



Strategic Plan Implementation Year 1 Michigan City Area Schools

Board Update #2

April 2024

WE ARE ONE CITY, ONE PACK!

Michigan City Area Schools District has begun the process of implementing a Strategic Plan that includes alignment to their Mission, Vision, and Values, Pillars, and Initiatives within each Pillar. **Pillar teams are currently in year 1 of implementation.**

This is the second board update for year 1 of implementation and includes:

- (1) An overview of what implementation has looked like for Year 1, with a focus on **December 2023 (last board update) through April 2024.**
- (2) A **progress report** on the work of the steering team and pillar teams.
- (3) A preview of **next steps** in strategic implementation.

MICHIGAN CITY
AREA SCHOOLS

STRATEGIC PLAN

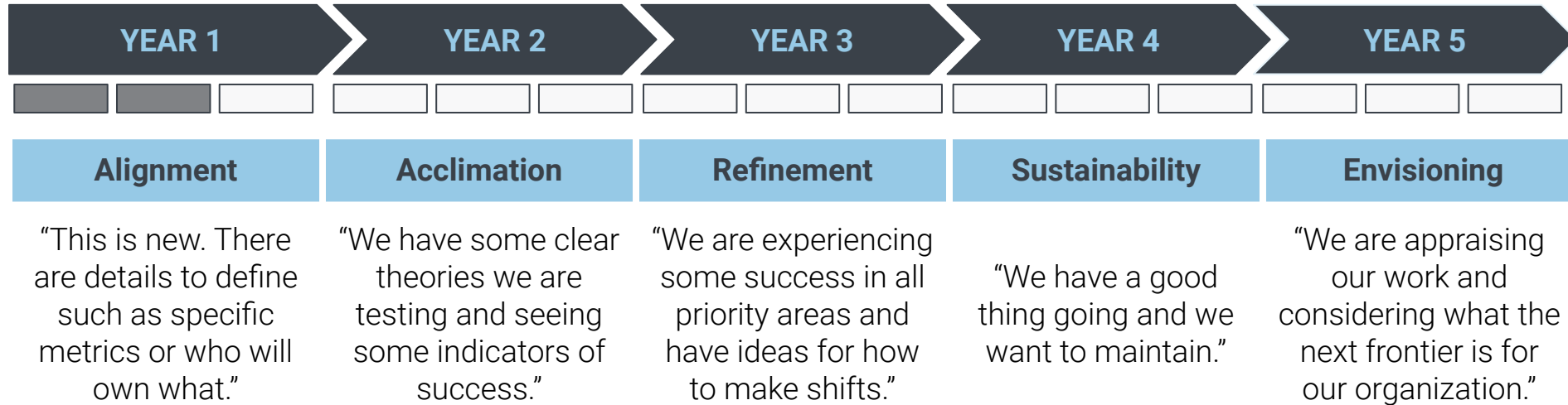


Michigan City
Area Schools

Part 1: Implementation Overview

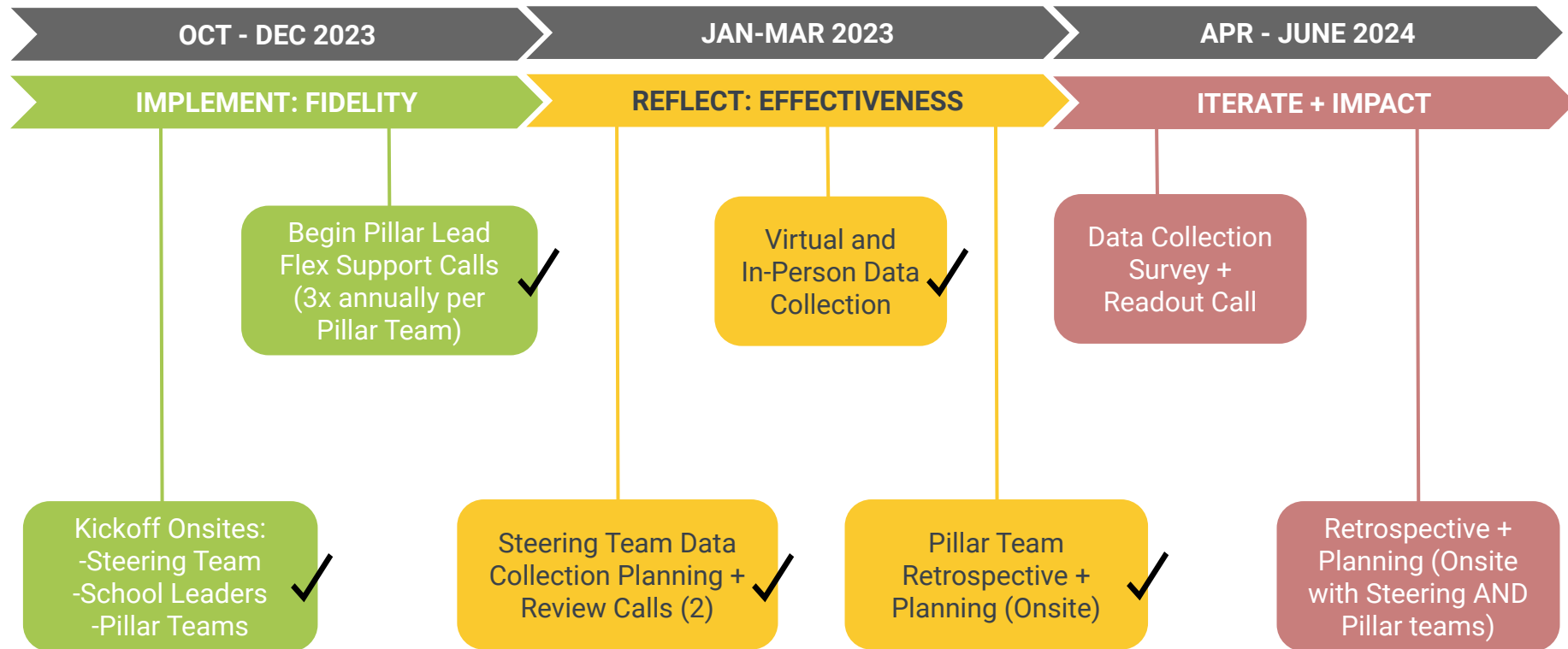
The Road to Success Over the Next Five Years

The visual below depicts the focus of each year of Strategic Plan implementation.

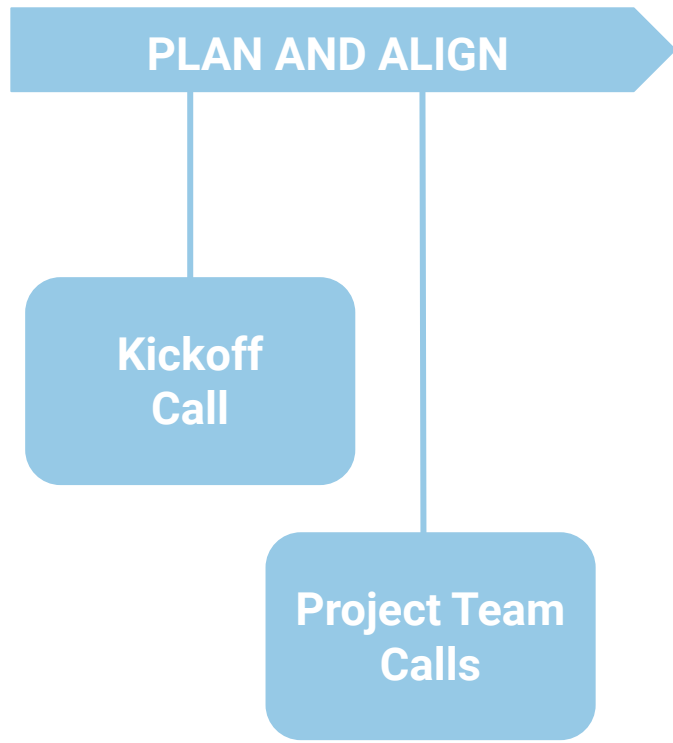


We are currently $\frac{2}{3}$ of the way through Year 1 implementation.

YEAR 1 IN ACTION



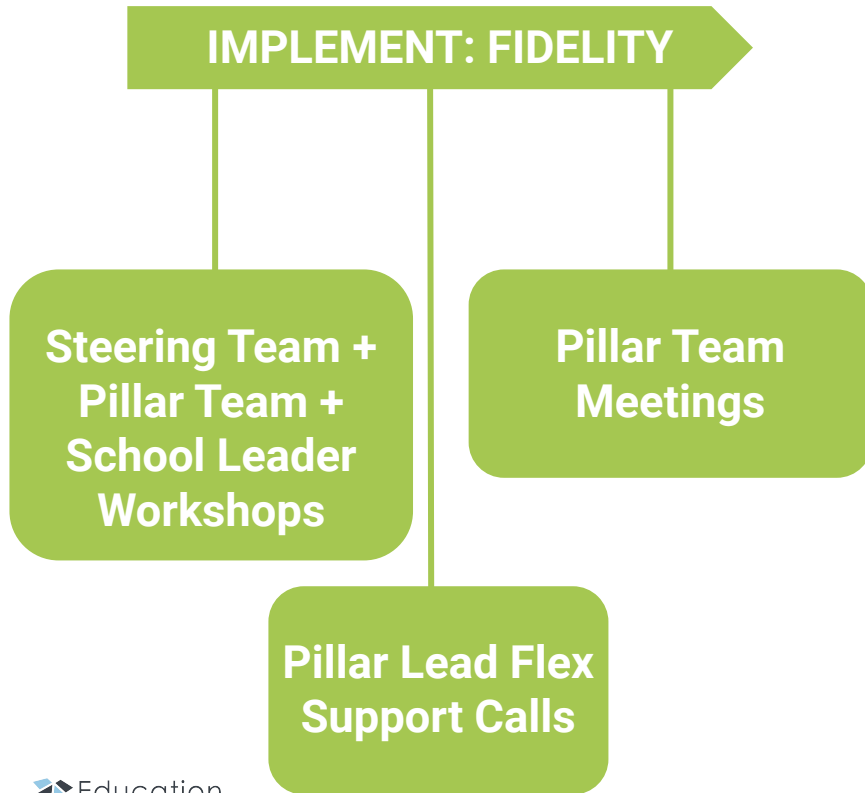
[REMINDER] August - September



What we accomplished...

- Aligned on project outcomes, processes, and timeline.
- Discussed and determined project governance and execution.
- Made decisions about and created the implementation progress monitoring dashboard.
- Held regular calls with the project team to oversee, plan and support project implementation based on district needs and progress.

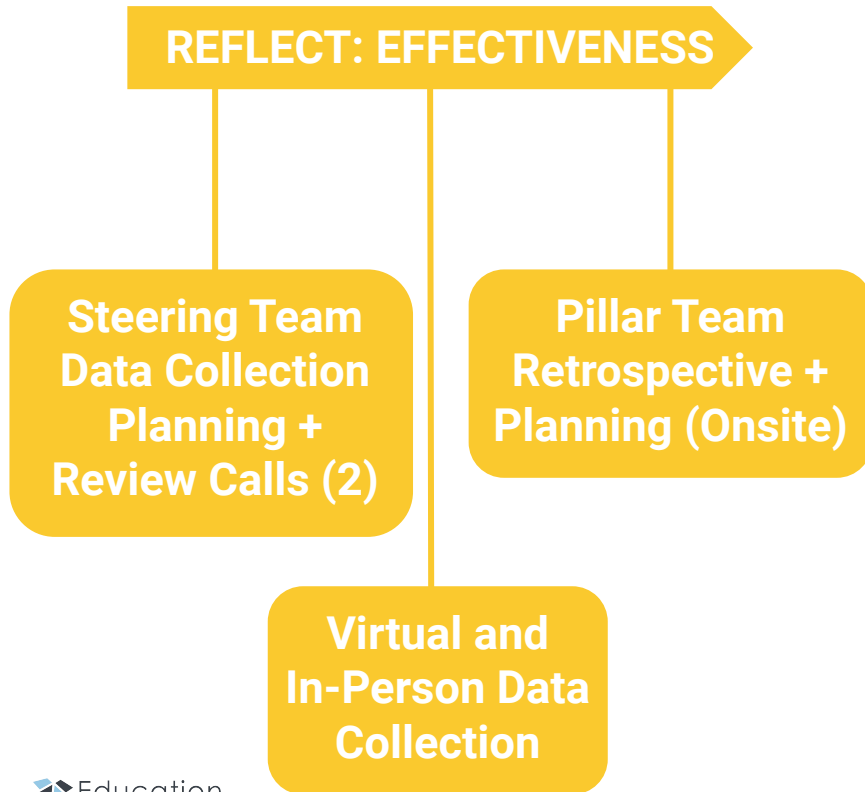
[REMINDER] October - December



What we accomplished...

- Planned the direction of Steering Team and Pillar Team work.
- Aligned on Roles and Accountabilities for Pillar Teams, with a lens of change management.
- Defined impact metrics and confirmed prioritization of initiatives.
- Engaged in communications planning.
- Introduced the timeline, processes and teams for the school year and aligned on management and collaboration structures for Pillar Teams.
- Created goals, fidelity and effectiveness metrics, and implementation plans for the school year.

[NEW] December - March



What we accomplished...

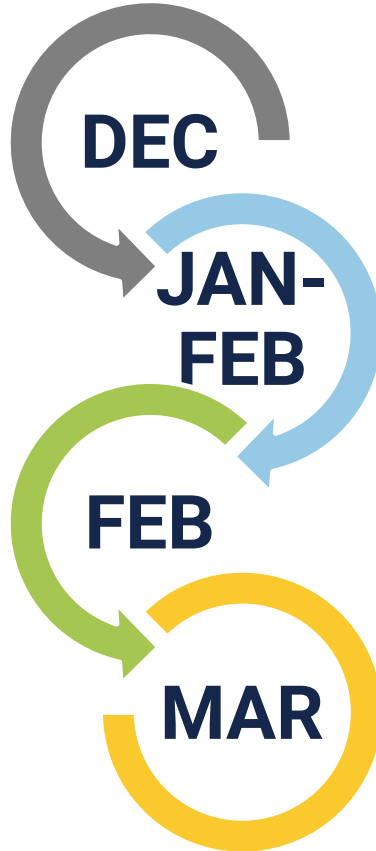
- Planned for data collection on effectiveness metrics across all pillars with the input of the Steering Team.
- Conducted student focus groups (virtual) and classroom walkthroughs (in-person) across elementary, middle, and high school to gather data on effectiveness metrics.
- Reviewed the data with the steering team, which recommended pivots for the pillar teams.
- Reviewed the data with the pillar teams, conducted a retrospective of the work so far, and created action plans for the remainder of the school year.

Part 2: Progress Report

Our Progress Monitoring Process

- **Steering Team Data Collection Call** (December 13, 2023) - Steering team provided input on the data collection plan for progress monitoring of strategic plan effectiveness metrics

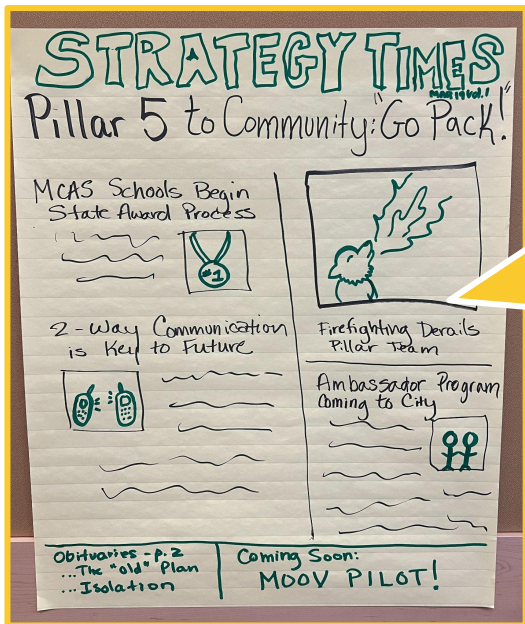
- **Steering Team Planning Call** (February 27, 2024) - Steering team reviewed and analyzed effectiveness data and made recommendations to the pillar teams



- **Virtual + In-Person Data Collection** (Jan - Feb, 2024) - Ed Elements ran student focus groups and conducted classroom observations to gather data on effectiveness metrics

- **Pillar Teams In-Person Retrospective** (March 19, 2024) - Pillar teams spent the day reviewing the data + steering team recommendations and planning for the next phase of implementation

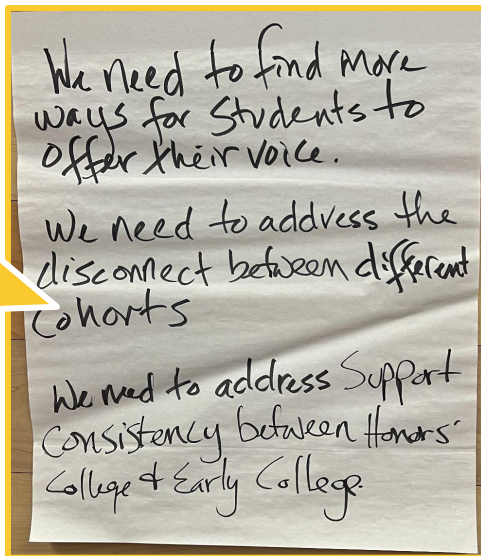
Pillar Team Retrospective and Planning Session (March 19)



Pillar teams created newspaper headlines to update the whole group on their progress this year.

Pillar teams used a collaborative learning cycle to review the data and summarize key implications for each pillar.

Pillar teams defined key actions and pivots they need to make to meet pillar goals by the end of the school year.



We will develop a network of ambassadors who will share accurate and positive information about our schools.

In Progress

Conduct a Citizen Ambassador program for members of the community, to educate them on our operations, successes, and challenges

In Progress

Research other communities who are implementing similar programs (Westfield-Washington Schools, Fort Wayne, Crown Point, Portage)

Complete

Consult with the Police Academy Coordinator

Not started

Identify participants and structure for a pilot program.

Not started

Explore feasibility of expansion to the school level.

Not started

Pillar Headlines, as Shared by Pillar Teams on March 19

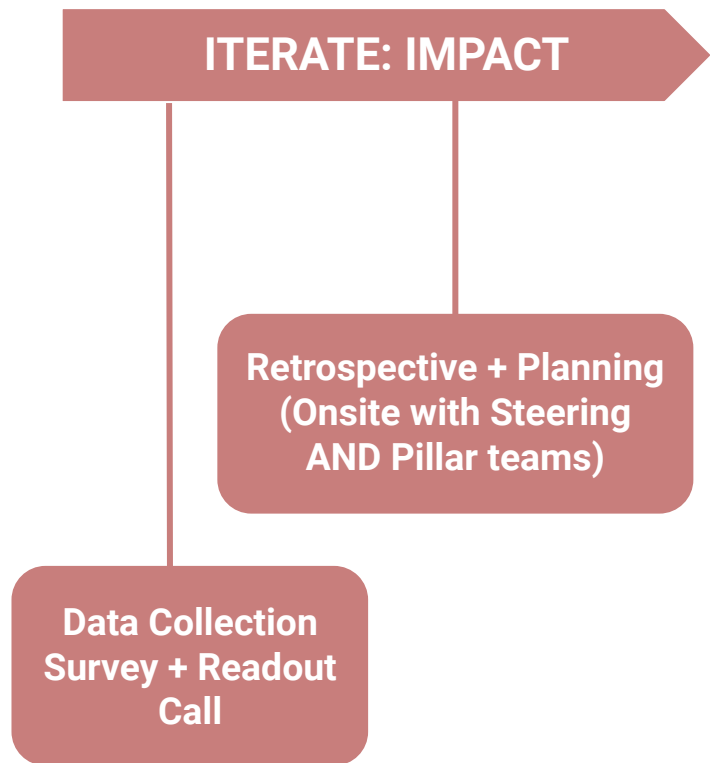
Hyperlinked documents include pillar data analysis, retrospectives, and deep dives as conducted on March 19.

<u>Culture and Environment</u>	<u>Student Voice and Opportunities</u>	<u>Meeting the Needs of Diverse Learners</u>	<u>Educating the Whole Child</u>	<u>Clear and Consistent Communication</u>
<p>Action steps implemented include:</p> <ul style="list-style-type: none">● Staff recognition● Coaches survey● Increased athletic and extracurricular opportunities● Identified and addressed barriers● Increased access to transportation● Conducted facilities study	<ul style="list-style-type: none">● Extensive research leads to progress for our wolves' families.● Increased student voice, engagement, and leadership.● Teachers relate to students through new connection activities.	<ul style="list-style-type: none">● Focus on high quality work.● Multiple ways to show mastery.● Students have diverse paths to choose from.● Intervention plans to close identified learning gaps.● Paths will be different from student to student. All students should have a choice.	<ul style="list-style-type: none">● Explored student apps, narrowed down to two, and trialed one.● Identified needs for professional development and support for all staff.● 12 of 13 buildings have begun PD work around trauma and restorative practices.	<ul style="list-style-type: none">● MCAS schools begin state award process.● Two way communication is key to the future.● Ambassador Program coming to City.● Coming soon: MOOV pilot!

For an up-to-date list of action items and status updates, please visit the [monitoring dashboard](#) on our website.

Next Steps

Upcoming Touchpoints



- **Data Collection Survey + Call**
 - Administer end of year community survey to gather data on impact of strategic plan
 - Review survey data and align on themes and key insights
- **Retrospective + Planning Onsite**
 - Reflect on data and current progress
 - Develop plan to pivot based on retrospective
 - Plan for the future of implementation, including years 2-5

Questions?