



Strategic Plan Implementation Year 2 Michigan City Area Schools

December 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 have completed the first 1.5 years of implementation.**

This is the first board update for year 2 of implementation and includes:

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

MICHIGAN CITY
AREA SCHOOLS

STRATEGIC PLAN

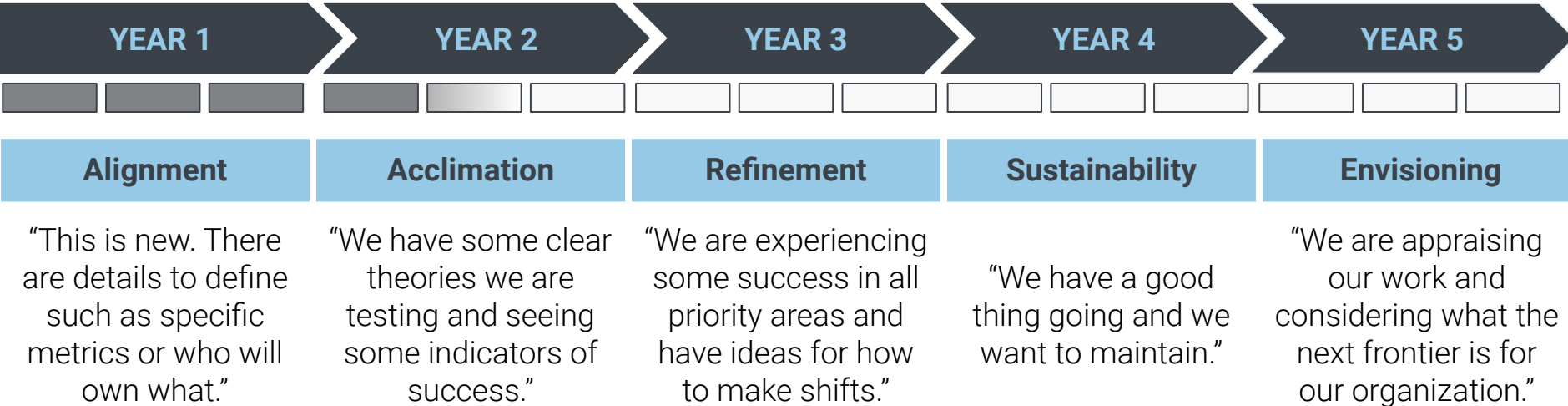


Michigan City
Area Schools

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 about halfway through the 2nd year of the implementation plan.

Year 2 of Implementation



Pillar Team Leads	Pillar Team Leads Kickoff, 9.23		Leads Session, 6.10
	Flex Support Calls, Ongoing	Flex Support Calls, Ongoing	Flex Support Calls, Ongoing
Full Pillar Team <i>Including pillar leads</i>	Pillar Team Kickoff, 9.25	Pillar Team Retro + Planning, 12.10	Pillar Team Retro, 5.14
School Administrators	School Leaders Kickoff, 9.24	School Leaders Retrospective, 12.11	Implementation Retrospective, 5.13
Student Leaders	Student Leaders Session, 9.23	Meeting with Pillar Team Leads Invited to Join the Pillar Team Retro + Planning Session	Student Leaders Session, 3.11
EE-Created External Comms		December Board Update	June Board Update EOY Impact Report
EE-Led Data Collection			Learning Walks, 3.12 - 13 EOY Impact Survey Administration

August - September

AUG - SEPT 2024

PHASE 1

Pillar Team Leads	Pillar Team Leads Kickoff, 9.23 Flex Support Calls, Ongoing
Full Pillar Team <i>Including pillar leads</i>	Pillar Team Kickoff, 9.25
School Administrators	School Leaders Kickoff, 9.24
Student Leaders	Student Leaders Session, 9.23

What we accomplished...

- **Pillar team leads** learned about and applied **implementation science** to enhance pillar teams' ways of working.
- **Pillar teams** engaged in **collaborative conversations** to reflect on year 1 and plan for year 2, with special consideration to data collection for progress monitoring.
- **School leaders** identified which initiatives were in their **locus of control** and communicated about these to pillar teams.
- The **student advisory council** met for the first time and was introduced to strategic plan implementation work, with a focus on **student leadership and advocacy**.

October - December

OCT - DEC 2024

PHASE 2

Pillar Team Leads	Flex Support Calls, Ongoing
Full Pillar Team <i>Including pillar leads</i>	Pillar Team Retro + Planning, 12.10
School Administrators	School Leaders Retrospective, 12.11
Student Leaders	Meeting with Pillar Team Leads Invited to Join the Pillar Team Retro + Planning Session

What we accomplished...

- **Pillar teams** (including **leads**) reflected on fall semester progress and planned for the spring, with a focus on **clear roles and responsibilities**.
- **School leaders** identified ways to utilize staff members and **build effective systems** to address the initiatives within their local of control.
- The **student advisory council** joined the pillar team meeting to provide input on implementation and to receive **leadership training**.

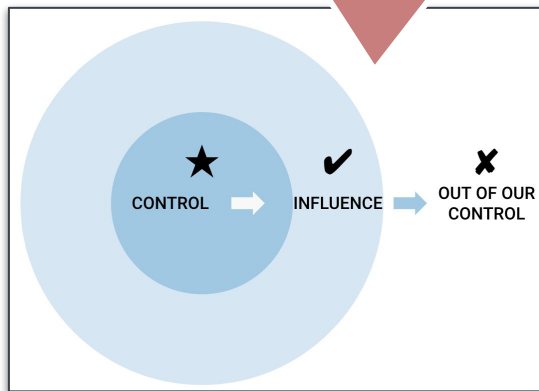
Part 2: Progress Report

Artifacts from September Sessions

Strategy	 Vision Alignment	 Implementation Roadmap	 Communication Plan
Teaming	 Success Metrics + Monitoring	 Resource Prioritization	 Fidelity Expectations
Systems	 Professional Learning	 Materials and Resources	 Coaching Support
Collaborative Learning	 Incentives and Recognition	 Feedback Systems	 Differentiated Support

Pillar teams used Education Elements' Art of Implementing Well framework to analyze what went well in year 1 of implementation and what needs to be improved for year 2.

School leaders reflected on the initiatives that were within their control, within their influence, or out of their control. They used this analysis to plan for schoolwide implementation of the strategic plan.



Strategic Plan!

- What do we know - They are trying to create Productive citizens. in Society.
- They want student voices to be heard
- What would you like to know - Has this Plan had a positive impact. (has it had growth)
- Will we see a change?

How can we contribute? Stop talking? take **CHARGE!**

- keep going to these leadership Programs (Clubs)
- Make a Plan to execute change

We have (Communication) but don't take Next Step

Student leaders identified what they know about the strategic plan, what they would like to learn, and how they can contribute.

Artifacts from December Sessions

Best Practices to Consider...

Effective Communication

Inclusive Participation

Delegate Tasks

Active Listening

Regular Feedback Loops

Pillar teams utilized best practices for working in large teams and applied them to their collaboration.

School leaders engaged in short term, medium term, and longer term planning to ensure seamless integration of strategic plan initiatives with building-level work.



Understanding
Communication + Reasonable Goals
Breakout

Short, Medium, and Long-Term Planning

Short Term <i>By Winter Break</i>	Medium Term <i>By Spring Break</i>	Longer Term <i>By Summer Break</i>
<ul style="list-style-type: none">Ex: Create and share with staff a scope and sequence for Semester 2 SEL curriculum	<ul style="list-style-type: none">Ex: Roll out expectation of 3 SEL lessons per week that align with the scope and sequence, conduct classroom walkthroughs to gather data on implementation, send staff survey on SEL lessons	<ul style="list-style-type: none">Ex: Expand expectation to daily SEL lessons, conduct second round of walkthroughs and survey, create summer work team around SY 25-26 SEL curriculum

Student leaders received training on communication and reasonable goal-setting.

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

Part 3: Next Steps

Looking Ahead to Phase 3



	AUG - SEPT 2024 PHASE 1	OCT - DEC 2024 PHASE 2	JAN - JUNE 2025 PHASE 3
Pillar Team Leads	Pillar Team Leads Kickoff, 9.23 Flex Support Calls, Ongoing	Flex Support Calls, Ongoing	Leads Session, 6.10 Flex Support Calls, Ongoing
Full Pillar Team <i>Including pillar leads</i>	Pillar Team Kickoff, 9.25	Pillar Team Retro + Planning, 12.10	Pillar Team Retro, 5.14
School Administrators	School Leaders Kickoff, 9.24	School Leaders Retrospective, 12.11	Implementation Retrospective, 5.13
Student Leaders	Student Leaders Session, 9.23	Meeting with Pillar Team Leads Invited to Join the Pillar Team Retro + Planning Session	Student Leaders Session, 3.11
EE-Created External Comms		December Board Update	June Board Update EOY Impact Report
EE-Led Data Collection			Learning Walks, 3.12 - 13 EOY Impact Survey Administration

Questions?