

STRATEGIC CHANGE AGENDA



A LEARNING ORGANIZATION APPROACH

2022-2027

York School District One

Strategic Change Agenda

York School District One's Strategic Change Agenda creates an opportunity to transform traditional strategic planning into an actionable process that enables a focused path for positive change.

York School District One engaged in this process during the 2020-2021 school year to foster the design and development of a support system that builds capacity, advances learning outcomes, and creates a shared understanding aligned with the district's mission, vision, beliefs, and board priorities. A variety of stakeholders engaged in a process to help identify the district's strengths and areas of future focus. Using the Schlechty Center's Ten System Capacity Standards, stakeholders considered the characteristics of a system that operates as a learning organization. By examining the factors that support and/or inhibit the implementation of each standard, three key areas of focus were identified:

- **Developing a Shared Understanding of the Need for Change;**
- **Developing a Focus on Students and on the Quality of Work provided to students; and**
- **Fostering Innovation and Flexibility.**



The Strategic Planning Committee consisted of a variety of stakeholders to include parents, teachers, school and district leaders, community members, and students. The committee examined the district's history and acknowledged the defining moments that have impacted the organization's identity-**Connected As ONE**.



York School District One Board of Trustees



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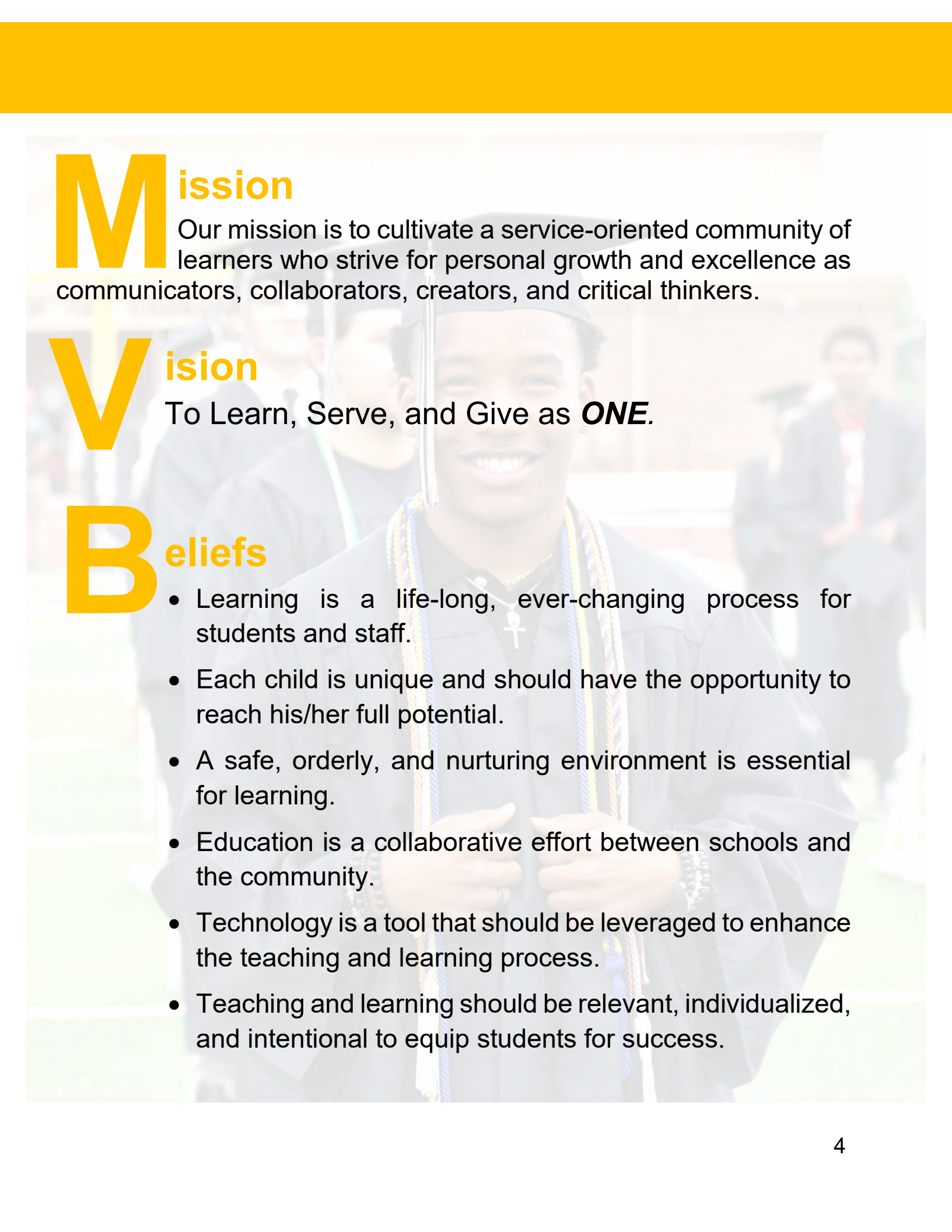
Ms. Betty Johnson
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Mr. Thomas Wilkerson
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YORK SCHOOL DISTRICT ONE BOARD PRIORITIES

- Ensuring safety measures are reviewed and updated on an annual basis.
- Meeting the individual social, emotional, academic, and physical needs of our students.
- Supporting the professional growth and well-being of certified and classified staff.
- Acting as good stewards of district resources to offer a variety of opportunities for students.
- Building strong community partnerships and communicating with all stakeholders to celebrate and strengthen our success.



Mission

Our mission is to cultivate a service-oriented community of learners who strive for personal growth and excellence as communicators, collaborators, creators, and critical thinkers.

Vision

To Learn, Serve, and Give as **ONE**.

Beliefs

- Learning is a life-long, ever-changing process for students and staff.
- Each child is unique and should have the opportunity to reach his/her full potential.
- A safe, orderly, and nurturing environment is essential for learning.
- Education is a collaborative effort between schools and the community.
- Technology is a tool that should be leveraged to enhance the teaching and learning process.
- Teaching and learning should be relevant, individualized, and intentional to equip students for success.

Our York School District One Commitments

1. We will foster and maintain a **safe** learning environment for students and staff.
2. We will establish and nurture trusting and caring **relationships** with students, families, community members, and colleagues.
3. We will provide **quality learning** experiences to meet the **individual needs** of students.
4. We will embrace a commitment to **continuous learning** for students and staff.
5. We will **partner** and **collaborate** with students, families, and the community to enhance educational experiences.



York School District One Strategic Goals

Create a challenging and supportive educational environment that ensures readiness for all students.



Strategies:

- Collaborate to create a comprehensive and seamless K-12 teaching and learning experience.
- Promote a culture that embraces diversity and addresses the needs of the whole child.
- Create relevant, meaningful, and applicable learning experiences that support student readiness.
- Engage in collaborative reflection with a variety of stakeholders to capitalize on the strengths of the district.

York School District One Strategic Goals

Create quality opportunities for ongoing learning for students and staff in order to promote innovation and flexibility.



Strategies:

- Design opportunities for student-centered learning experiences that are challenging, meaningful, and relevant.
- Integrate current and innovative technologies to increase student engagement and performance.
- Provide personalized learning experiences to meet the individual needs of students and staff.
- Embrace student feedback to aid in the design of quality work and learning experiences.

York School District One Strategic Goals

Build capacity and leadership at every level of the organization.



Strategies:

- Develop a shared understanding of quality student work, valuable experiences, and high expectations.
- Provide professional learning opportunities to promote a culture of creativity, risk-taking, and innovation.
- Establish an onboarding process that orients new members to the learning organization.
- Leverage innovative technologies to enhance teacher practice, student engagement, and student learning.

