

MOVING FORWARD AS ONE!



Strategic Planning Update

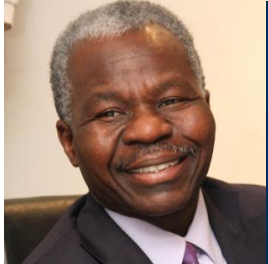
December 16, 2024

Presented by Performance Fact

Lead Facilitator: Mutiu Fagbayi, President/CEO



Facilitators



Mutiu O. Fagbayi
President/CEO

"Moo-tee-oo Fa-gb-ayee"



Lauren Klaffky
VP/Chief Program Officer

- ▶ Valerie Balanon, *Creative Specialist*
- ▶ Kaye Jadrych, *Director of Operations*
- ▶ Rose Wagner, *Senior Associate*
- ▶ Amreet Waters, *Director, Client Relations & Project Management*

A **facilitator** is a guide. A guide does not command or control.

However, a facilitator does direct, leaving it up to you to follow.



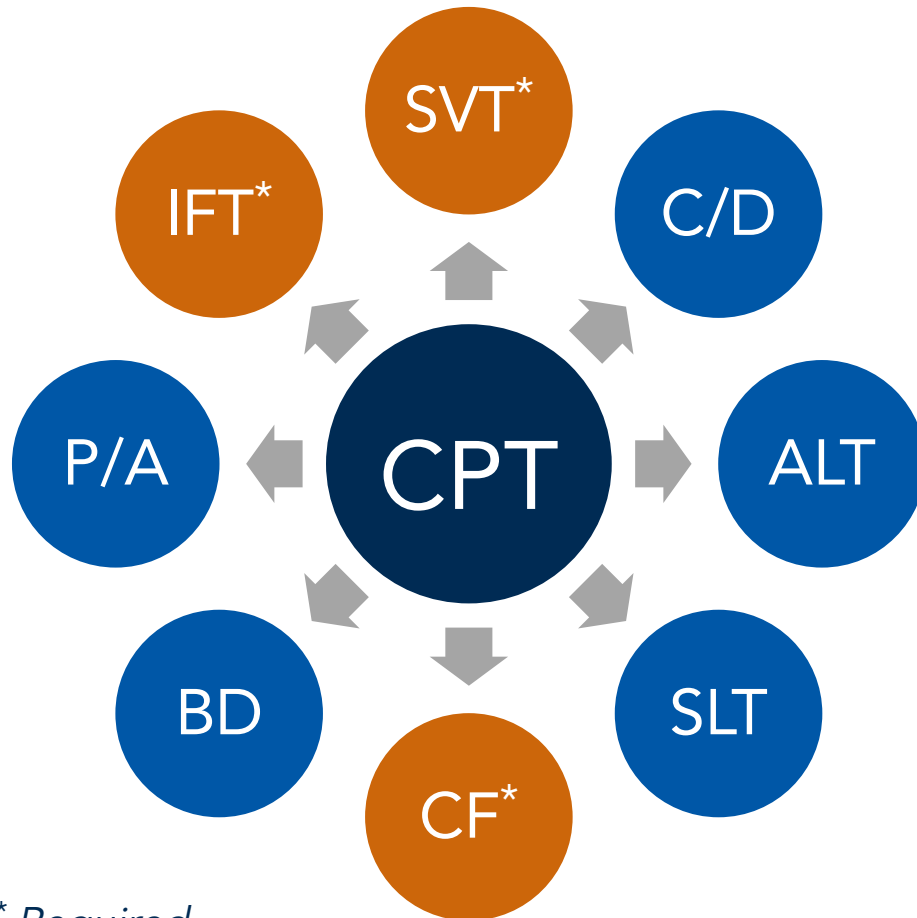
Embracing Diverse Voices & Perspectives

Meaningful engagement
strengthens understanding,
appreciation and commitment.



Embracing Diverse Voices & Perspectives

"Reality Check" Teams & Listening Sessions ...



- ❑ SVT = Student Voice Team
- ❑ IFT = Instructional Focus Team
- ❑ C/D = Campus/Department Reality Check
- ❑ P/A = Principals/Administrators Team
- ❑ ALT = Alignment Team
- ❑ BD = Board Review Team
- ❑ CF = Community Forums
- ❑ SLT = Superintendent's Leadership Team

* Required



STUDENT VOICE TEAM

- Overview of Process
- Reviewed Student Data
- Identified Strengths and Needs
- Input on and reviews of Draft Portrait, Goals and Measures
- Recommended Strategies to Achieve the Goals
- Draft Promise Statements

Date	Duration	Location	Team
9/12/2024	2 hours	Virtual	SFG
9/12/2024	2 hours	Virtual	SFG
10/23/2024	2 hours	Onsite	SVT
11/6/2024	2 hours	Virtual	SVT
12/11/2024	2 hours	Virtual	SVT
Feedback Survey on Draft Strategic Plan			SVT

CORE PLANNING TEAM

Core Planning Team (CPT) is a cross-section of participants, including students. This team takes the lead in setting the broad direction for the plan and in integrating the input from the other planning teams. The Core Planning Team makes a commitment of at least 4 days to the planning exercise.

Date	Duration	Location	Team
9/23/2024	All Day	Onsite	CPT
9/24/2024	All Day	Onsite	CPT
10/22/2024	All Day	Onsite	CPT
12/10/2024	All Day	Onsite	CPT
1/28/2025	3.5 hours	Virtual	CPT
2/11/2025	4 hours	Onsite	CPT

INSTRUCTIONAL FOCUS TEAM

- Overview of Process
- Reviewed Student Data
- Identified Strengths and Needs
- Input on and reviews of Draft Portrait, Goals and Measures
- Recommended Strategies to Achieve the Goals
- Drafted Instructional Vision and Professional Practices

Date	Duration	Location	Team
10/7/2024	All Day	Onsite	IFT
10/8/2024	All Day	Onsite	IFT
11/22/2024	All Day	Onsite	IFT
12/13/2024	3.5 hours	Virtual	IFT
1/24/25	3.5 hours	Virtual	IFT
2/11/25	3.5 hours	Onsite	IFT

FAMILY | COMMUNITY FORUMS

- Overview of Process
- Reviewed Student Data
- Identified Strengths and Needs
- Provided input on Portrait, Goals and Measures

Date	Duration	Location	Team
10/22/2024	2 hours	Onsite	FAM COMMF
10/22/2024	2 hours	Onsite	FAM COMMF
10/23/2024	2 hours	Onsite	FAM COMMF
10/23/2024	2 hours	Onsite	FAM COMMF
Feedback Survey on Strategic Plan Draft December/January			FAM COMMF

ALIGNMENT TEAM

- Overview of Process
- Reviewed Student Data
- Identified Strengths and Needs
- Reviewed Draft Portrait, Goals and Measures
- Provided Feedback on Draft
- Recommended Strategies to Achieve the Goals

Date	Duration	Location	Team
9/23/2024	1.5 hours	On Site	ALT
10/24/2024	1.5 hours	Virtual	ALT
12/10/2024	1.5 hours	Virtual	ALT

PRINCIPAL/ ADMINISTRATORS TEAM

- Overview of process
- Reviewed Draft Portrait, Goals and Measures
- Provided Feedback on Draft
- Recommended Strategies to Achieve the Goals

Date	Duration	Location	Team
9/11/2024	45 min	Virtual	PRIN/ADMIN
11/20/2024	1.5 hours	Virtual	PRIN/ADMIN
1/22/2025	1.5 hours	Virtual	PRIN/ADMIN

CAMPUS | DEPARTMENT REVIEW

Offers all district employees – at the school site or in district support positions – an opportunity to provide input and feedback prior to the formal adoption of the plan.

Date	Duration	Location	Team
Instructional Program Survey			Teachers & Instructional Staff
Feedback Survey on Strategic Plan Draft December/January			All Staff

BOARD REVIEW

Board Review (BD) ensures that the school Board is continually kept abreast of the progress of the strategic planning process through formal presentations and ongoing reporting at periodic intervals.

The Board may also elect to have members participate on additional teams such as the Core Planning Team, Alignment Team, or Community Forums.

Date	Duration	Location	Team
9/9/2024	30 minutes	Virtual	BD
12/16/2024	45 minutes	Virtual	BD
2/24/2025	45 minutes	Virtual	BD
5/19/2025	45 minutes	On Site	BD

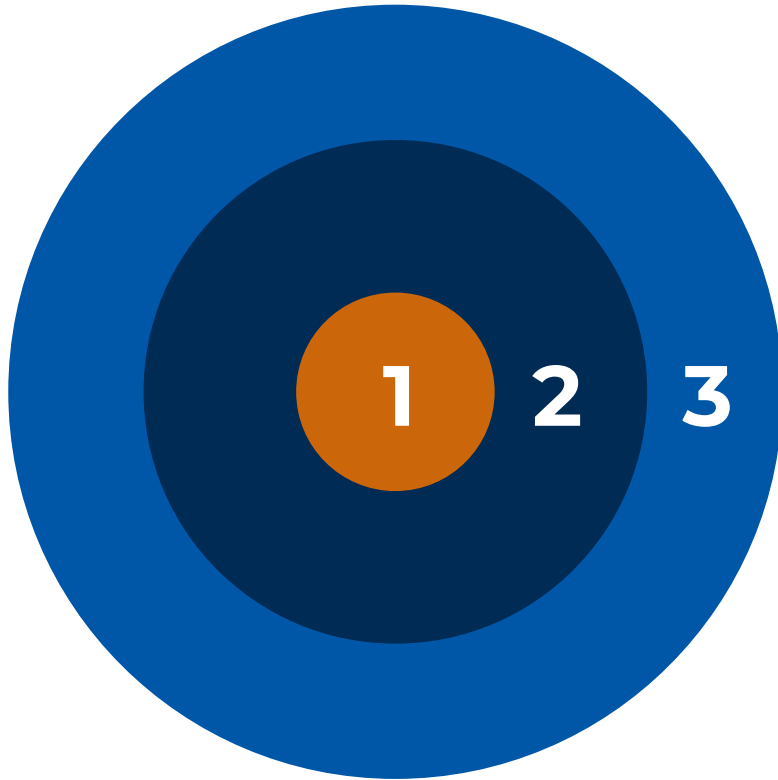
SUPERINTENDENT LEADERSHIP TEAM

Superintendent Leadership Team (SLT) provides executive oversight for the entire strategic planning exercise.

Date	Duration	Location	Team
8/7/2024	75 minutes	Virtual	SUPT
9/24/2024	45 minutes	Onsite	SUPT
10/22/2024	45 minutes	Onsite	SUPT
12/10/2024	45 minutes	Onsite	SUPT
1/14/2025	2 hours	Virtual	SUPT
2/18/2025	2 hours	Virtual	SUPT

Student-centered Strategic Plan

"Keeping ends and means in proper sequence."



1. Student Learning

- ▶ Organizing Principles
 - Promise
- ▶ Portrait of a Graduate
- ▶ Outcomes for Students
 - Aspirational Goals
 - Measures of Student Progress
 - Equity Statements

2. Instructional Effectiveness

- ▶ Instructional Vision
- ▶ Professional Practices for Effective Instruction
- ▶ Strengthening the Standards Aligned Instructional Program

3. Empowering Infrastructure

- ▶ Signature Strategies
- ▶ Key Actions
- ▶ Roadmap for Disciplined Implementation



DRAFT Portrait of a Graduate

Proposed Qualities & Attributes | 10 December 2024

Qualities	Attributes
EMPOWERED <i>(Leader)</i>	<ul style="list-style-type: none"> A. Sets goals, works hard, and accepts accountability B. Embraces responsibilities and challenges with integrity C. Strives to reach their best and leads by example
ANALYTICAL <i>(Thinker)</i>	<ul style="list-style-type: none"> A. Thinks critically and asks relevant questions B. Evaluates evidence from multiple perspectives C. Approaches complex issues with curiosity and creativity D. Generates innovative solutions to solve problems
COLLABORATIVE <i>(Communicator)</i>	<ul style="list-style-type: none"> A. Listens actively with empathy B. Builds trusting relationships C. Shares ideas effectively using diverse methods
GLOBALLY-CONSCIOUS <i>(Advocate)</i>	<ul style="list-style-type: none"> A. Advocates for the wellbeing of self, others, and the environment B. Embraces personal, cultural and linguistic assets of self and others C. Takes action to make the world a more just place for all
RESILIENT <i>(Learner)</i>	<ul style="list-style-type: none"> A. Sets high expectations for future success and learns from experience B. Strives for academic growth and performance C. Embraces feedback to achieve rigorous goals D. Demonstrates confidence in the face of challenges
EMPATHETIC <i>(Community Participant)</i>	<ul style="list-style-type: none"> A. TBD B. TBD C. TBD



DRAFT Goals, Measures, and Equity Commitments

(12.10.24)

Goal #1: Building Early Academic and Social Emotional Foundations

Every student in PreK-Grade 2 will demonstrate academic and social emotional skills for lifelong learning and success.

Our Equity Commitment

We will ensure that each student has access to rigorous, developmentally-appropriate learning environments that are grounded in the student's and family's culture and background.

Measures

- 1.A Students acquiring essential literacy skills at every grade level
- 1.B Students acquiring essential numeracy skills at every grade level
- 1.C Students acquiring social emotional skills at every grade level



DRAFT Goals, Measures, and Equity Commitments

(12.10.24)

Goal #2: Safety, Sense of Belonging and Inclusion

Every student will contribute to and experience a welcoming, safe, and inclusive environment that nurtures a positive climate and sense of belonging.

Our Equity Commitment

We will provide safe and inclusive environments that address systemic inequities, and ensure that every student is valued, connected and engaged.

Measures

- 2.A Student access to strong school climate (including perceptions of safety, inclusion, student-staff relationships)
- 2.B Student attendance/absenteeism



DRAFT Goals, Measures, and Equity Commitments

(12.10.24)

Goal #3: Academic Growth and Mastery

Every student will demonstrate at least a year of growth to meet or exceed standards at every grade level.

Our Equity Commitment

We will provide every student access to rigorous, standards-based curriculum, culturally and linguistically appropriate coursework, actionable feedback, and targeted instruction.

Measures

- 3.A Student academic growth and achievement in reading, writing, math and science on state and national assessments
- 3.B Student performance on common assessments aligned to standards



DRAFT Goals, Measures, and Equity Commitments

(12.10.24)

Goal #4: Ready to Embrace a Diverse and Changing World

Every student will develop skills and interests for successful postsecondary transitions through life, college and/or career.

Our Equity Commitment

We will provide every student equitable access to quality experiences and support to pursue their passions and for success at the next level.

Measures

- 4.A Student enrollment in a career pathway, CTE, AAP/IB, and dual credit courses
- 4.B 12th grade students (high school seniors) successfully completing a career pathway
- 4.C Students in Grades 5-8-10-12 completing courses, activities or experiences aligned to their interests
- 4.D Students on track for on-time graduation (during each year of high school)



Questions/Discussion

