Developing a Staff Profile

Strategic Plan – Staff Excellence

November 9, 2023

Workgroup Agenda

Strategic Plan

Staff Excellence

1. Welcome and Set
2. Brainstorming Knowledge, Skills, and Attributes
3. Mapping the Profile
4. Gallery Walk and Reflection



WELCOME COMMITTEE MEMBERS

What thoughts have come to mind as you reflect on the last meeting and the readings?

LWSD Mission and Vision: Results 1

Our mission

Each student will graduate prepared to lead a rewarding and responsible life as a contributing member of our community and greater society.

Our vision

Every Student Future Ready:

- Prepared for College
- Prepared for the Global Workplace
- Prepared for Personal Success







Commitment to Equity

To ensure academic success for all students by closing opportunity gaps for students and providing equitable and inclusive working and learning environments for all students, families, staff, and communities.

Lake Washington School District

Components of Our Strategic Plan

Enduring and Malleable

Long-Term and Durable

Profile (Knowledge, Skills, and Attributes)

Goals / Targets set by the Board

Ongoing Cycle of Inquiry and Improvement

Gap Identification

Strategies to Address Gaps

Success Indicators for Strategies

Data to Measure Strategies

Three Groups to Support the Process

Working Simultaneously



Student Experience and Opportunities

Student Success

Each LWSD Student has the right to succeed.



Workplace Where Staff Thrive

Staff Success

Creating conditions where staff thrive to impact positive outcomes for students.



Efficient, Effective, and Transparent Systems

Organizational Success

Systems in place to support the overall mission and vision of the district.

Our Work Together

Committee Outcomes

Understand the School Board's Goals for student outcomes and Expectations for the functioning of the District

Conduct a "Gap Analysis" related to the Board's Goals and policy indicators to identify specific areas of focus

Identify data to help measure the success of each strategy



Develop a "Profile" for their area of focus which describes the knowledge, skills, and attributes

Review and provide feedback on the specific strategies identified to address the areas of focus



What are the knowledge, skills, and attributes that our workforce will need to support student success in the future?

Our Task

Using individual sticky notes, write as many KSAs on separate notes as time allows.

Brainstorming Knowledge, Skills, and Attributes

1

Sharing

- Round robin, each person reads and share ONE post-it per share
- Go around until every post-it is read

2

Sorting

- Organize post-its into "like" groups
- Create categories / labels for each group

3

Synthesizing

- Analyze and jot down the themes in the groups of categorized post-its
- What other information would be helpful to share so meaning is not lost?

Washington State | **Profile of a Graduate**

A Washington State graduate...

Cultivates Personal Growth & Knowledge



Shows confidence
Applies learning
Sets personally meaningful goals

Solves Problems



Thinks critically
Demonstrates resilience
Embraces creativity

Communicates Effectively



Works on a team
Collaborates
Navigates conflict

Sustains Wellness



Cultivates physical and emotional well-being
Fosters empathy
Builds relationships

Embraces Differences/ Diversity



Participates in community
Promotes global responsibility
Shows cultural competency

Masters Life Skills /Self-agency



Takes initiative
Understands financial and digital literacy
Accesses resources

Identifying Common and Priority KSAs

1

View

- Take a “gallery walk” and look for patterns and trends.

2

Read

- Read through the statements and place your sticky dots next those you feel are highest priority for our committee’s consideration.

3

Notice and Wonder

- What are you noticing and wondering as you read what others wrote and prioritized?
- Select a reporter to share out with whole group.

Next Meeting

January 11, 2024



