learning.
- ❖ Continuously evaluate and redesign the staffing model and building schedules to maximize students' personal learning experiences and aspirations.
- ❖ Provide staff with intentional time and resources for professional development, collaboration, and implementation.
- ❖ Implement a system of evaluation to ensure students' personal learning experiences are optimized to have a positive impact on student engagement and growth.



We will ensure our organization continuously transforms to fulfill our mission.

- ❖ Ensure responsive professional development that meets the needs of individuals, groups and the organization as a whole, and aligns with the organizational mission and strategic plan.
- ❖ Foster and support experimentation and reflection, based in research and best practices.
- ❖ Designate time and resources to prioritize collaboration and team learning.
- ❖ Facilitate intentional, two-way communication among individuals and groups, across the organization and community.
- ❖ Ensure data and feedback on all aspects of the mission are routinely collected and acted on in a public and transparent manner.
- ❖ Examine, challenge, corroborate and transform current processes to ensure alignment with the mission and strategic plan.
- ❖ Ensure working groups and committees have a stated purpose that aligns with the mission and strategic plan.



*We will establish healthy and vital engagement
with our entire community.*

- ❖ Ensure communication processes and procedures are easily accessible, streamlined, and concise.
- ❖ Ensure a comprehensive service learning program through which students learn and develop through active participation that meets the needs of the community.
- ❖ Foster organizational relationships in the community that are mutually beneficial, encompass experiential learning and are regularly assessed for success by a community advisory council.
- ❖ Establish a structured community volunteer program that includes defined roles and a streamlined process for those interested in participating.