

# Strategic Plan

Operational Overview: Part 2

Five Year Targets, Data Sets and Monitoring

**Okemos Public Schools**

John J. Hood - Superintendent

09.22.25



# Overview of Tonight's Presentation

<b>Goals (Board)</b>	Adopted June 2025
<b>Activities/Strategies (Admin)</b>	Year one strategies selected (1-4 per goal area) Years two through five brainstormed
<b>Evidence (Admin)</b>	Year one evidence defined
<b>If so... then what? (Admin)</b>	Rationale defined for strategy
<b>Implementation Plans (Admin)</b>	Implementation plans under development (worked sample)
<b>Five Year Goals (Admin) Monitoring (Board)</b>	Goals and measures selected ( <b>tonight's BOE meeting</b> )

# Strategic Plan: Core Values

## **OUR BELIEFS AND VALUES**

Okemos Public Schools believes in honoring the individuality of every learner, recognizing that each person brings unique experiences, strengths, and potential for growth. We are committed to nurturing communities that are safe, empathetic, and actively engaged, where every voice is valued and respected. Our culture is grounded in innovation, integrity, and a shared pursuit of excellence, ensuring that all members are empowered to thrive and contribute meaningfully to the world around them.

# Strategic Plan: Mission and Vision



## **MISSION STATEMENT**

*"Together educating with excellence, empowering every learner for life."*



## **VISION STATEMENT**

*"Every learner. Every day. Stronger Together."*



## **Communications & Community Engagement**

OPS will establish a transparent, consistent, and easily accessible communication system that actively engages families, staff, and community partners in the educational process and district initiatives.



## **Personnel & Leadership**

OPS will recruit highly qualified staff, increasingly reflective of our student body. OPS will develop and retain staff by promoting professional growth and leadership development rooted in trust, collaboration and accountability.



## **Academics & Programs**

OPS will ensure that every learner experiences challenging, relevant, and supportive instruction that results in academic growth and achievement.



## **Learning Environment & Culture**

OPS will have safe and supportive school cultures and classroom environments that foster well-being, engagement, and belonging for all learners.



## **Operations & Facilities**

OPS will provide and maintain safe and high quality classrooms, facilities and grounds that foster and inspire student learning while meeting the evolving needs of the school community.

# Strategic Plan: Goal Areas

## The What! - The School Board

Developed by:

Staff

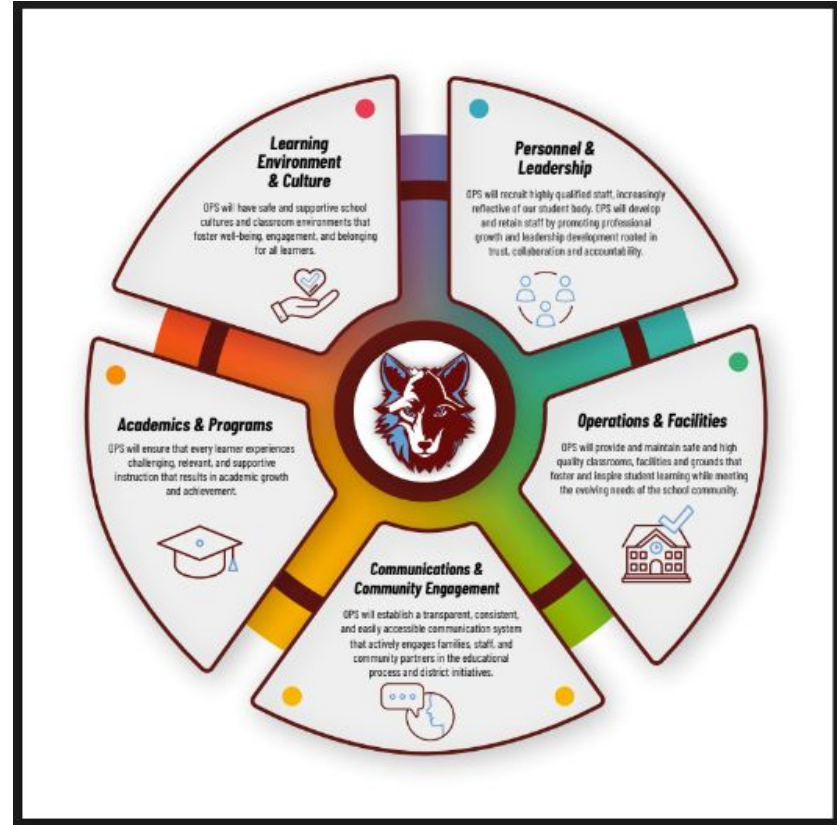
Students

Parents

Community

Board

Adopted by Board



# Strategic Plan: Operational Plan

## The How! - Administrative Team

Developed by:

Principals

Directors

Assistant Principals

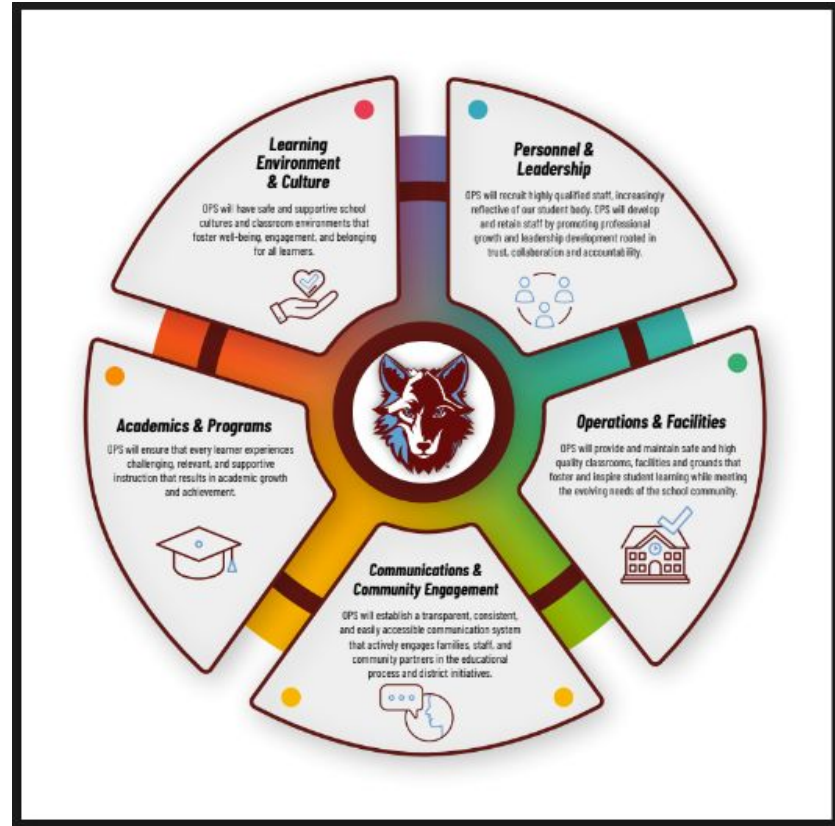
Coordinators

Assistant Superintendent

Superintendent

Leadership Implements

Board Monitors Outcomes



# Board Level Data

Board-level data provides a *big-picture view* of district performance, trends, and outcomes. It focuses on monitoring progress toward strategic goals, accountability, and student success across the system — not on day-to-day operations or individual staff/students.

## Examples of Board-Level Data

- District graduation rate over multiple years
- Student achievement (state assessments, national benchmarks)
- Districtwide attendance rate and chronic absenteeism
- Staff retention/turnover trends
- Climate survey results (students, staff, families)
- Financial health indicators (fund balance, per-pupil spending)

## Non-Examples of Board-Level Data

- Single classroom test scores, Daily attendance for one school, Individual student behavior incident

**Key Idea:** Boards monitor *systems and outcomes* — not individual cases or operational details.

# Perception Survey Development: Intentional Alignment

Strategic Goal for Learning Environment & Culture:

OPS will have safe and supportive school cultures and classroom environments that foster well-being, engagement, and belonging for every learner.

# Perception Survey Development: Intentional Alignment

## Learning Environment and Culture

Populations: students, staff, families

7 Constructs:

- Safe school culture
- Supportive school culture
- Safe school environment
- Supportive school environment
- Well-being
- Engagement
- Belonging

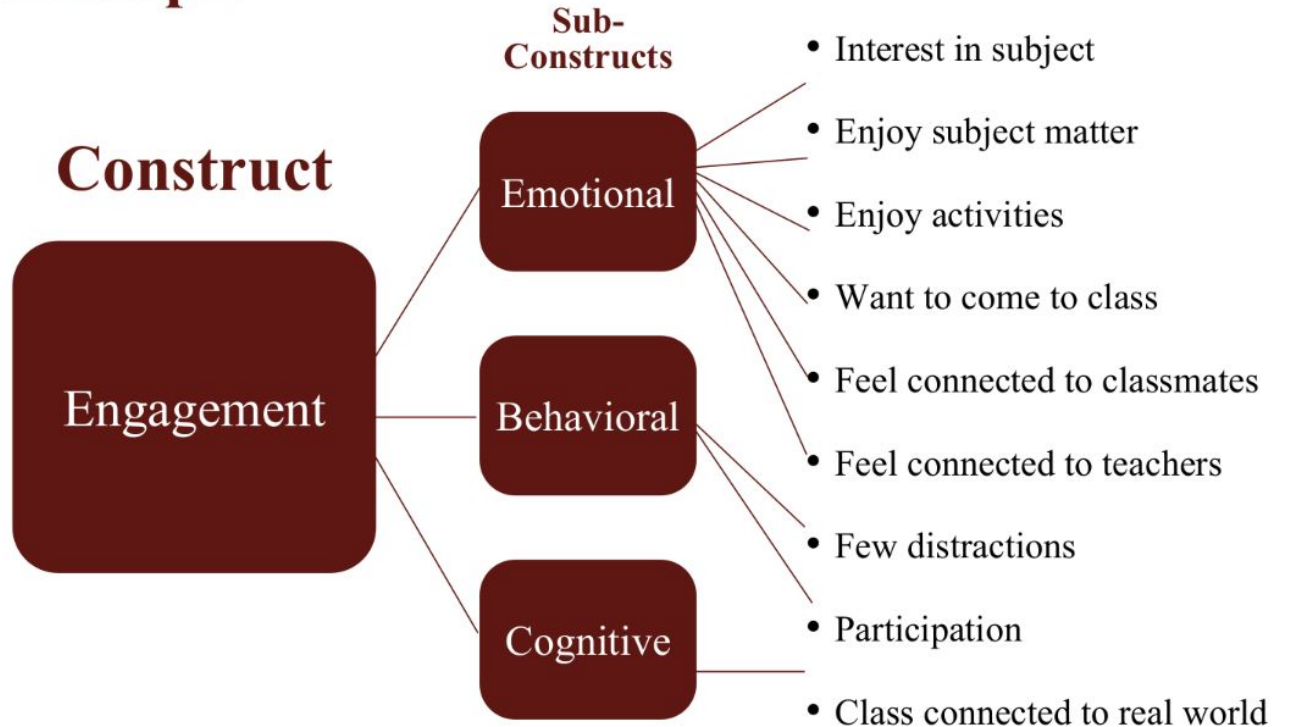
How might these populations see these constructs differently? What if they provide different responses?

Are these separate or part of safety and/or support?

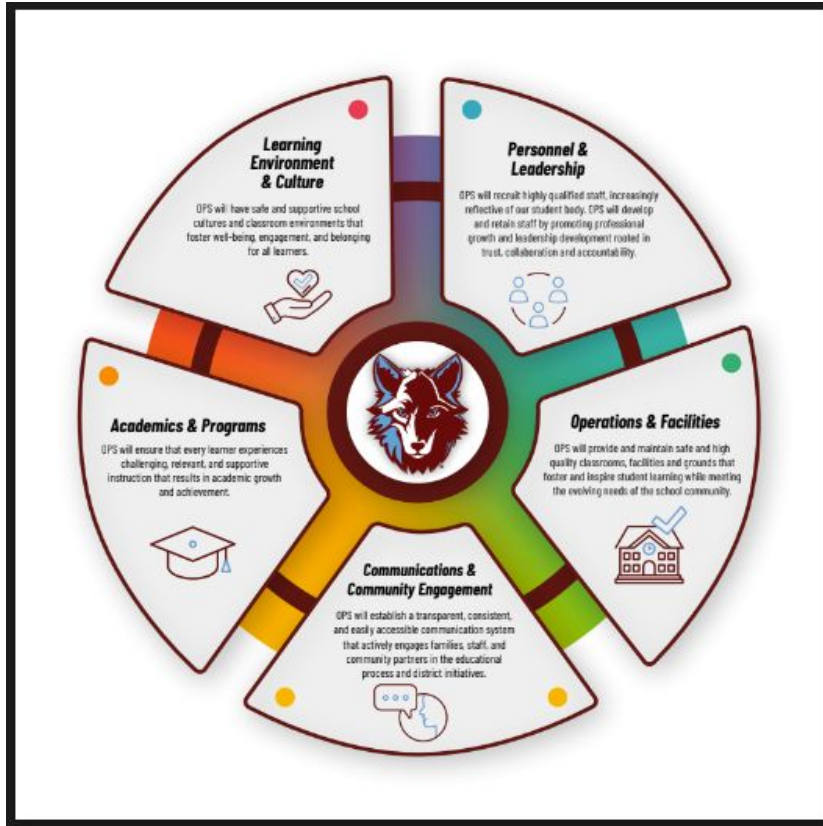
# Perception Survey Development: Intentional Alignment

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## Example

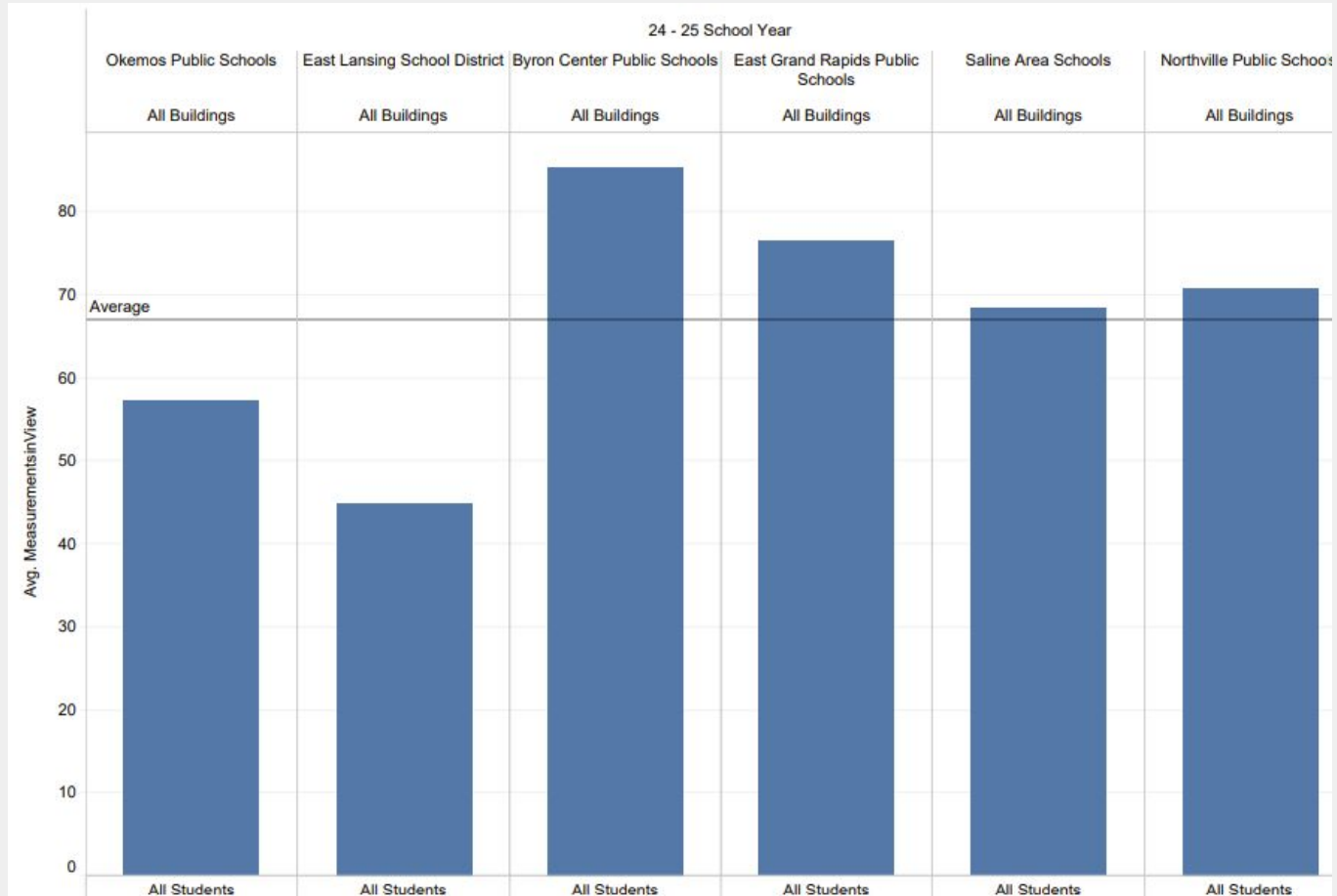


# Strategic Plan: Board Data Sets and 5 Year Outcome Overview

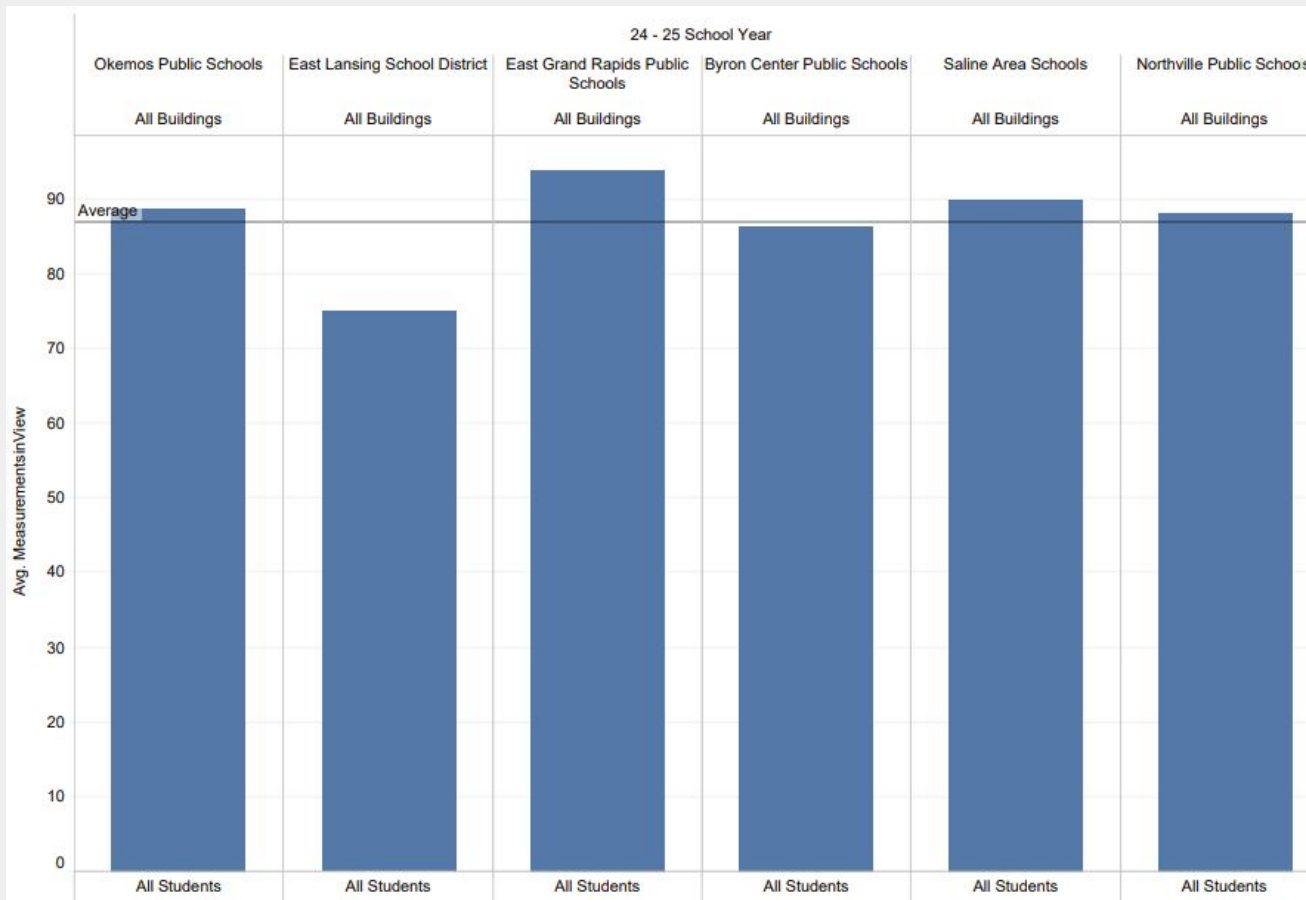


- Where do we stand in our cohort group?
- What Board Level data sources should be utilized?
- What is the frequency of data collection and updates?  
(Worksession)

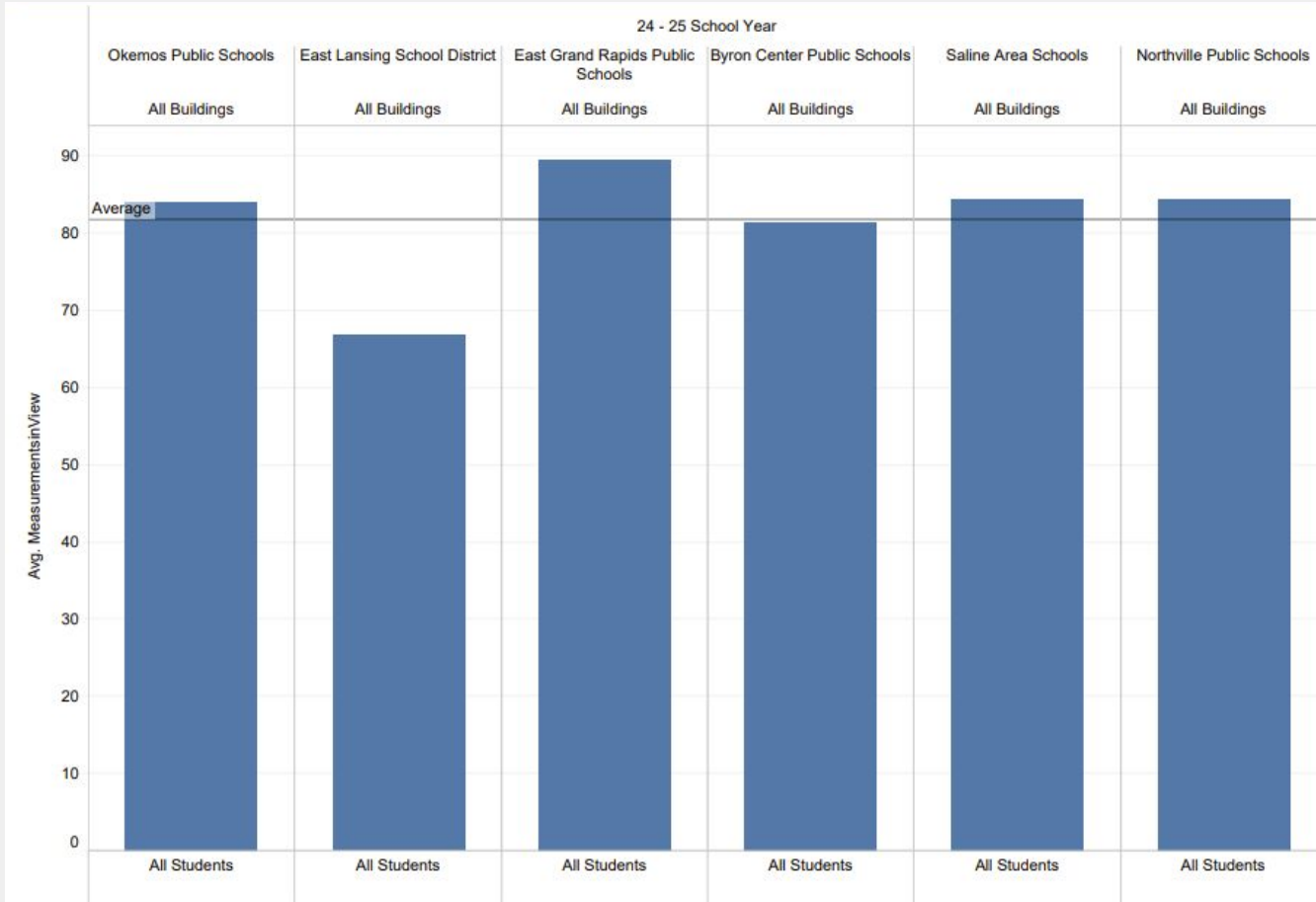
# Cohort Data: MSTEP ELA - 3rd Grade



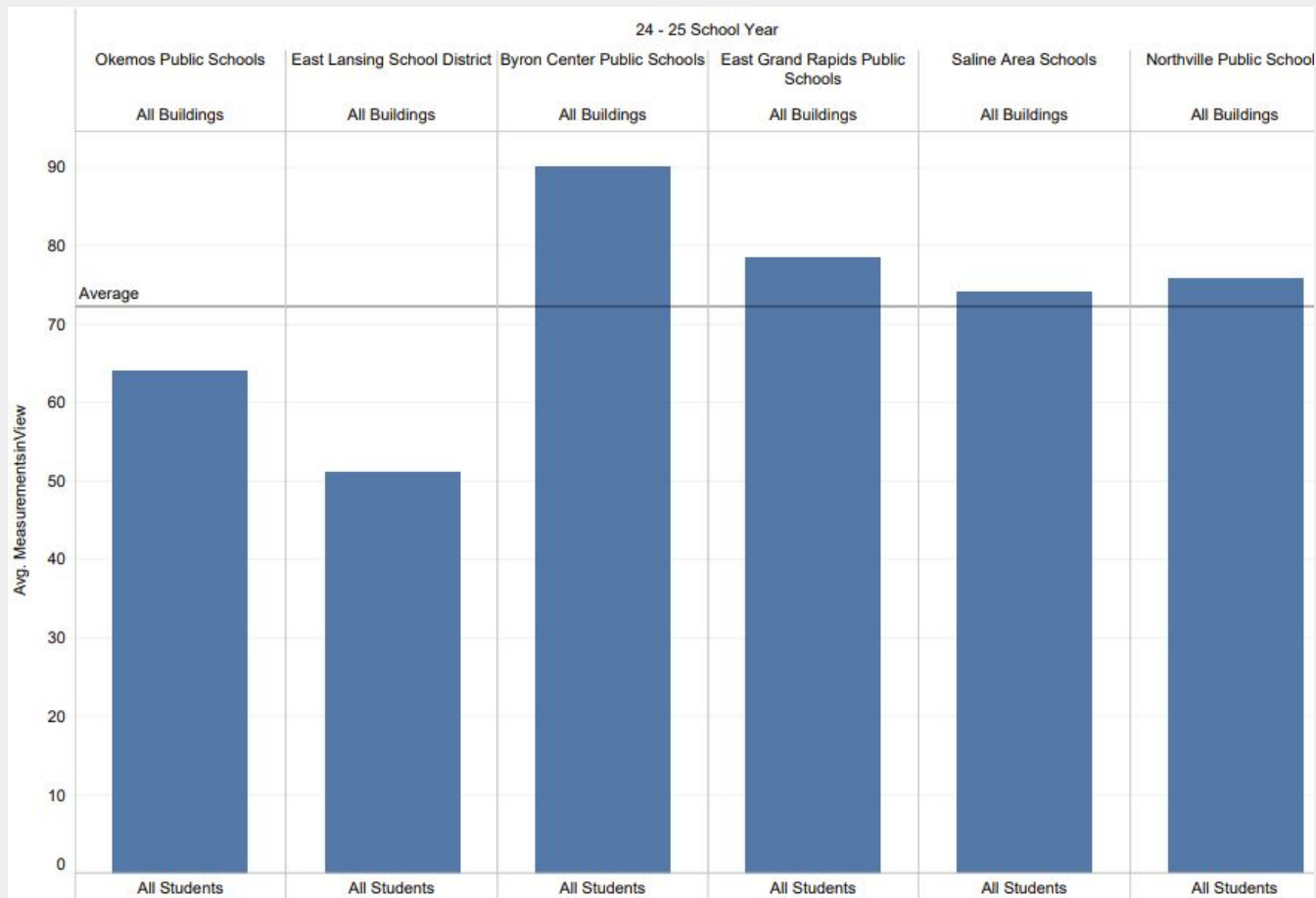
# Cohort Data: PSAT ELA - 8th Grade



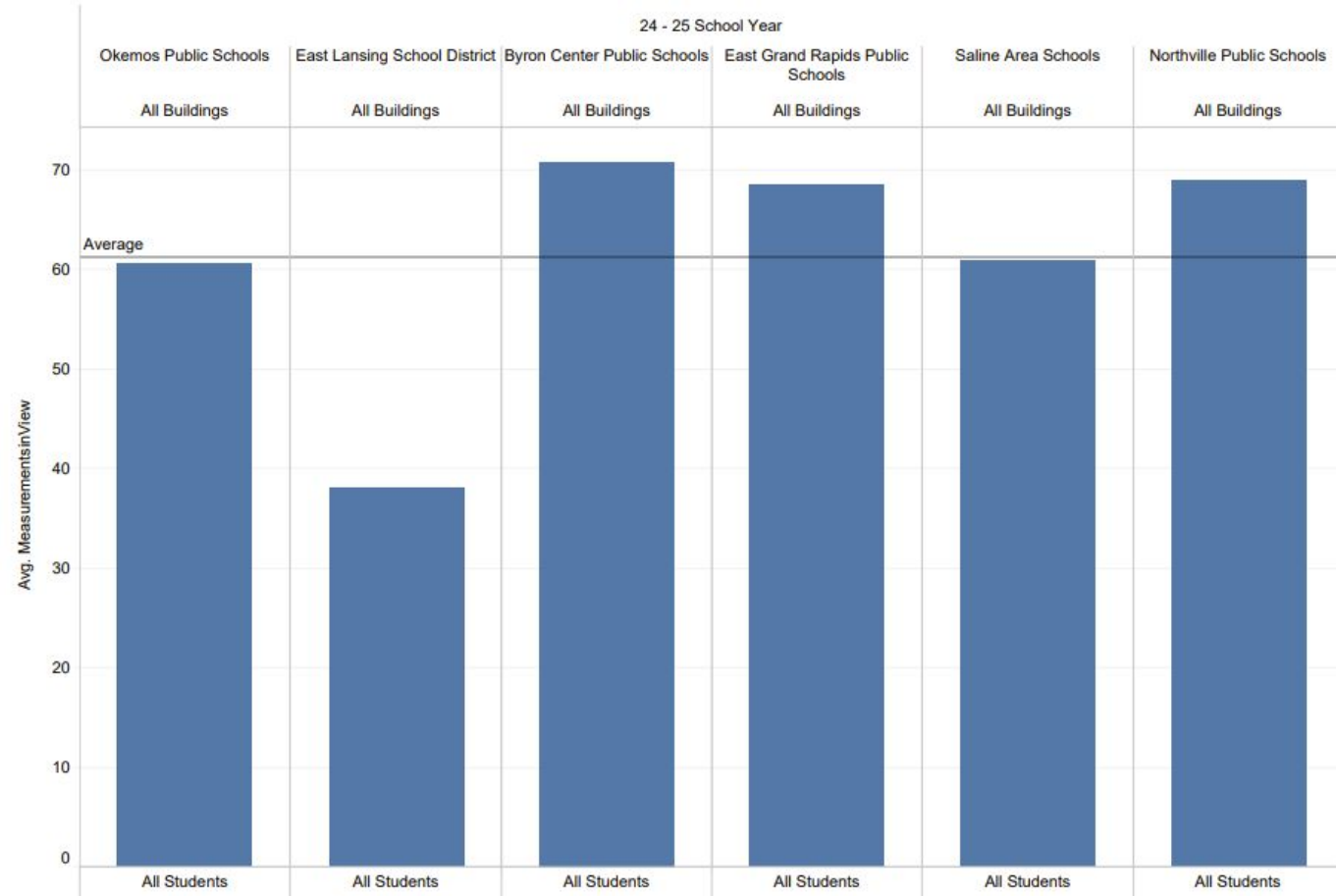
# Cohort Data: SAT ELA - 11th Grade



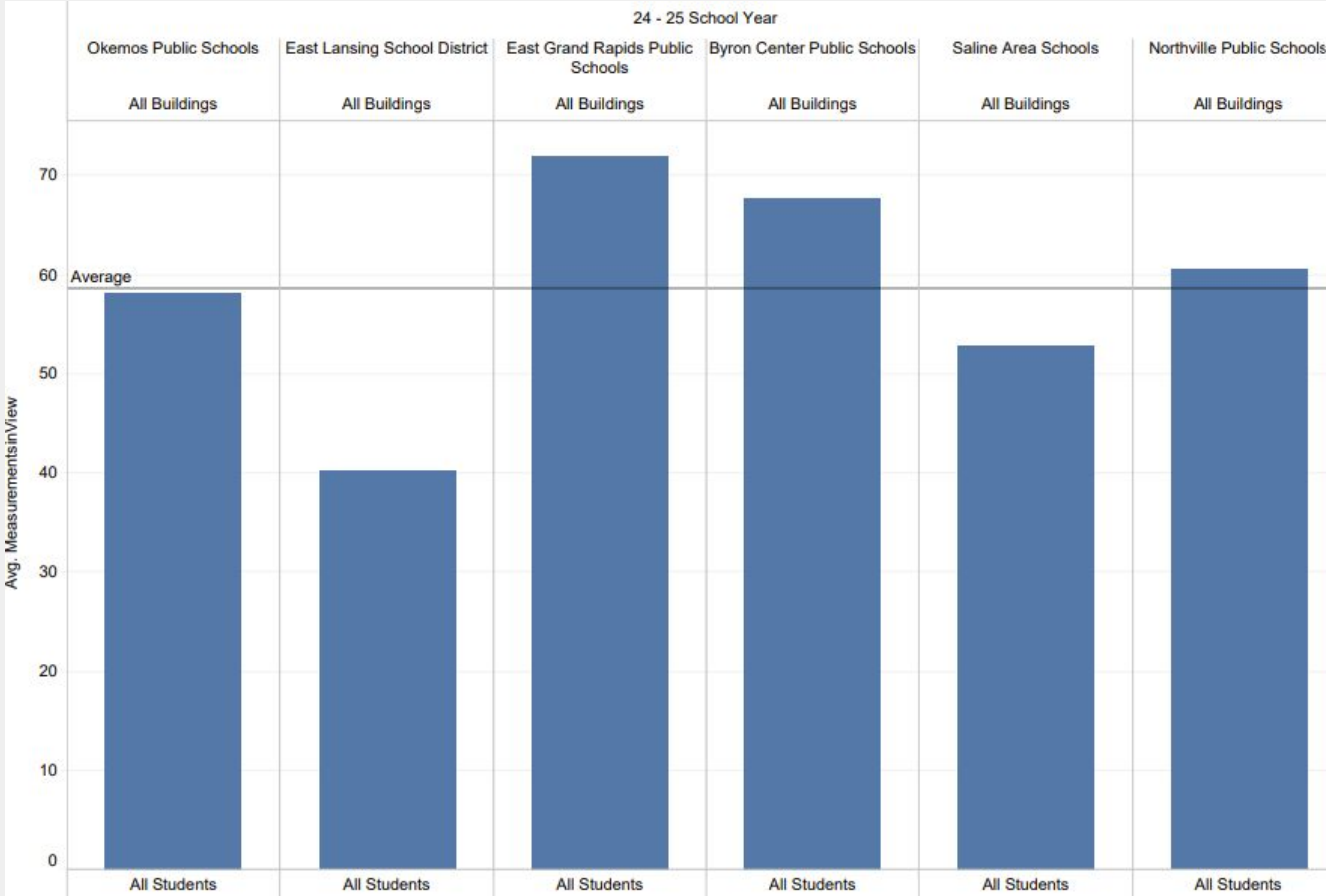
# Cohort Data: MSTEP Math- 3rd Grade



# Cohort Data: PSAT Math - 11th Grade



# Cohort Data: SAT Math - 11th Grade



# OPS Achievement Data & Goals

	M-STEP						PSAT/SAT					
	Spring 22-23	Spring 23-24	Goal Spring 24-25	Spring 24-25	Goal Spring 25-26		Spring 22-23	Spring 23-24	Goal Spring 24-25	Spring 24-25	Goal Spring 25-26	Strategic Plan Target 30-31
ELA	65% (3rd- 61.7%)	63.8% (3rd- 63.3%)	66.8%	63.4% (3rd- 57.1%)	% (3rd- 61.7%)		83.7%	86.3%	89.3%	86.5%		3rd 80% +4.6%
Math	54.2%	54.7%	57.7%	56.3%			67.3% (8th- 55.7%)	61.8% (8th- 64.1%)	64.8%	59.4% (8th- 60.6%)	% (8th- 64.7%)	8th- 80% +4.1%

# OPS Growth Data & Goals- NWEA

**If students have an increase in expected growth on NWEA, then it will lead to an increase in student proficiency on M-STEP.**

	Fall-Spring 22-23 Actual Data	Fall-Spring 23-24 Actual Data	Fall-Spring 24-25 Goal	Fall-Spring 24-25 Actual Data	Strategic Plan Target Fall-Spring 30-31
K-10th grade students that met their expected <b>growth in literacy</b>	<b>43.4%</b>	<b>54.5%</b>	<b>62.5%</b>	<b>53.1%</b>	<b>100%</b>
K-10th grade students that met their expected <b>growth in math</b>	<b>36.3%</b>	<b>58.5%</b>	<b>66.5%</b>	<b>64.9%</b>	<b>100%</b>

# Cohort Data: 4 Year Graduation

<b>District</b>	<b>Four Year Cohort Graduation Rate</b>
<b>East Lansing School District</b>	90.22
<b>Byron Center Public Schools</b>	96.02
<b>East Grand Rapids Public Schools</b>	97.52
<b>Saline Area Schools</b>	94.66
<b>Northville Public Schools</b>	96.47
<b>Average in Cohort</b>	94.98
<b>Okemos Public Schools</b>	93.62

## Board Level Data Sets

Literacy	<ul style="list-style-type: none"><li>● 3rd grade proficiency 80% (M-STEP)</li><li>● 8th grade proficiency 90% (PSAT)</li><li>● 11th grade proficiency 90% (SAT)</li><li>● K-10th grade fall-spring growth 100% (NWEA)</li></ul>
Math	<ul style="list-style-type: none"><li>● 3rd grade proficiency 80% (M-STEP)</li><li>● 8th grade proficiency 80% (PSAT)</li><li>● 11th grade proficiency 80% (SAT)</li><li>● K-10th grade fall-spring growth 100% (NWEA)</li></ul>
Graduation Rate	<ul style="list-style-type: none"><li>● 4-year Graduation Rate 96% (<a href="http://mischooldata.org">mischooldata.org</a>)</li></ul>
Perception	<ul style="list-style-type: none"><li>● Students, staff and families will report challenging, relevant and supportive instruction 100% (Perception survey)</li></ul>

# Cohort Data: Attendance

District	Attendance Rate (all)	% Chronically Absent
East Lansing School District	91.9	26.4
Byron Center Public Schools	94.31	11.3
East Grand Rapids Public Schools	95.62	5.7
Saline Area Schools	94.31	13.2
Northville Public Schools	94.27	13.2
Average in Cohort	94	14
Okemos Public Schools	94	16.8

## Board Level Data Sets

Attendance	<ul style="list-style-type: none"><li>● K-12 attendance rate 96% (mischooldata.org)</li><li>● Percentage of chronically absent K-12 students 12.5% (mischooldata.org)</li></ul>
Perception	<ul style="list-style-type: none"><li>● Students, staff and families will report safe and supportive school cultures and classroom environments that foster well-being, engagement, and belonging for every learner. 100% (perception survey)</li><li>● 7th, 9th, 11th grade students will report feeling safe, meaningful coursework, and enjoyment at school. 100% (MiPHY survey)</li></ul>

## Board Level Data Sets

Engagement	<ul style="list-style-type: none"><li>● District social media engagement (likes, comments, shares, and views) (Social media analytics)</li></ul>
Perception	<ul style="list-style-type: none"><li>● Staff and families will report a transparent, consistent and easily accessible communication system. 100% (Perception Survey)</li><li>● Staff and families will report feeling actively engaged in the educational process and district initiatives. 100% (Perception Survey)</li></ul>

# Cohort Data: Teacher Longevity

## Board Level Data Sets

### Personnel & Leadership

Staffing	<ul style="list-style-type: none"><li>● Teachers with 5 or more years in OPS 75% (Munetrix)</li></ul>
Perception	<ul style="list-style-type: none"><li>● Students, staff and families will report a highly qualified staff. 100% (Perception Survey)</li><li>● Students, staff and families will report staff are increasingly representative of our student body. 100% (Perception Survey)</li><li>● Staff will report professional growth and leadership development opportunities. 100% (Perception Survey)</li><li>● Staff and families will report increasing trust, collaboration and accountability. 100% (Perception Survey)</li></ul>



**Operations & Facilities**

## Board Level Data Sets

Annual Operations	<ul style="list-style-type: none"><li>● District infrastructure inventory (Budgeting and Replacement Plan)</li><li>● District facility plan (Long Range Facilities Plan)</li></ul>
Perception	<ul style="list-style-type: none"><li>● Students, staff, and families will report safe classrooms, facilities and grounds. 100% (Perception Survey)</li><li>● Students, staff, and families will report high-quality classrooms, facilities, and grounds. 100% (Perception Survey)</li><li>● Students, staff, and families will report student learning meets the evolving needs of the community. 100% (Perception Survey)</li></ul>

## **Next Steps:**

Board Work-session Follow Up

Topic: When should data be shared?