

SHORELINE SCHOOL DISTRICT

# Strategic Planning

March 9, 2024



# Welcome!

- We'll begin shortly after 8:30.
- Please sign in, pick up each of the handouts and a red pen at the side of the room. Coffee and snacks are also available.
- Then take a few moments to connect with the people at your table and share one or two hopes you have for our work.
- There are also name-tags at the table.



# Land Acknowledgement

The Shoreline School District acknowledges the Coast Salish peoples of this land, the land which touches the shared waters of all tribes and bands within the Duwamish, Puyallup, Suquamish, Tulalip, Snoqualmie and Muckleshoot nations.




*Land Acknowledgement Resources:*

<https://usdac.us/nativeland> <https://native-land.ca/>



[Understanding Coast Salish Design](#)

# Our Tasks for Today

1. Prioritize Areas for Growth Using Survey 
2. Draft Initial Recommendations for Actions to Address Areas for Growth 
3. Prioritize Recommendations 

# 1. Prioritizing Areas for Growth

Example:

STRENGTHS	AREAS FOR GROWTH
<ul style="list-style-type: none"><li>● <i>Students felt warmly invited into class</i></li><li>● <i>Students are aware of their biases</i></li><li>● <i>Students indicated teachers expected them to do their best</i></li><li>● <i>Student Success is celebrated</i></li></ul>	<ul style="list-style-type: none"><li>● <i>Families report a lower level of requests for input (58%)</i></li><li>● <i>Retaining staff of color</i> ★★</li><li>● <i>Increasing staff diversity</i> ★</li><li>● <i>Welcoming families</i></li><li>● <i>Staff report a need for training to meet the needs of a diverse population.</i> ★</li></ul>
<p style="text-align: center;">SUMMARY</p> <p><i>Areas of growth to develop a diverse representative workforce.</i> ★</p>	



*Original Poster Page from Last Week*

# 1. Prioritizing Areas for Growth

**Individually** (20 min) review the survey results and notes from last meeting, highlighting:

- a. Where items support the strengths and challenges we identified at our meeting last week.
- b. Additional challenges we might need to address that we did not identify at our last meeting

**In your Goal Area Group** (25 Min):

1. Update your assigned poster (from last meeting) to include any additional areas for growth based on survey. (5-7 minutes)
2. All goal area members visit each of the posters, writing a red star  next to “area for growth statements” that are essential for us to address as part of a 2-3 year strategic plan. *Each member can assign up to 10 stars  total (7-10 minutes)*
3. Using the member voting from the steps above as a guide, as a goal area group, select 4-8 “area for growth” items to address as part of our strategic plan. *You may consider consolidating items. (10 minutes)*

# 2. Drafting Initial Recommendations for Actions



PRIORITY AREA FOR GROWTH	POTENTIAL ACTIONS
1. Retaining staff of color	<ul style="list-style-type: none"><li>Engage with staff of color to identify and analyze barriers to retention ✓ ✓ ✓</li><li>Survey staff of color to identify and implement supportive factors ✓</li></ul>
2. Increasing staff diversity so that composition of staff more closely mirrors that of our students and community.	<ul style="list-style-type: none"><li>Increase staff diversity through recruiting efforts, international teacher exchanges, visiting HBCU and other schools of education etc. and measure/display progress.</li><li>Create a pipeline for paraeducators to become teachers ✓ ✓</li></ul>
3. Staff report a need for training to meet the needs of diverse populations.	<ul style="list-style-type: none"><li>Identify specific student needs using guaranteed assessments</li><li>Engage with <u>district</u> professional learning committee to identify how and when to provide prof. dev.</li><li>Build plans for training into district MTSS work ✓</li></ul>

## 2. Drafting Initial Recommendations for Actions

1. Divide the areas of growth among 4 groups (5 min).
2. Each group records potential strategies/approaches to address the area for growth (10 min)
  - a. Example: *Increase staff diversity through recruiting efforts, such as international teacher exchanges, visiting HBCU and other schools of education etc. and measure/display progress.*
3. Next, each group should visit all the stations, placing a ✓ next to strategies listed that your group strongly supports, and recording potential additional strategies for consideration, at each station until they have returned to the station they began with (5 min/station 15 minutes total)
4. Groups return to their original station. The group should review and discuss the potential actions, noting those that received strong support. (5 minutes)
5. Following the discussion, the group should (15 minutes)
  - a. Identify similar actions that can be consolidated
  - b. Neatly write a brief narrative statement describing a recommended action or actions and associated priority area for growth on a new sheet of poster paper.



# 3. Prioritizing Recommendations

ENGAGED CARING AND DIVERSE STAFF		
PRIORITY AREA FOR GROWTH	POTENTIAL ACTIONS	PRIORITY
1. <i>Retaining staff of color</i>	<i>Meet with and collect information from staff of color about their experience in Shoreline. Collaboratively develop goals and actions to increase satisfaction and support for staff of color in Shoreline.</i>	
2. <i>Increasing staff diversity so that composition of staff more closely mirrors that of our students and community.</i>	<i>Develop a multi prong-approach to increasing staff diversity in Shoreline to include such potential actions as:</i> <ul style="list-style-type: none"><li>● <i>International teacher exchanges</i></li><li>● <i>Recruiting at HBCUs and other schools of education</i></li><li>● <i>Creating a pipeline for paraeducators to become teachers</i></li><li>● <i>Identifying and using measures of progress</i></li></ul>	

# 3. Prioritizing Recommendations

## **Large Planning Group (10:30 - 11:30)**

1. Each goal area group will share their recommended areas for growth and associated actions with the large group (10 minutes/group 40 minutes total)
2. Posters will be placed around the room and each planning team member will receive 20 green voting dots (up to 5 per goal area)
3. Planning team members visit posters placing their dots to the right of what they see as the highest priority areas for growth and associated actions. Members may place up to five dots to the right of any one priority and associated action(s) (20 minutes)

	Successful Students	Safe, Welcoming, and Inclusive Schools	Excellent, Caring and Diverse Staff	Engaged Families and Community
<b>Facilitators</b>	Mike VanOrden	Trish Campbell	Treena Sterk	Brian Schultz
	Ellen Kaje	Angela Von Essen	Randi Seaberg	Rachel Belfield
<b>Family/Community</b>	Andrew Peoples	Ananda Scott	Adam Peddicord	Barb Cruz
	Jed Matthew Smith	Christina Jones	David Mitchell	Cindy Pridemore
	Kelli Stickel	Julie Holt	Everton Ashley Drakes	Jennifer Martinez
	Rebecca Chan	Lewis Lea	Kaylea Champion	Josh Rosenau
	Teresa Hoffman	Robin Hill		Lia Chiarelli
<b>Students</b>	Ranie Stroh	Mitchell Ichinkhorloo	Lula Yoseph Teklu	
<b>Certificated Staff</b>	Jenny Breed	Alicia Favreau	Lily Higgins	Ann Hayes Bell
	Nathan Lee	Jen Etter	Rachel Poetzl	Melissa Sargent
	Paul Witzel	Kelly Erdmanczyk	Xandra Peter	Nancy Reisner
	Quinn McLaughlin	Kelsey Graves	Matt Reiman	
	Rachel Trudelle			
<b>Classified Staff</b>	Heather Stroh	Sara Lawton	Lanaya Waldron	Sarah Hinnenkamp
	Jennifer Johnson		Danielle Werner	Tammy Maxwell
<b>Administrators</b>	Cristi Camp	Amy Vujovich	Chad Towe	Becca Whitney
	Derek Dalasta	Aram Osterlye	Daniel Natividad	Michelle Carroll
	Jessica Torvik Lee	Eric Caldwell	Maria Serka	Susan Skorjanc
		Nancy Elder		
<b>Location</b>	<b>Shoreline Room</b>	<b>Shoreline Room</b>	<b>Highlander Room</b>	<b>Spartan Room</b>

# Wrap Up

# Strategic Planning: Upcoming Next Steps

- Draft initial success indicators for each goal area.
- Fifth meeting (Apr. 11) - Review draft priorities and actions; and provide feedback on draft indicators
- School Board Study Session (May 14) to share work of committee

**Thank you!**

