

February 4th, 2025

A+

Strategic Planning Retreat

Haslett Public Schools
Educational Opportunities for All



About Your Facilitator



IMAGINE 2030
DESIGNING THE FUTURE TOGETHER



Agenda/Learning Objectives



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Our specific learning objectives for this session:

- Set the stage for an effective collaborative learning environment for these sessions.
- Draft belief statements.
- Analyze and synthesize data from stakeholder surveys.
- Identify key patterns and themes that reflect the needs and aspirations of the Haslett stakeholders.
- Provide a foundation for the work that will happen with the task force.

Facilitation Style

Signals
Routines
Modeling
Notes
Adaptive Approach
Parking Lot

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Activity #1



Engagement Activity



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- Share your name and who you are outside of being a Board member. Name 1 asset/gift you bring to the team.
- Reflect on 1 current project or initiative that is happening within Haslett that stands out to you and share.

Norms of Collaboration

Why Norms Matter?



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Establishing clear norms

- creates a safe, respectful, and productive environment for all team members.
- promotes better communication and understanding.
- fosters accountability, trust, and a sense of belonging.

Norms of Collaboration

Walk and Talk



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- Find a partner.
- Describe a time when you worked in a highly effective team.
- What behaviors contributed to the team's success?
- Return to your seats.

Norms of Collaboration

Silent Chalk Talk



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- Silently jot each “big idea” down on a separate sticky note.
- Bring your sticky notes and a pen to the poster.
- Without talking, place them on the poster paper where you feel they should go.
- After all stickies are placed, use your pen to annotate - star important ideas, write questions, help to prioritize.

Norms of Collaboration

Debrief, Develop, Reflect



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Time to talk!

- Let's determine the most important behaviors/principles by coming to consensus.
- Focus on verbs and simple words or phrases.

Did we consider:

- Communication styles
- Decision making
- Feedback
- Respect
- Accountability
- Collaboration

Anything to add or change?

Principal Role

- School Team Leader
- Community Engagement Facilitator
- Data Collection Coordinator
- District Team Member

Board Role

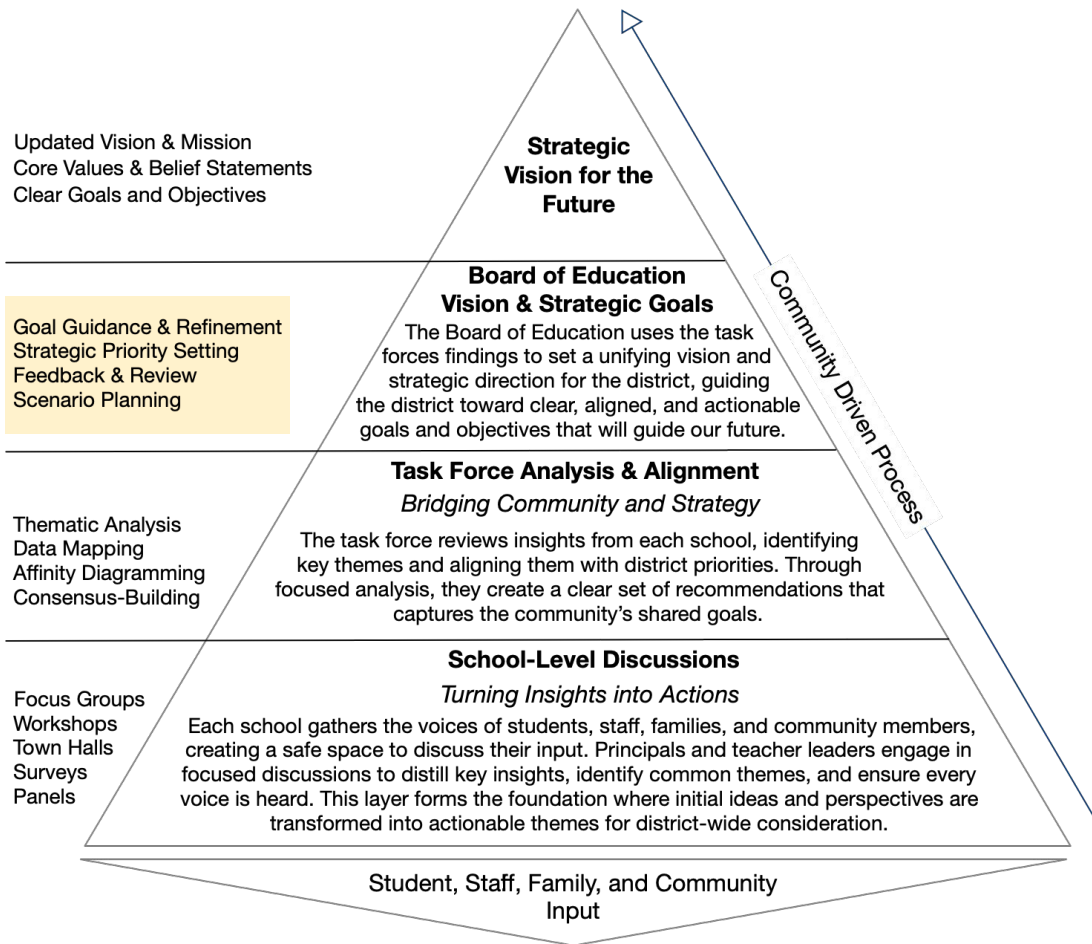
- Start the Process
- Visionary Leadership
- Community Representative
- Strategic Oversight
- Accountability to Process

District Admin Role

- Process Participants
- Community Engagement Facilitator
- Implementation Support
- Communication Bridge

Consultant Role

- Process Expert
- Public and District-level Engagement Facilitator
- Strategic Advisor
- Leadership Support



Process Overview:

Each step of the process builds on the one below, ensuring community input drives the strategic vision and priorities for Haslett Public Schools.



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I can count on you (as a Board)...

- To speak your own truth and listen to understand others
- To be open to new ideas and ways of thinking
- Provide goal guidance and refinement throughout the process
- To understand and respect the investment of all stakeholders in this

You can count on me (as a consultant)...

- 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

Board Role

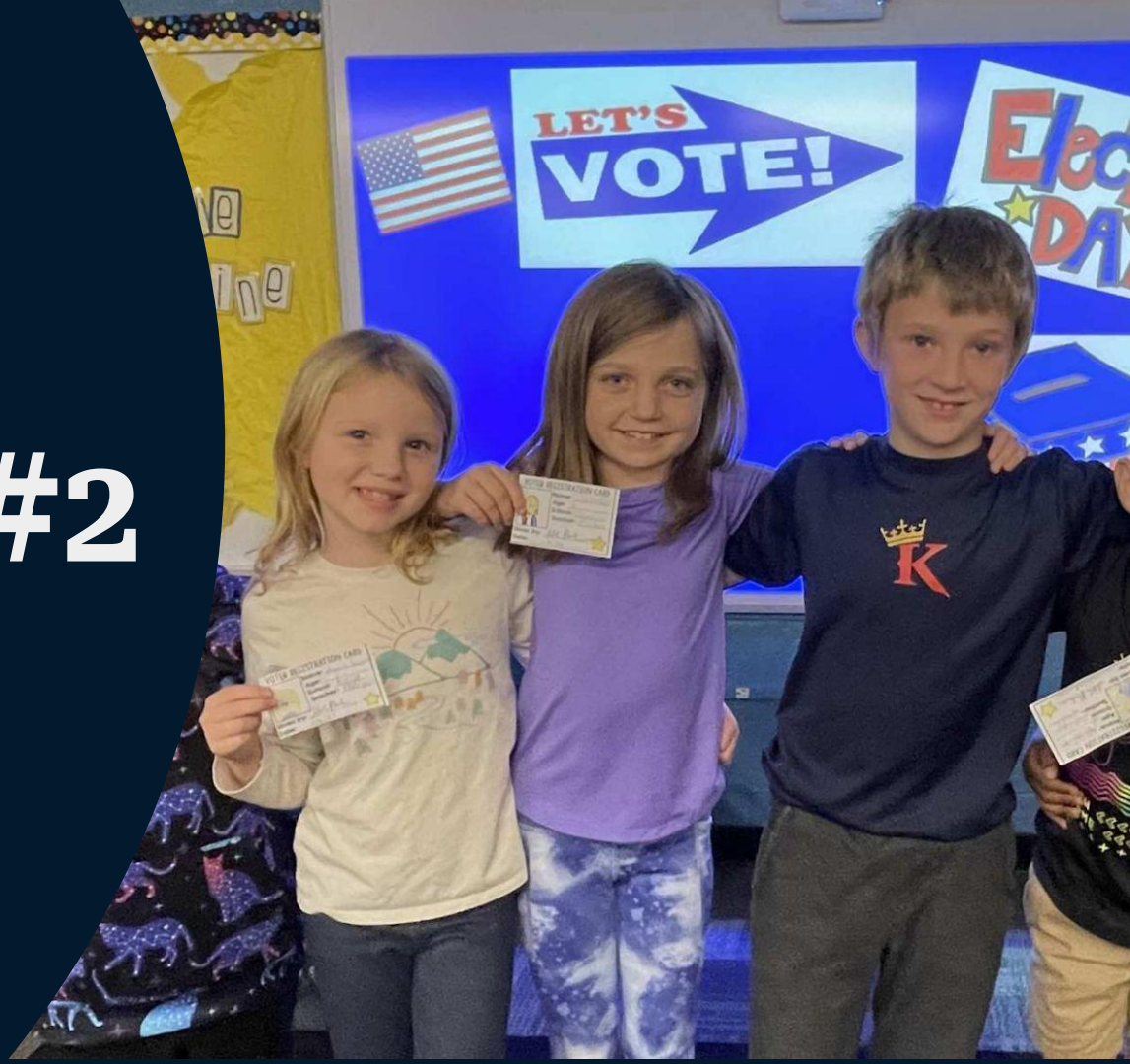
- Start the Process
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Consultant Role

- Process Expert
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Activity #2



Then and Now



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Big Picture Thinking

- Whole Group: Name the ways that the world has changed today from 1995 (30 years ago)
- Consider:
 - Technology
 - Workplace
 - Economy
 - Social Norms
 - Society
 - Environment
 - Politics

Then and Now



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If the world is as we said in the last conversation, we need to understand where we've been and where we want to be.

School "Past"	School "Future"
• What was the design of school in the past? • What skills and experiences were prioritized? • What challenges existed?	• What should the design of school be moving forward? • What skills and experiences need to be prioritized? • What challenges exist?

Number off - 1,2,1,2... 1s go to "Then" and 2s go to "Now"

Discuss and create bullet points on your posters.

What do we want for the students of Haslett?



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- On your note card, fold your card in half.
- On the left side, title it “What”.
- On the right side, title it “Why”.
- Under the “What”, list the 3-5 most important skills and/or attributes our graduates need to succeed in the future.
- Once you have your list, start developing your “Why” on the right side.
- Take a picture with your phone, keep it out for the day.
- We will revisit these often when we meet.

Belief Statements



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- Based on the first few activities, let's draft some belief statements.
- We are not “wordsmithing”, just capturing BIG ideas in statements as a very rough draft.
- Find a new partner and head to a poster.
- Start with, “We believe...” and get started!

Compare, Contrast, Combine



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- Where do we see overlap?
- These will be addressed with the Task Force and revisited with this team.

Break



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Activity #3





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:

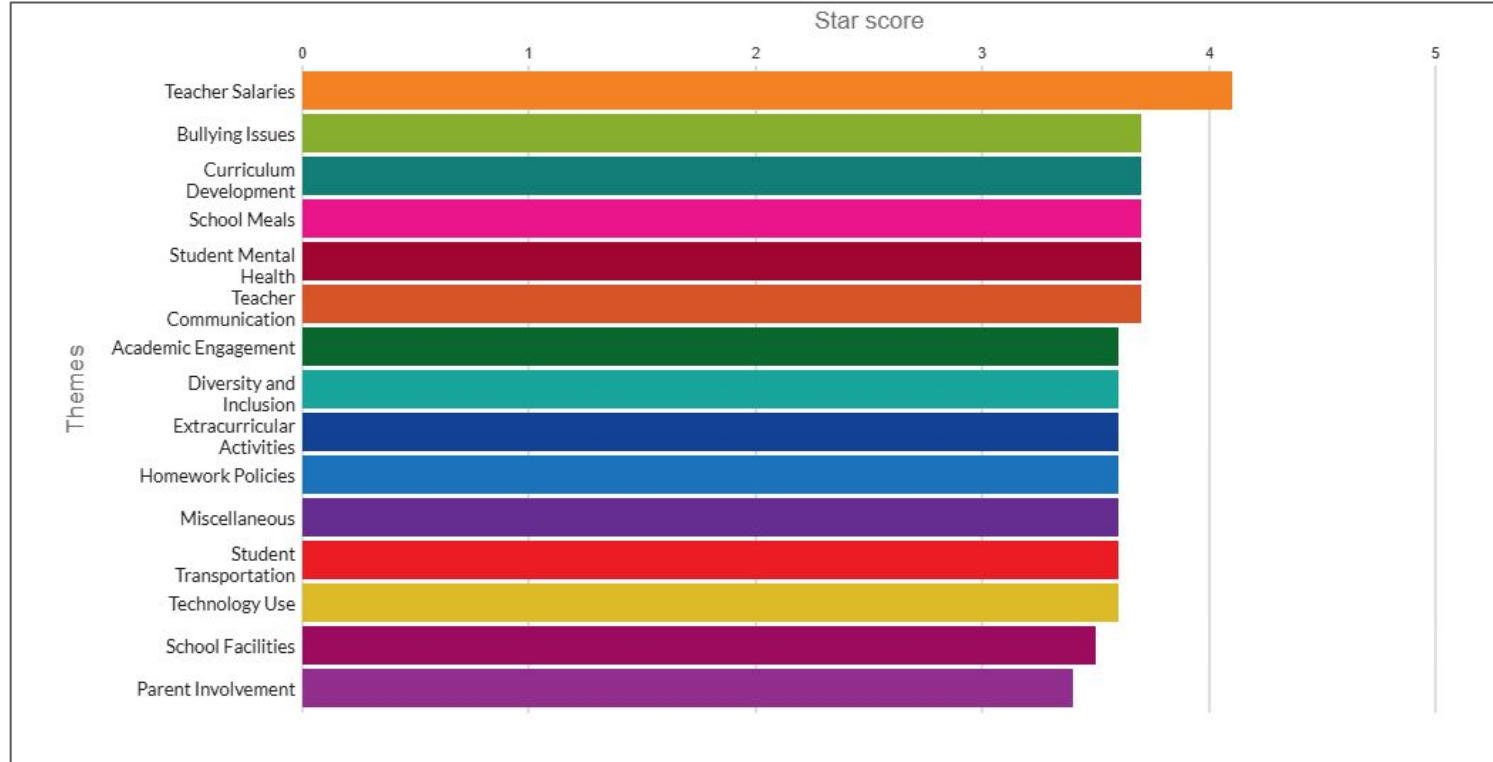
What are the most important strengths and challenges of the district that our new Superintendent should be made aware of to be successful?



Community Data



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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

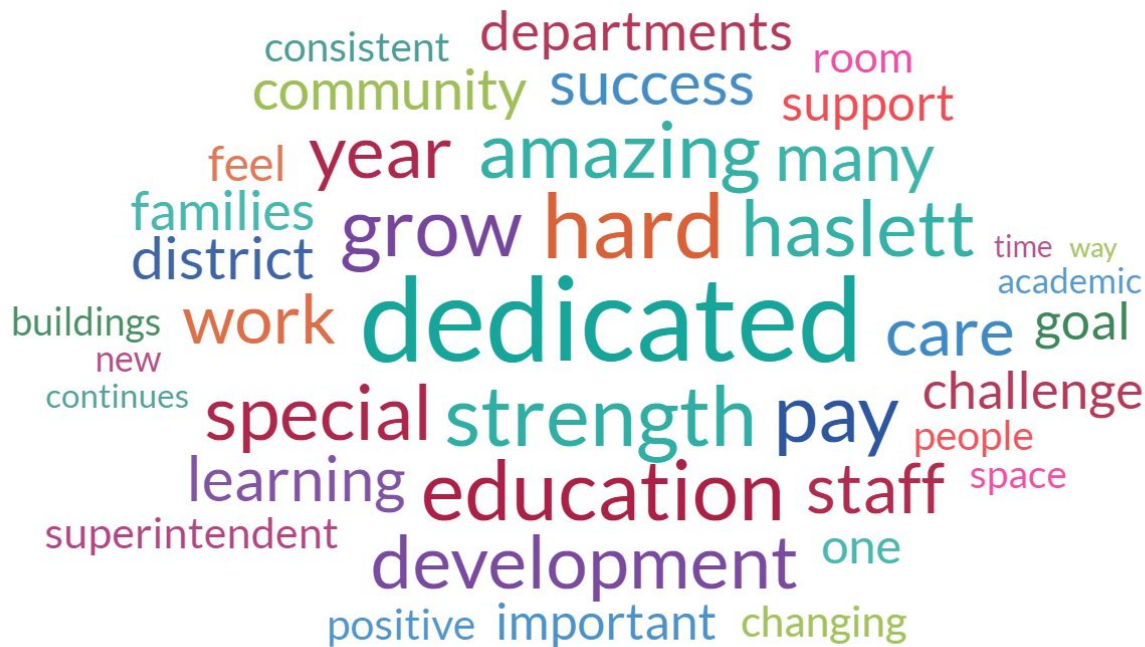


Ratings ratio

27.8

Question:

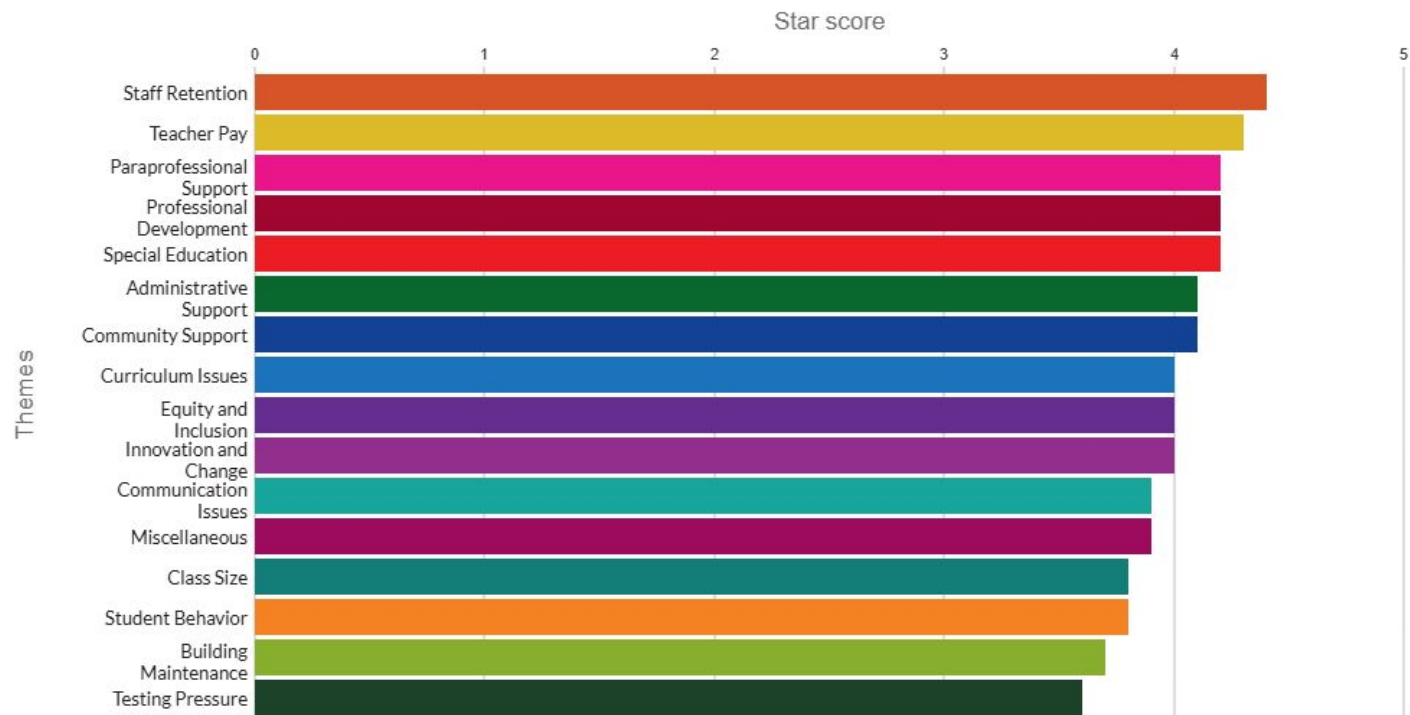
What are the most important strengths and challenges of the district that our new Superintendent should be made aware of to be successful?



Staff Data



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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:

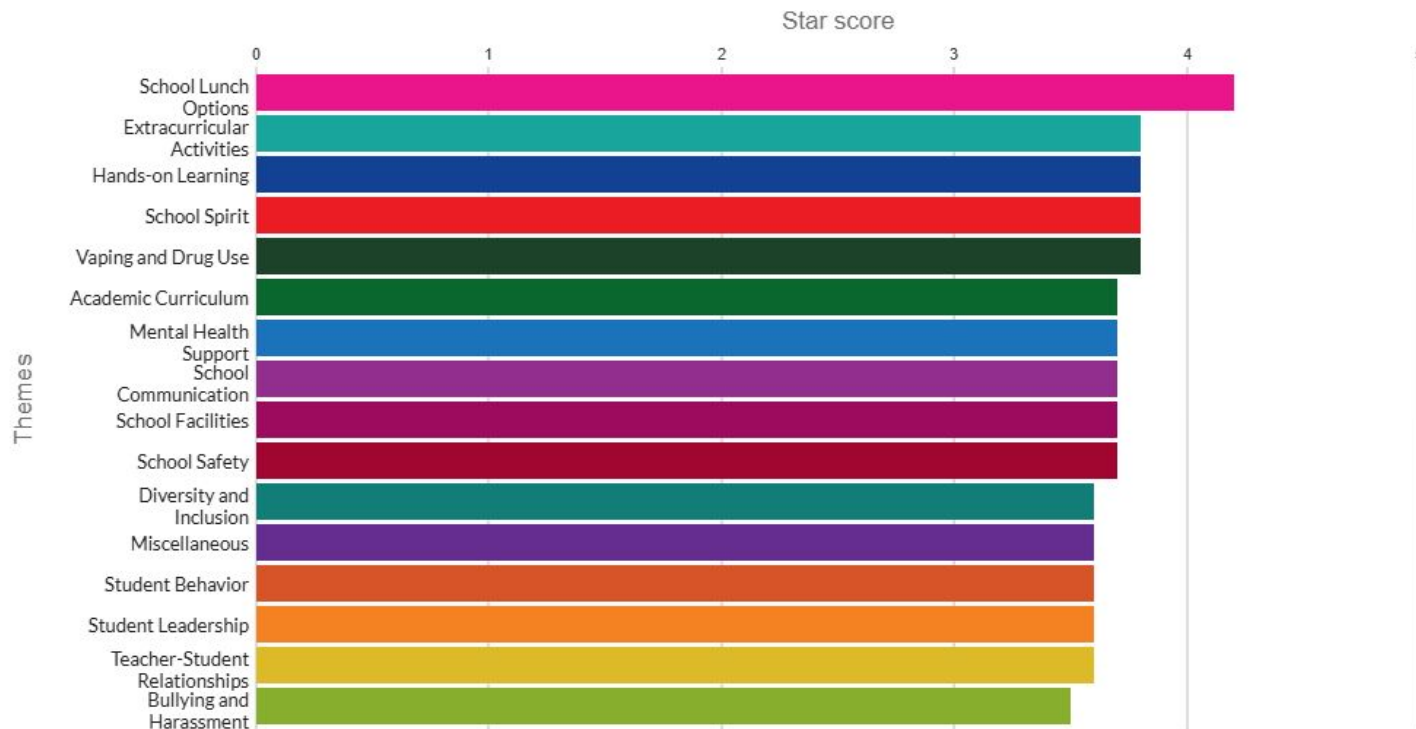
As a student, what are the biggest strengths or challenges you see in our school district, and how do you think we can improve the student experience?



Student Data



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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

Sentence Stems



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- Say more about that...
- Here is a related thought...
- Another idea might be...
- An assumption I am exploring is...
- I see it differently...
- Taking it one step further...
- That's surprising, I would have thought...

Data Dig

**This will help guide
the Task Force
Actions**

ROUND 1: **25 minutes**

- Each pair goes to their assigned survey
- 5 minutes per section (5 sections = 25 minutes)
- Each group will read the summary and the thoughts
- As you read, write notes on sticky notes to leave for the next group
 - 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>



ROUND 2: 15 minutes

- Each group moves to the next survey
- 3 minutes per section (5 sections = 15 minutes)
- Each group will read the summary and the thoughts and the sticky notes
- As you read, add to their sticky notes:
 - Put a star where you agree/validate
 - Write additional comments or questions where necessary

ROUND 3: 10 minutes Same process but on final survey



ROUND 4: 5 minutes

- Each person picks up 15 dot stickers - 5 dots per survey (notice the colors)
- Dots = votes on items that resonate with you (the main areas)
 - Most curious to know more about
 - That we may gather more data and insight on
 - That we will tease out of the task force conversations (to help me as a facilitator)
- Can put one dot on 5 ideas, 5 dots on one, or any combination in between, **but MUST put 5 on each poster.**
- Return to your seats and reflect on your predictions.

February 4th, 2025

Activity #4



Root Cause Work



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- Return to the survey that you started with. (*same team*)
- Identify the item that has the most dots.
- Independently write each possible cause of the identified problem on a separate sticky note.
- Discuss the sticky notes with your team and sort them into 3 categories on the Circle of Control handout.
- Each group will share out and we will capture notes.

Root Cause Work



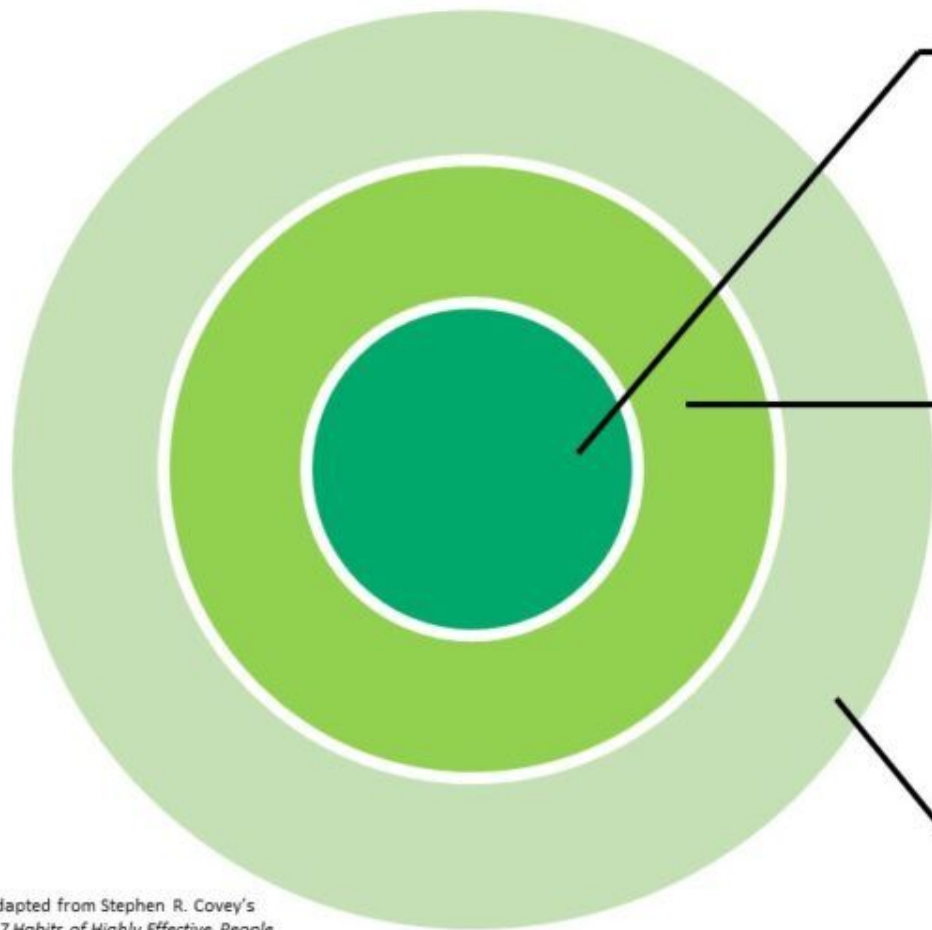
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What is root cause and why is it important?

The **root cause** refers to the **primary, underlying factor or reason behind a problem or issue.**

It's important for a few key reasons:

1. **Effective Solutions:** Addressing the root cause ensures that you're solving the real problem, not just putting a temporary fix on the surface-level symptoms.
2. **Prevention of Recurrence:** If you fix only the symptoms without addressing the root cause, the issue is likely to come back. Solving the root cause helps prevent this from happening.
3. **Resource Efficiency:** By identifying and addressing the root cause, you avoid wasting time, money, and effort on temporary fixes that don't provide long-term solutions.
4. **Improved Decision Making:** Understanding the root cause allows for better decisions in both problem-solving and strategic planning because you're working from an accurate, informed position.



CIRCLE OF CONTROL:

What we can directly impact through our thoughts, words, and actions.

We have **complete control** over the outcome.

CIRCLE OF INFLUENCE:

Usually involves other people, ranging from family, friends, and colleagues to complete strangers ... or reviewers.

We do not have control over the eventual outcome ... but we *can* potentially influence the outcome through what we are able to control.

CIRCLE OF CONCERN:

Everything else: weather, politics, other people's behaviour, etc.

We have no control over the outcome.

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Activity #5



Closing Activity



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- **Stars:** What stands out from today as a celebration?
- **Wishes:** What is your wish for this work?
- Turn in your card.



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