

March 12th, 2025

A+

Strategic Planning Task Force Session #2

Haslett Public Schools
Educational Opportunities for All



Engagement Activity



IMAGINE 2030
DESIGNING THE FUTURE TOGETHER

Whip Around - share your
name and role and ONE WORD about
how you are feeling coming into this
meeting today.

Agenda/Learning Objectives



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Our specific learning objectives for this session and the next session:

1. Analyze and synthesize data from stakeholder surveys.
2. Identify key patterns and themes that reflect the needs and aspirations of the Haslett stakeholders.
 - a. Today - perception data dig
 - b. 4/23 - Calibrating all the building data collected and the Board's synopsis of their work.

Facilitation Strategies

Signals
Routines

As your facilitator, you can count on me:

- To foster a positive climate for improvement
- To be curious about your story
- To seek clarity
- To be flexible in our journey to get to the end goal

As a participant learner, I ask that you:

- Welcome all perspectives
- Think boldly about what's possible
- Listen actively and build on each other's ideas
- Accept and expect non-closure

Framing our Thinking



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**What do we
want for the
students of
Haslett?**

NEXT

**What do we
have to do to
get there?**



ThoughtExchange is a platform that allows groups to share ideas and feedback anonymously. Participants submit thoughts, then rate others' ideas using a 1-to-5-star system. This process helps identify the most valued ideas based on collective input.

Star Score refers to the average rating an idea receives from participants. The higher the score, the more agreement or support an idea has within the group.

- Title 3 sticky notes:
 - Community
 - Staff
 - Students
- Jot down a few predictions on each - independently
- Let's take a look at the "Bird's Eye View"

Community Data



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Participants

399



Thoughts

390



Ratings

19k



Ratings ratio

47

Question:

What are the most important strengths and challenges of the district that our new Superintendent should be made aware of to be successful?



Community Data



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Balancing Academics and Holistic Development

Side A

Academic Focus

The district's strength lies in its focus on academic teaching and providing a comprehensive curriculum. However, there are challenges such as insufficient behavior management, limited parent-teacher communication, and the need for more advanced learning options. Ensuring academic engagement and preparing students for college are also highlighted as important areas.

Common ground

Supportive Environment

Both sides agree on the importance of creating a supportive environment for students. This includes ensuring safety, effective communication, and providing opportunities for both academic and personal growth. The need for a balanced approach that addresses both academic excellence and the overall well-being of students is recognized as crucial for their success.

Side B

Holistic Development

There is a strong emphasis on the need for holistic development, including emotional intelligence, social skills, and extracurricular activities. Concerns include the need for better behavior management, more inclusive and diverse programs, and addressing bullying and mental health issues. The importance of creating a safe and supportive environment for all students is also emphasized.

Staff Data



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Participants

172



Thoughts

156



Ratings

5k

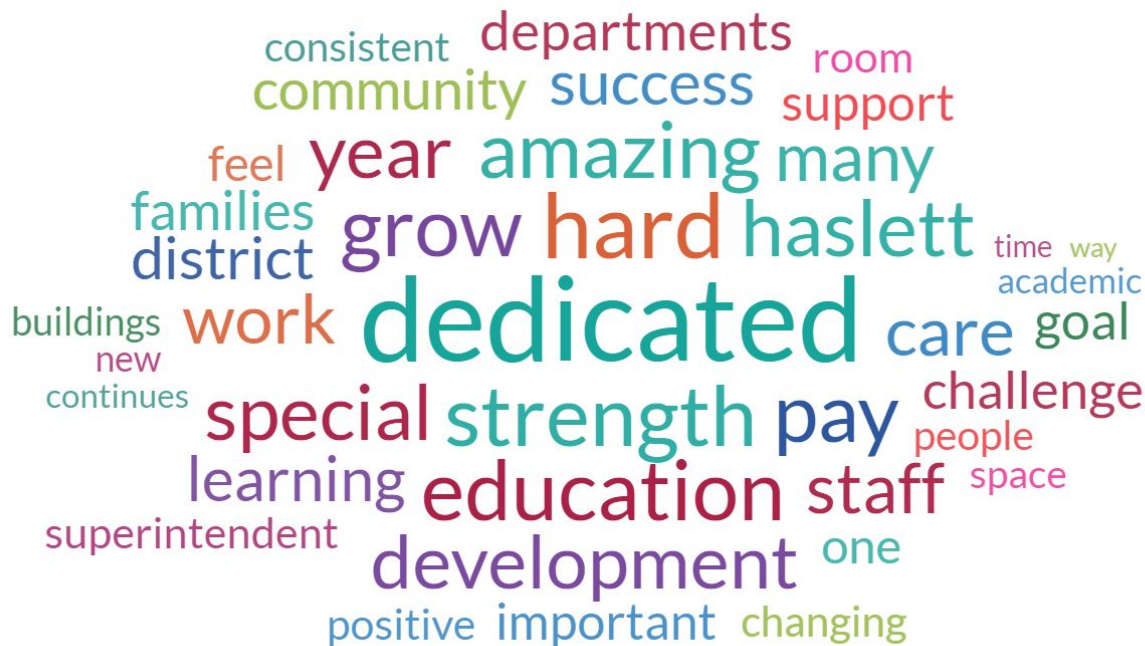


Ratings ratio

27.8

Question:

What are the most important strengths and challenges of the district that our new Superintendent should be made aware of to be successful?





Balancing Pay and Dedication

Side A

Teacher Compensation

A significant challenge highlighted by many respondents is the low teacher pay compared to surrounding districts. This issue affects recruitment and retention, with many teachers considering leaving for better-paying opportunities. The low compensation is seen as a deterrent to attracting quality educators and maintaining a stable, dedicated staff.

Common ground

Staff Retention

Both sides agree that retaining quality staff is crucial for the district's success. While low pay is a significant challenge, the dedication of the current staff highlights the importance of creating a supportive and rewarding work environment. Addressing compensation issues and recognizing staff efforts can help improve retention rates.

Side B

Dedicated Staff

Despite the challenges with compensation, the district's dedicated staff is frequently mentioned as a major strength. Teachers and support staff are committed to student success, often going above and beyond their duties. This dedication is seen as a key factor in the district's strong academic performance and positive school culture.

Student Data



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Participants

525



Thoughts

433



Ratings

11k



Ratings ratio

20.1

Question:

As a student, what are the biggest strengths or challenges you see in our school district, and how do you think we can improve the student experience?



Student Data



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Creating a Supportive Environment

Side A

Bullying and Mental Health

Many students expressed concerns about bullying and its impact on mental health. They feel that the current anti-bullying policies are ineffective and that more needs to be done to support victims. This includes better enforcement of rules and more mental health resources.

Common ground

Supportive Environment

Both sides agree on the importance of creating a supportive environment where all students feel safe and included. This includes addressing bullying effectively and promoting diversity and inclusivity. A supportive environment is crucial for the well-being and success of all students.

Side B

Inclusivity and Diversity

Students highlighted the need for greater inclusivity and diversity within the school. They mentioned the lack of diverse staff and the need for more cultural appreciation and representation. This would help all students feel more included and represented.



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1 Academic Quality

Participants frequently mentioned the district's focus on academic teaching as a strength. However, there are concerns about the inconsistency in homework policies, the need for advanced learning options, and the reliance on technology in classrooms. Some responses highlighted the need for more engaging and current teaching practices. Overall, the perception is that while the district excels in academics, there are areas that need improvement to better support all students.

Show references

2 Safety and Security

Safety and lockdown highlight measure are critical environment the physical

3 Teacher and Staff Support

There is including that some communication teachers environment exemplar

4 Communication and Engagement

Effective seen as a transparent progress school at more inclusive

5 Extracurricular Activities

Extracurricular inclusivity for more extracurricular engagement call for more

SAMPLE REFERENCES: ACADEMIC QUALITY

Google classroom is amazing for the high school, but there are a lot of inconsistencies.

Our teachers are amazing, but it would be great if all assignments to be graded are posted on classroom with a due date. Even the in-class work.

★ 3.8

Application of current educational research and teaching practices.

Seems very traditional and not current best practices being utilized in the classroom. Differentiation, standard referenced, high expectation

★ 3.6

Too much HW throughout the district

HW does not provide a lot of benefits to learning and is an equity issue

★ 3.3

The most important strength is academics. The biggest challenges are artificial intelligence, critical thinking, and emotional intelligence.

The complex future facing students requires more than knowledge.

Understanding oneself and others and being equipped to navigate life is key.

Close

What you will be looking at:

- Overarching Common Ground and Differences (previous slide)
- The 5 generated themes of the data
- The sample references that supported those themes

Data Dig

**This will help guide
the Action Planning**

Protocol

- Count off 1,2,3
- Go to your assigned survey
- 12 minutes per poster
 - Sections 1-2 are on 1 poster
 - Sections 3-4-5 are on another
- Each group will read the summary and the thoughts
- Carefully consider what to record
 - Here's what!
 - Now what?
- Discuss with each other the ideas that were surfaced through the ThoughtExchange Survey

Explore and Discover: Here's What!	Implications of Now What?
● <i>What do you observe?</i> ● <i>What stands out?</i> ● <i>What patterns or trends do you notice?</i> ● <i>What resonates with you?</i>	● <i>What are the implications of our data?</i> ● <i>What steps should be taken next?</i> ● <i>What strategies might be used to address these needs?</i> ● <i>What else would you like to see happen?</i> ● <i>Is more data needed?</i>



Rotate and “gallery walk” to see what came out of the other group’s data

Return to you seats.



- You will be getting 5 “votes”
 - At least one per set of feedback (Community, Students. Staff)
 - Pick the areas that you want to prioritize
 - Color of dots doesn't matter



Reflect on the word you said in our engagement activity and the predictions you made on your sticky notes.

Would you say the same word again or change it based on our work tonight?