Organizational Profile: Aligning with Profiles of Graduate and Staff

Strategic Plan – Organizational Excellence

February 29, 2024

Workgroup Agenda

Focused Synthesis and Feedback

Profiles of a Graduate and Staff

1. Welcome and Set – 30 Min
2. Small Group Revisions – 60 min
3. Large Group Share Out – 15 min
4. Feedback and Tuning – 15 min



Content Language

Meeting Objectives

Strategic Work: Organizational Profile

February 29, 2024

1. Respond to feedback from central leaders on our work to date by utilizing our existing work to create revised drafts of profiles to share between staff and student groups.

2. Gather feedback on content and alignment with student and staff profiles by utilizing a tuning protocol and small and large group discussion.

Areas of Continued Focus to Address Gaps

These must continue into new strategic plan

1. Continual refinement and coordination of **MTSS** in every school building
2. Intentional focus on shifting practices and support to ensure **Inclusive Education** for all students.
3. Established commitment to **Equity**, focused on addressing issues of marginalization within the system considering race, economic conditions, language and Learning.

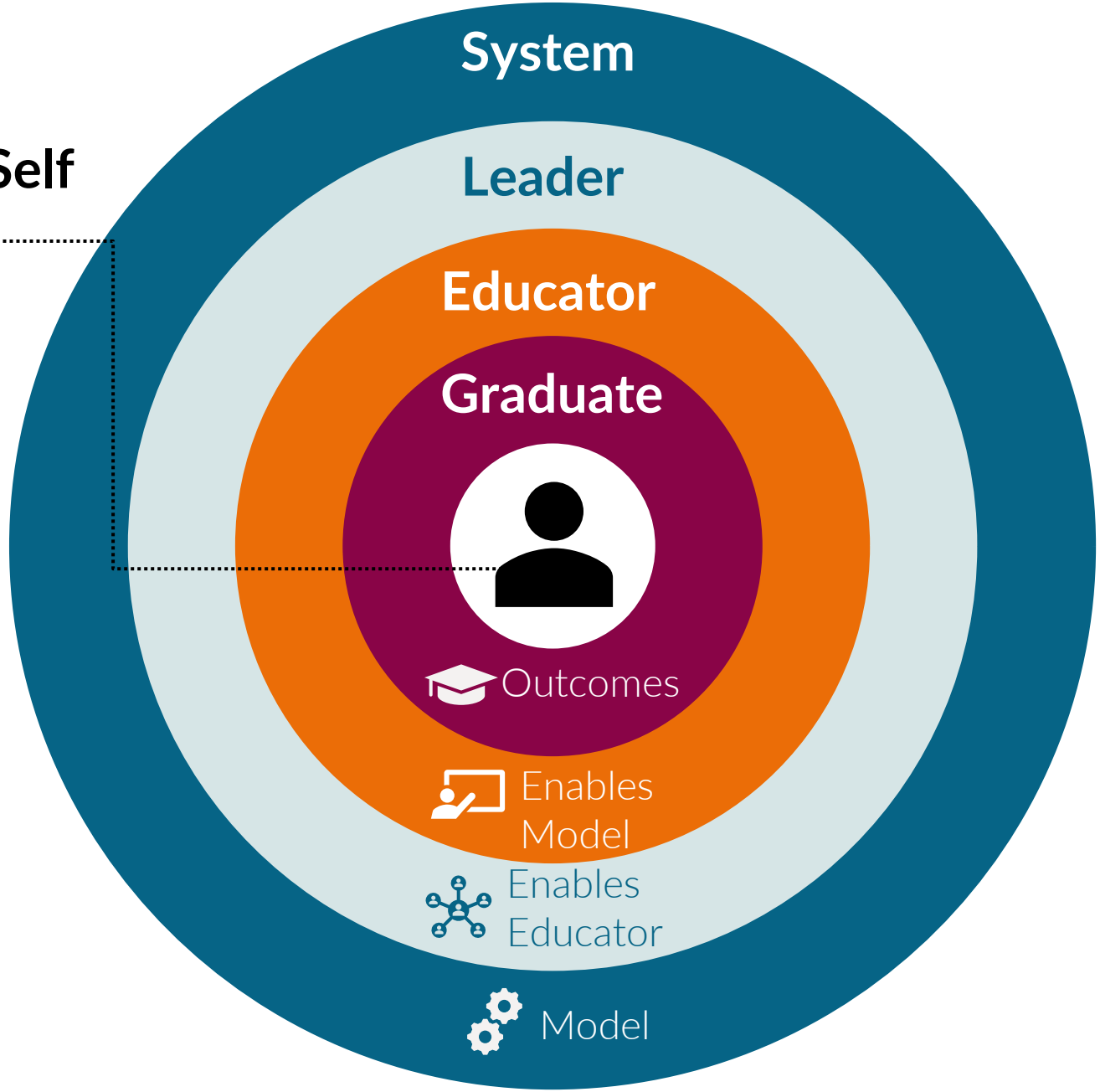


Nested Profiles

What are we trying to create?

Portrait of Self

Goals / Identity



Feedback Guiding Our Work Tonight

Strategic Planning Group and Central Leader

Essential Question

What elements of these drafts do you find catalytic for your ability to effectively lead for continual improvement towards an equitable and inclusive student experience and outcomes?

Feedback on Format

- Simple is better
- Three circle graphic is clear and resonates
- What are attributes overlap between circles?
- Use the same format for all three, student, staff, org
- “I” statements
- Use a secondary document to granular but keep the info graphic simple and easily understood

Feedback on Content:

- Broad, simple terms where descriptors are adapted for each group (guiding questions)
- Simple core ideas
- Keep it visionary
- “I” statements make it clear and speak to commitment
- Emotional engagement / belonging is important

Socializing Profiles

Recent alumni, established student affinity groups, board linkage groups, other

Small Group Revision Work

Using Feedback to Refine Our Work

In Small Groups

Group 1: The Person
Group 2: The Relationships
Group 3: The Skills

Using "We" statements, how do the KSA's and themes we've worked with show up for the organization?



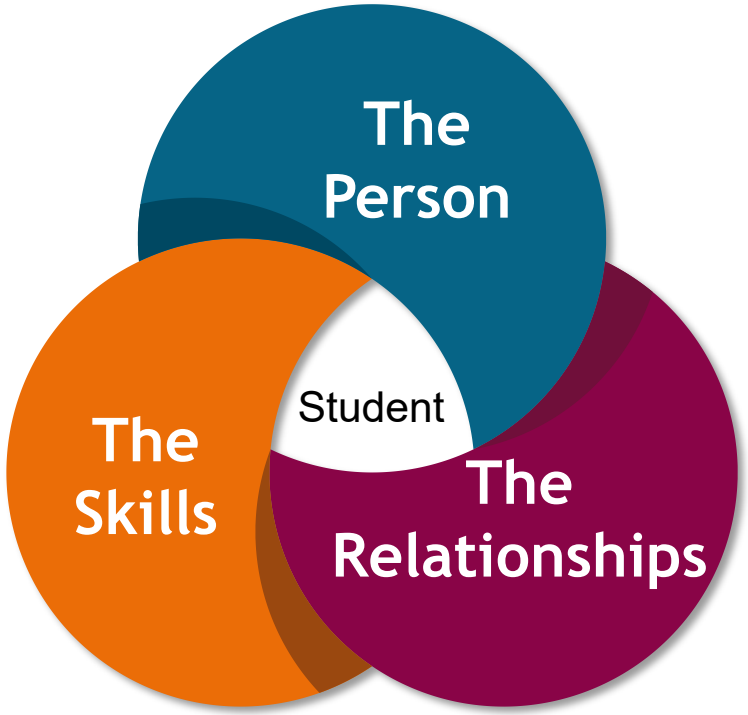
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Does the portrait help answer these questions?

Hopes and Dreams	What are the hopes, dreams, and aspirations that our community has for students?
Skills and Mindset	What are the skills and mindsets our needed for success in this rapidly changing, complex world?
Equitable Learning Experiences	What implications are there for the design of the learning experiences—and equitable access to those experiences—we provide in our school systems on a consistent basis?

Represents a school district's vision for the skills, knowledge, attributes, and competencies students need to succeed in college, career and life for ***their preferred future****.*

Aligning Student, Staff, and Organizational Profiles



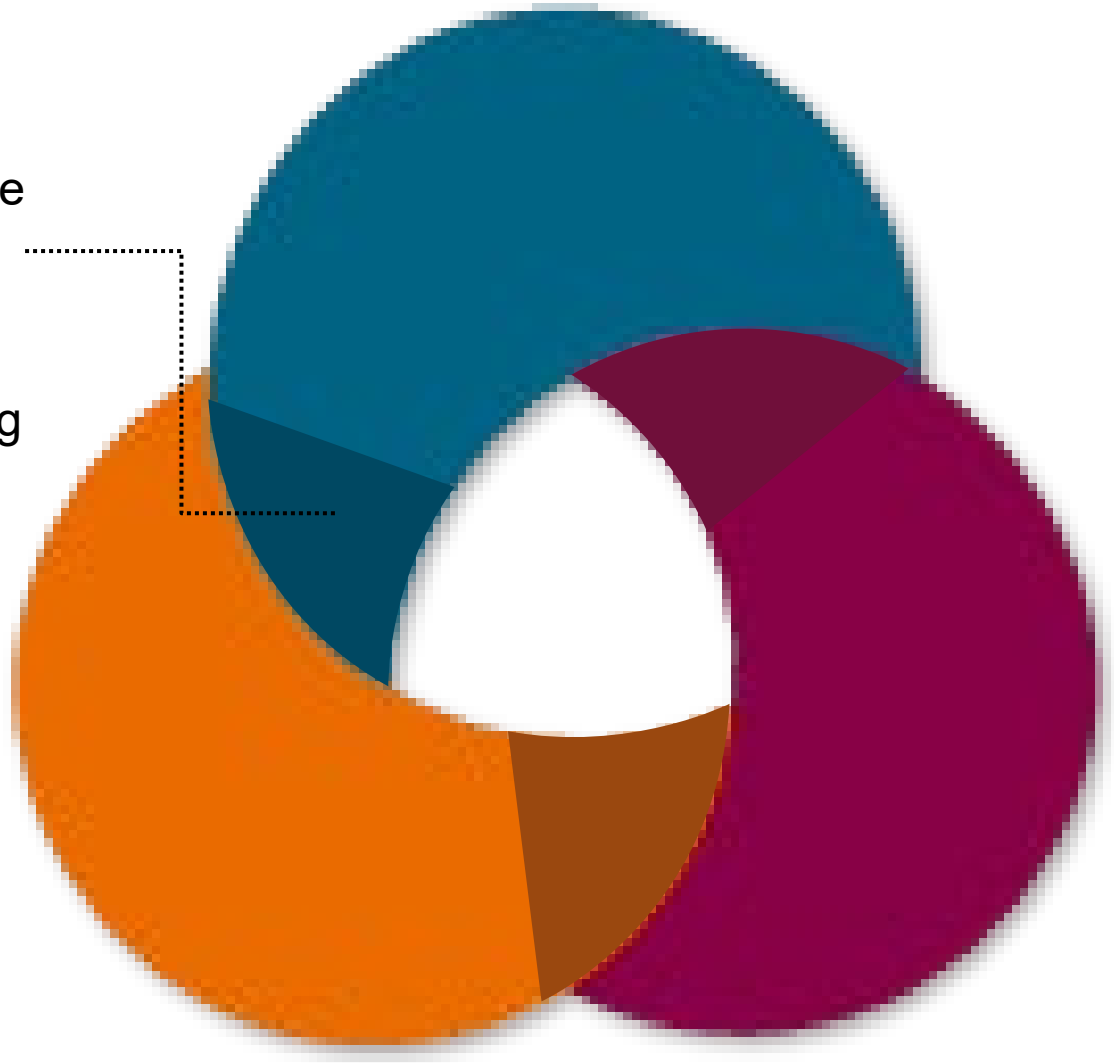




Overlapping Areas?

Is there overlap in these areas that needs to be called out separately?

Could that add meaning to the visual model?



Alignment Exercise

1

Alignment with Staff & Student Groups

- Person to Person
- Skills to Skills
- Relationships to Relationships

2

Read Through

- What is already aligning naturally?
- What changes could be made to strengthen alignment?
- What might be missing?
- Are the statements clear and have shared meaning?

3

Edit and Revise

- Use the feedback to make quick edits, omissions, or additions to your group's work.

Praise, Question, Polish

Gallery Walk

On the 3 Column Chart

P	Q	P
Praise	**Question**	**Polish**
What specifically is making sense to you that you want to praise?	What questions do you have about what you see or what you don't see you would like this group to consider?	What suggestions do you want to offer to improve what is there or to enhance meaning for what is there?