



# Community Town Hall

Michigan City Areas Schools

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March 13, 2023



Access Slides Here:  
[bit.ly/MCASTH](https://bit.ly/MCASTH)

**WELCOME!** We're so glad you're here. We'll get started soon! You can access our slides with the QR code

# WELCOME

Dr. Barbara  
Eason-Watkins,  
Superintendent



# OBJECTIVES

1. Overview strategic planning approach, beliefs and timeline
2. Discuss strengths, needs and goals for Michigan City Area Schools

# AGENDA

**Opening Remarks**

**Overview Strategic Planning**

**KALM Protocol**

**Closing**

# GETTING TO KNOW EDUCATION ELEMENTS

# INTRODUCTIONS | Your Education Elements Team



Andrea Goetchius



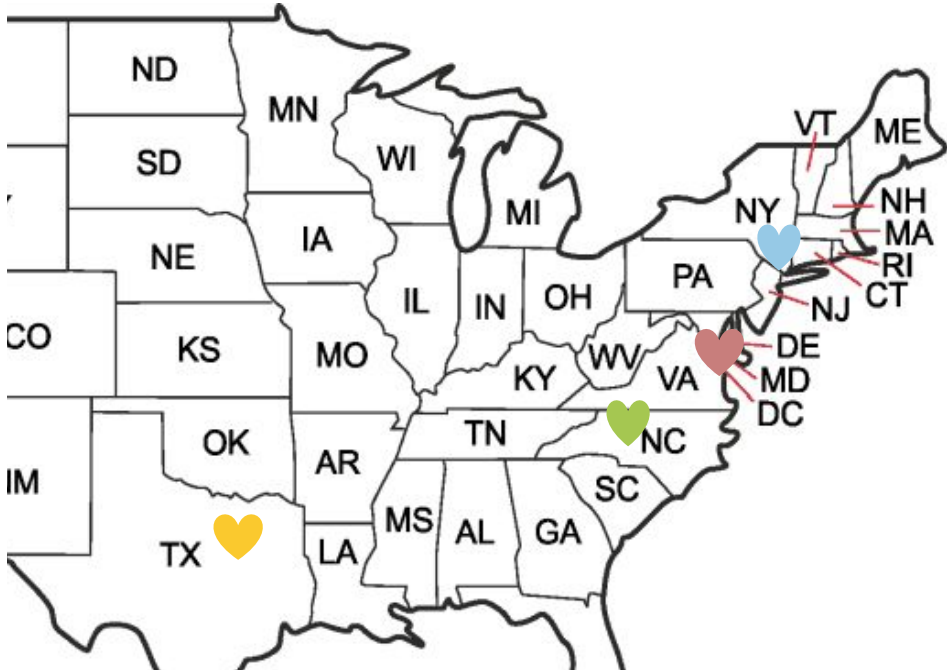
Salimah Jasani-Nelson



Miriam Cohen



Afrecáh Fails



# Our Reach

We've been redesigning education since 2010.

We've reached:

1.5M students

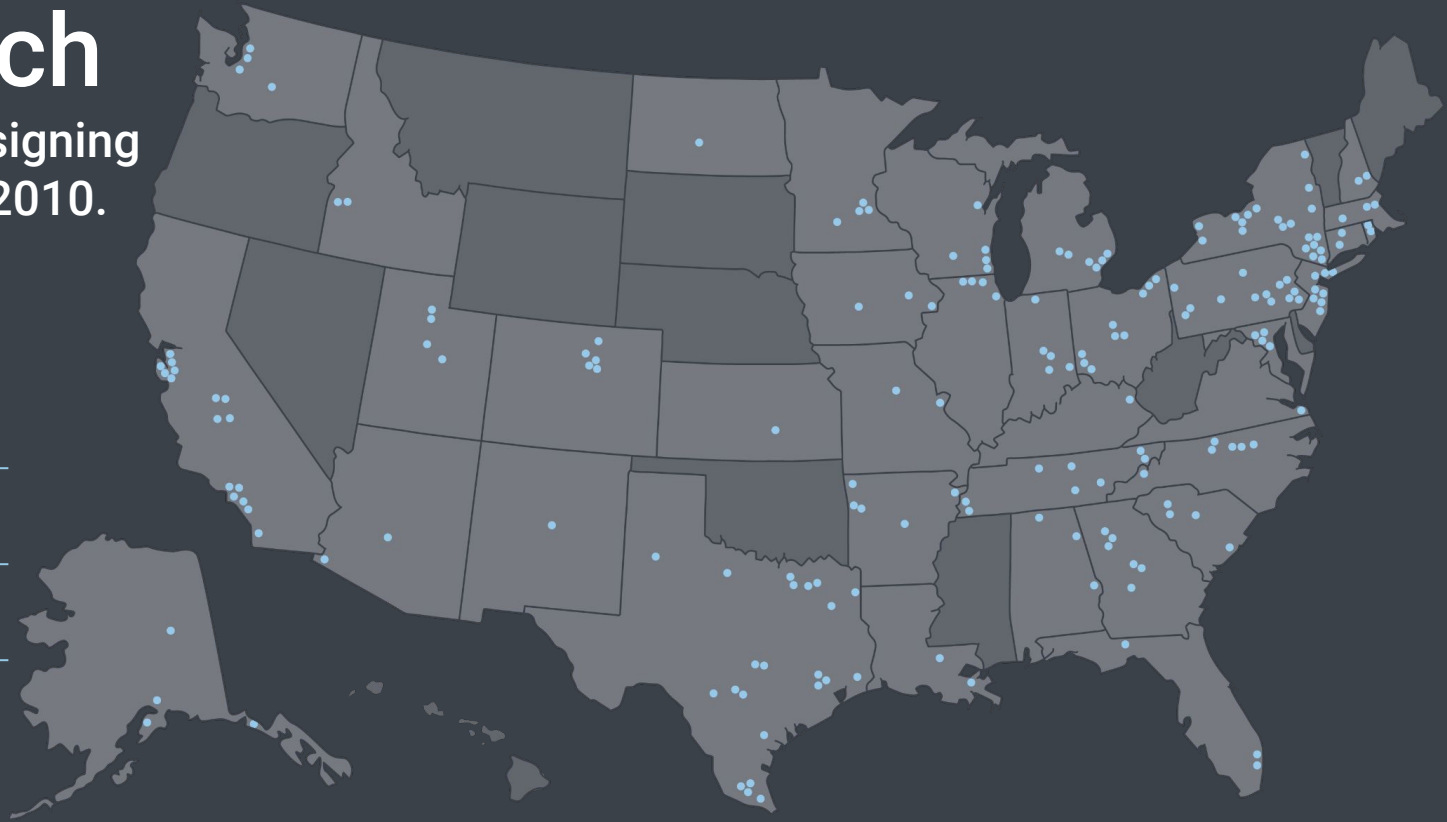
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1700+ schools

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320+ districts

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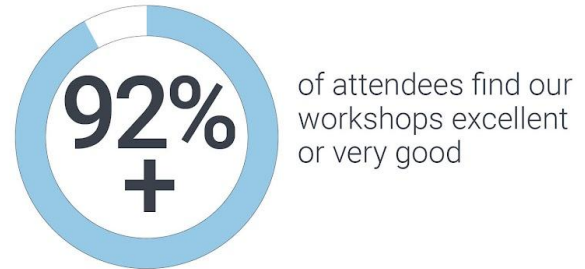




# Schools grow when people grow.



TRANSFORM YOUR SCHOOL OR DISTRICT WITH A PERSONALIZED APPROACH.



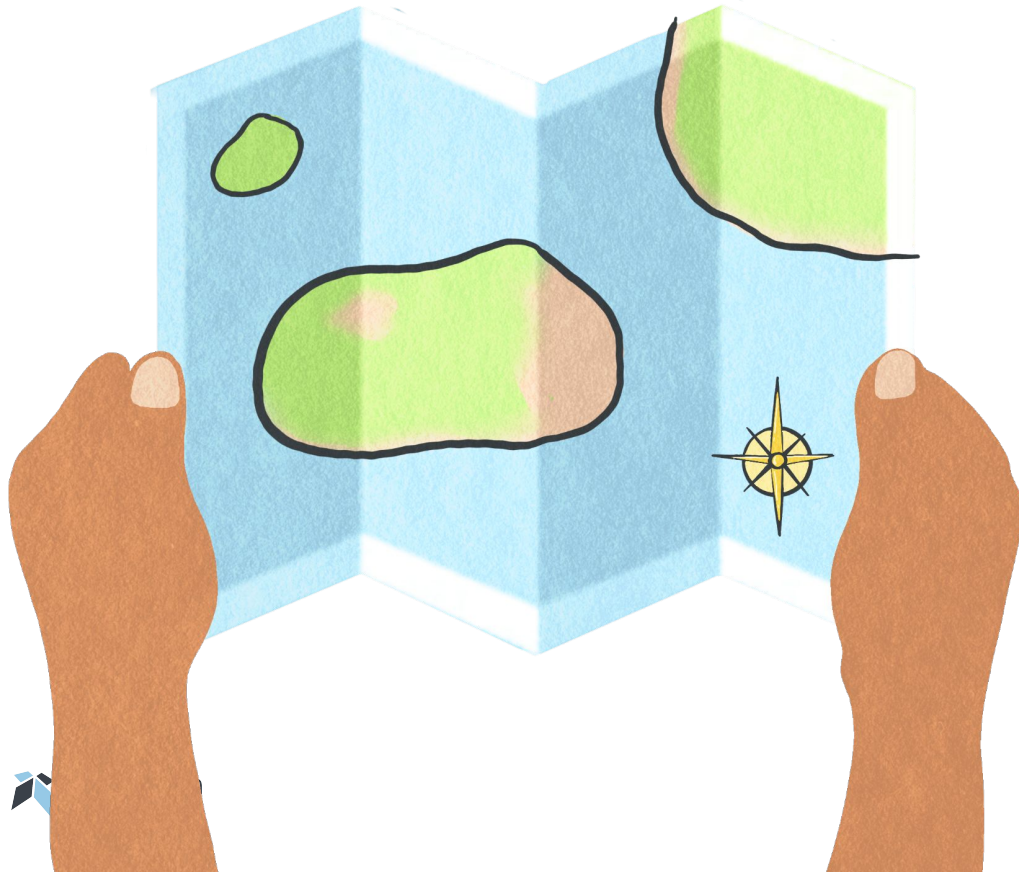
# RESPONSIVE PLANNING

is developing a plan that prioritizes the **process over the product** in order to **sustain, adapt, and pivot.**

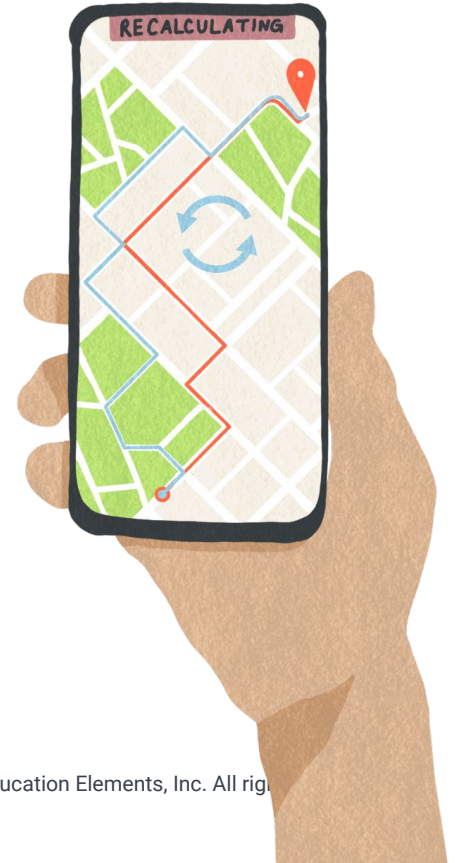




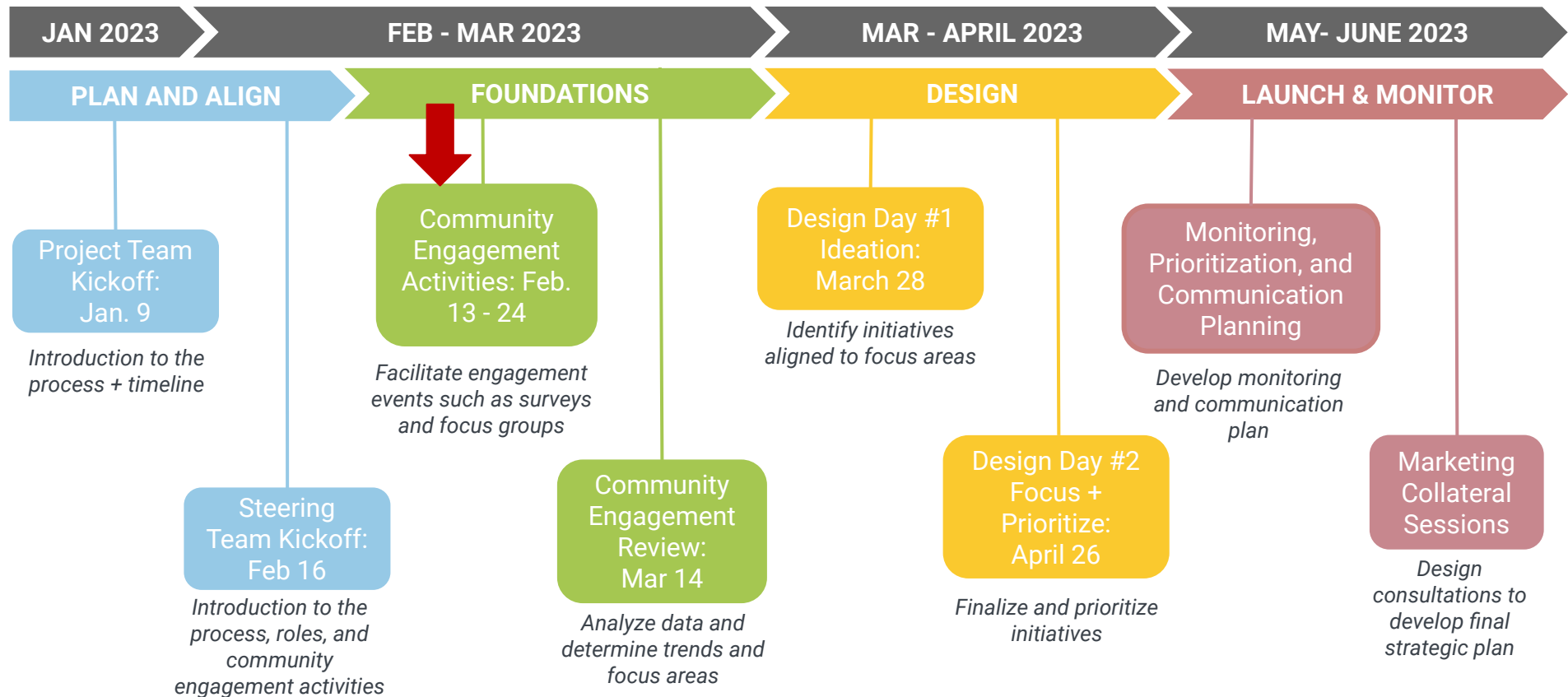
# FROM MAPQUEST TO GPS



vs.



# MICHIGAN CITY AREA SCHOOLS | Timeline



# Education Elements believes when



Many perspectives are **CONSULTED** and **INCLUDED** then a plan is developed **WITH** and **FOR** the community



Community is engaged in **FEEDBACK AND DESIGN** then there is **HIGH BUY-IN** and **LOW FRICTION**



Teams prioritize **SPRINTS** and plan to **PIVOT** then they are **RESPONSIVE.**



Communication is **CLEAR** and **CONSTANT** then constituents **INTEGRATE THEIR BELIEFS**

Your plan should represent the  
identity of your community



*A lesson from the disability justice movement:*

**NOTHING ABOUT  
US WITHOUT US**

# Prior Strategic Plan Examples

**SALAMANCA CITY CENTRAL SCHOOL DISTRICT**

2020-2025 STRATEGIC DIRECTION

**Auburn Enlarged City School District**

Strategic Plan 2021

**WATERLOO CENTRAL SCHOOL DISTRICT**

**Our Mission:** We exist for the kids. We support each student on a personalized journey to realize their goals. Our district develops learners and leaders.

**Our Vision:** All Students. All Start. One Family.

**Our Values:** We believe these values are at the core of who we are. These values direct our work and guide our decision-making at every level of our school district.

- Integrity:** We have a culture of students who are student-centered, focused, and driven. We actively seek student input and feedback in our approach to supporting students in pursuit of their self-directed goals.
- Respect:** We value differences in people. We believe in celebrating and honoring perspectives that are similar and different from ours. Everyone deserves to be heard, heard and heard.
- Community:** We are proud during experiences together. Community and celebrating together. Students, educators, and parents learn using their voices to lead and guide our district.
- Personalized:** Our students, staff, and community members deserve to learn and grow in a personalized way. Everyone deserves to be successful. We offer choices, meaningful ways to learn, and respect at their individual level.
- Collaborative Spirit:** Our stakeholders work collaboratively and cooperatively to achieve shared goals.

**Our Path Forward**  
Our future as Waterloo Central School District is determined by our students and community. With the trust of hundreds of students, parents, teachers, staff members, administrators, and other Waterloo community members we created this strategic plan to provide directional clarity for how we will grow as a family over the next five years.

**CLYDE SAVANNAH CENTRAL SCHOOL DISTRICT 2019 STRATEGIC PLAN**

We strive to be a student-centered community that prepares a student to meet tomorrow's challenges and tomorrow's opportunities.

**VISION:** Success begins and ends with our learners to ensure they are prepared to thrive in the 21st century as an ever-changing world.

**MISSION:** Educate, inspire, and empower our learners to become responsible citizens of the 21st century.

**OUR BELIEFS:**

- WE ARE STUDENT-CENTERED.** We believe in a student-centered approach that empowers our students to take ownership of their learning and to become lifelong learners.
- WE ARE CREATIVE RISK-TAKERS.** We believe in a culture of innovation, creativity, and risk-taking that empowers our students to think critically and solve problems.
- WE ARE PART OF A STRONG COMMUNITY.** We believe in a strong, supportive community that empowers our students to reach their full potential.

**OUR FOCUS** is on the experience of...

- STUDENTS:** We strive for the Clyde-Savannah student experience to be one that is tailored to their individual strengths, needs, and interests while providing flexibility and support to ensure every student feels safe and supported through a focused culture of mutual respect and high expectations. Every student and every member of our staff, students, staff, and community deserve to be heard and their voices are heard and valued.
- STAFF:** We want every staff member to feel excited and proud to be part of the Clyde-Savannah CSD. An experience in which all staff, regardless of position, feels welcomed, valued, and supported through a focused culture of mutual respect and high expectations in which they are given the necessary tools to succeed in their roles in the organization.
- COMMUNITY:** The community experience will be one in which all constituents feel like they can contribute to the betterment of our district and region and that we have meaningful ways to involve parents and community members in school improvement and support for student achievement.

#EducateInspireEmpower

**FALLS CHURCH CITY PUBLIC SCHOOLS STRATEGIC PLAN 2022-2027**

**Lewiston-Porter CENTRAL SCHOOL DISTRICT**

We are committed to our **MISSION**

**ONE PURPOSE:** We are committed to our mission.

**OUR PROMISE:** In order to achieve our vision.

**YOUR PATHWAY:** Our purpose is to ensure that when students leave Lewiston-Porter they will be ready to face the world with confidence in themselves and what they can contribute.

While students are here they will be challenged to grow along their pathway and discover their personal best because we promise to give them our best.

**SB SD**

**OUR VISION:** All students come into our district with personal stories, unique talents, and vast potential. They are supported by a community that values their voices, prioritizes their well-being, and prepares them to graduate prepared and ready to succeed.

**OUR VALUES:**

- INNOVATION:** We value personal passions together through creative, meaningful stories within our community, and utilizing transformational technology to support ideas and imagine solutions for all.
- PARTNERSHIPS:** We value diverse voices. Community that brings together resources to support the needs of our students.
- EQUITY:** We stand unapologetically to eliminate academic achievement gaps, because everyone deserves to learn and thrive under a diverse curriculum that will ensure equitable access to every student in every classroom, every day.

**OUR MISSION:** Ignite your passion. Nurture your potential. Embrace your future.

**WHAT WE BELIEVE:** South Brunswick School District is a community of diverse, driven, and innovative individuals. The district's strategic plan aims to provide transformational learning experiences for all by tapping into the collective strengths of our students, staff, families and other members that make up this community.

**TWIGGS COUNTY PUBLIC SCHOOLS 2022-2027 STRATEGIC PLAN**

**Geneva City School District**

2021-2025 Strategic Plan

**INVEST IN THE FUTURE**

**THE METROPOLITAN SCHOOL DISTRICT OF WARREN TOWNSHIP**

**2020 - 2025**

# Community Informs Strategy

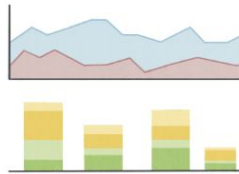


Many perspectives are **CONSULTED** and **INCLUDED** then a plan is developed **WITH** and **FOR** the community



Community is engaged in **FEEDBACK AND DESIGN** then there is **HIGH BUY-IN** and **LOW FRICTION**

We use varied strategies to best connect with community members. Here are some of the strategies we are using to inform this work:



**SURVEY**  
tells you where to look



**EMPATHY INTERVIEW**  
help you understand the experience



**FOCUS GROUPS**  
help with ideation, solution creation and inclusion of constituents in the planning process



**FORUMS/ TOWN HALLS**  
provide opportunities for many constituents to provide input.

# Town Hall

**Purpose:** Engage community members in a larger discussion to understand the current state of an organization. Trends from forums and other engagement activities will guide the priorities of the strategic plan.







At the end of this process, what do you hope your plan says about the Michigan City Area Schools district?

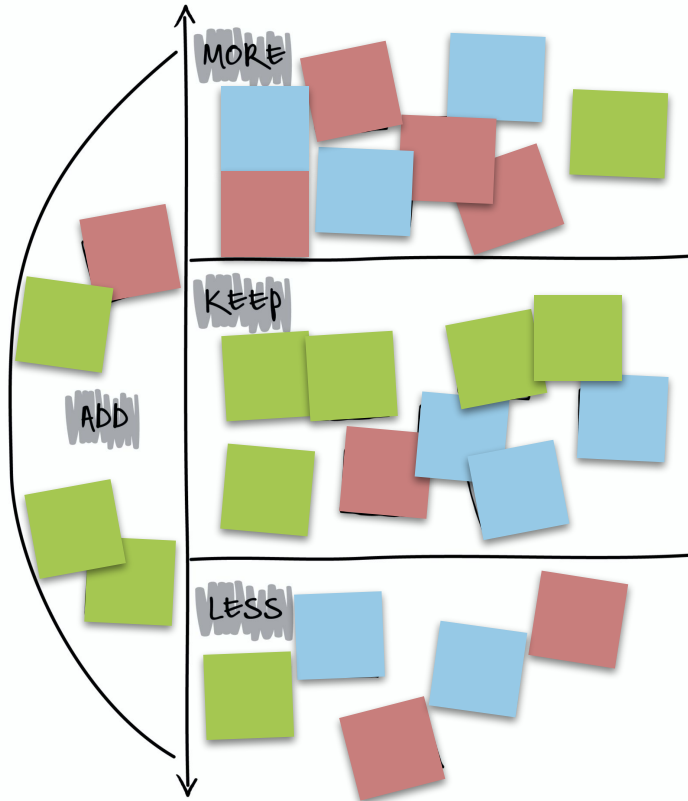
# Let's begin!

## DOMAINS | What are your thoughts and feelings on the following?

<b>Access + Communication</b>	To what extent do individuals have access to the information they need and ability to provide feedback or influence the process?
<b>Climate and Responsive Culture</b>	To what extent are various constituents involved in the decision-making process and satisfied with the district and its policies? (safety, leadership, discipline, decision-making, policies and procedures)
<b>Student Performance</b>	To what extent are students able to perform at their highest level and express their learning in multiple ways?
<b>Curriculum and Instruction</b>	What offerings and pedagogical practices are accessible? (courses including AP, arts etc)
<b>Belonging</b>	To what extent do individuals feel comfortable being themselves in their community? What is it like to be a member of this community?
<b>Wellness</b>	To what extent does school support creativity, cognitive wellbeing, and social-emotional safety?

# Group Work

# KALM | Keep, Add, Less, More: Futurespective



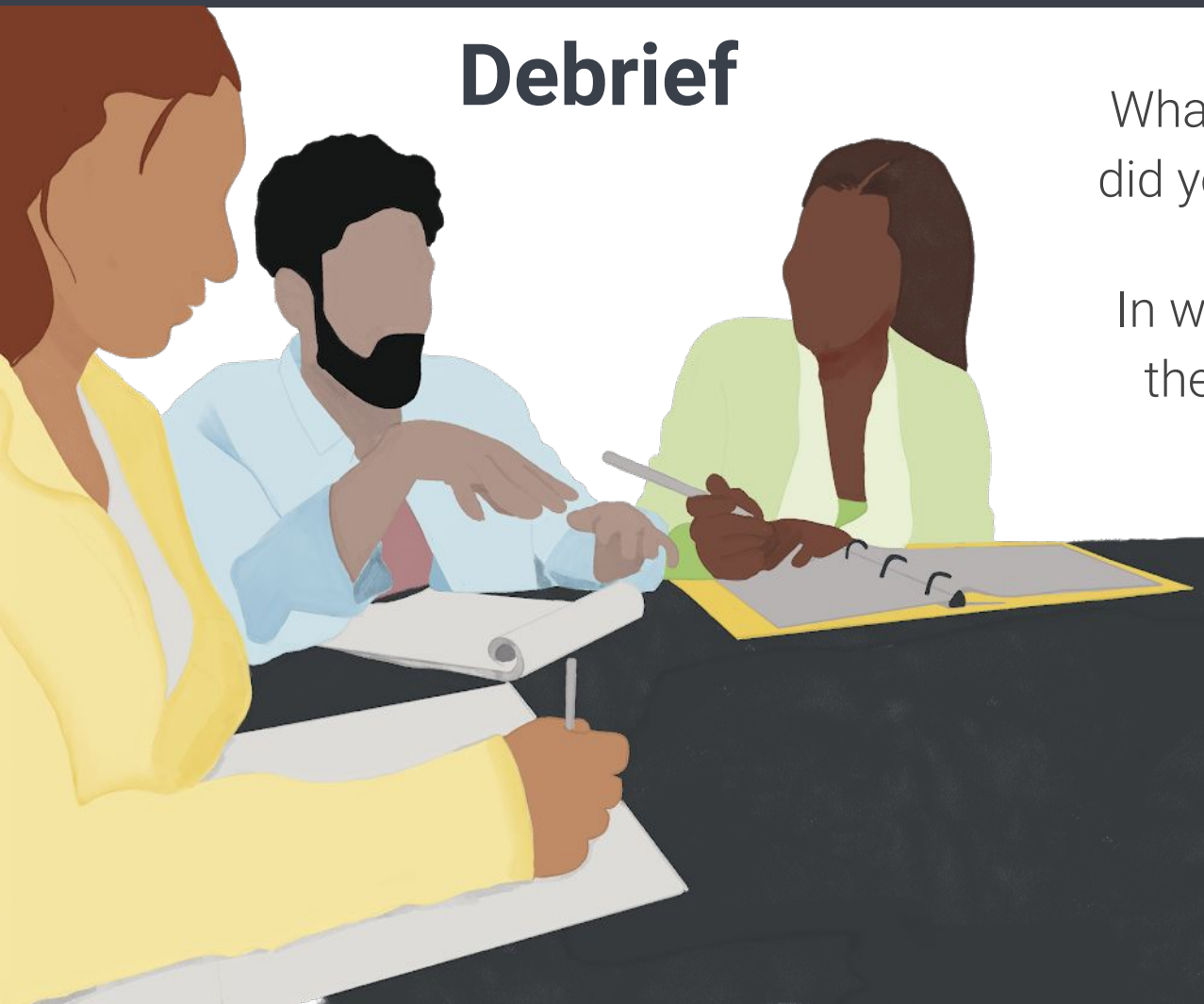
- **Keep** – something the district or school is doing well and whose value you recognize
- **Add** – a new idea or something you have seen work before that you would like to bring to the table
- **Less** – something already being done, but of which you rather do less
- **More** – something already being done which you believe will bring more value if done even more

# Color code your sticky notes by domain!



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# Debrief



What **themes** or similarities did you notice in your group?

In what **domain** do you see the most opportunity for transformation?

# Strategic Planning Methodology

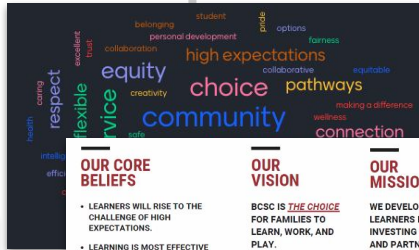
## Plan & Align

Jan - Feb



## Foundations

Feb - March



### OUR CORE BELIEFS

- LEARNERS WILL RISE TO THE CHALLENGE OF HIGH EXPECTATIONS.
- LEARNING IS MOST EFFECTIVE WHEN WE HAVE CHOICE, FLEXIBILITY, AND PURPOSE.
- PEOPLE THRIVE WHEN THEIR PHYSICAL, SOCIAL AND PSYCHOLOGICAL NEEDS ARE MET.
- OUR COMMUNITY AND SCHOOLS ARE STRONGER WHEN WE PARTNER WITH ONE ANOTHER.
- WE FLOURISH BECAUSE OF THE DIVERSITY AND VARIABILITY IN OUR COMMUNITY.

### OUR VISION

BCSC IS **THE CHOICE** FOR FAMILIES TO LEARN, WORK, AND PLAY.

### OUR MISSION

WE DEVELOP EXPERT LEARNERS BY INVESTING IN PEOPLE AND PARTNERING WITH THE COMMUNITY.



## Design

March - April



Excellence & High Expectations

Healthy, Safe, & Welcoming

Pathways to Success

### Strategic Priorities

In order to meet our vision by 2027, we will focus on the following:

Priority	How We Are Getting Started in Year 1
Career and Post-Secondary Readiness	<ul style="list-style-type: none"> <li>We will partner with universities and businesses in order to create a Framework and opportunities for students to explore their future options.</li> <li>Exploring School Start Times</li> <li>Developing Civility and Workplace Partnerships</li> </ul>
Stakeholder Connections	<ul style="list-style-type: none"> <li>We will communicate and collaborate with all stakeholders, including students, families, staff, and our community, to create lasting connections and a positive school culture and climate.</li> <li>Creating a Community Academy</li> </ul>
Student Development and Support	<ul style="list-style-type: none"> <li>We will develop the whole student by teaching academic and skills necessary to be successful throughout their educational and post-secondary journey.</li> <li>Building a Soft Skills Curriculum</li> </ul>
Future Ready Facilities	<ul style="list-style-type: none"> <li>We will create safe and functional facilities that promote a student-centered learning environment.</li> <li>Creating Spaces for Career Pathways</li> </ul>
Diverse Learning Experiences	<ul style="list-style-type: none"> <li>We will equip all students with the ability to have a voice in their learning, with multiple choices and learning modalities.</li> <li>Prioritizing Student Check In</li> </ul>

## Launch

May - June



We know how, when, and to what extent we will **engage constituents** in the planning process

We review data to determine our strengths and opportunities and **define our strategic direction**

We engage stakeholder groups to think critically and **design key initiatives, outcomes + metrics**

We develop **owners, milestones and indicators** for initiative implementation and a **communication plan** to inform stakeholders of the plan.



# Reflect on Your Role | Questions to Consider

Which of these levels of involvement best meets your needs and preferences?

1. I just want to make sure my voice is heard; I don't need to be super involved.  
*(up to 25% hands on; just want to be kept informed)*
2. I want to be consulted and given choices and be able to give advice, when appropriate.  
*(50% hands on this school year; providing feedback through focus groups/surveys when needed)*
3. I want to be deeply involved and am committed to helping design detailed solutions to challenges.  
*(75% hands on this school year; attending two or more full-day design sessions)*
4. I want to help ensure that implementation of the strategic plan goes smoothly and successfully.  
*(50% - 75% hands on next school year)*

**If you picked level 2 or higher, fill out this survey so we have your contact information!**

# Survey



**If you have questions please  
reach out to  
salimah@edelements.com**



**Thank you for making your voice heard and helping turn your vision for Michigan City Area Schools into a reality!**