

# Strategic Planning Update

*Together We are SoWashCo - Year Four - 2019-2020*

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School Board Presentation

**March 6, 2020**

# Strategic Planning: Personalization

## Personalization Objective

- We will engage, motivate, and empower each student through personal instruction creating shared ownership of learning.



# Personalization - Year Four

## 2019-20 Priority Statement #1:

Empower student voice through organizing, planning and initiating the first student-led conference focusing on student problem-solving and decision making around personalized education and current issues of concern.

- Student advisory planning for a Student Voice Summit
- Focus on topics selected by students
- Topics included: school safety, mental health, career and college readiness, cultural awareness and vaping/e-cigarettes
- Recommendations generated brought to district and school administration, as well as Strategic Planning Committee



# Personalization – Year Four

## 2019-20 Priority Statement #2:

Empower a group of stakeholders, including students, to design and implement personalized instruction at the organizational level, classroom level and the individual student level.

- Transforming personalized learning into an actionable design
- Implement standards-based instruction and reporting at middle and high school
- Increase student engagement through access to technology
- Increase shared ownership of learning through Schoology and Seesaw
- Implement Instructional Coaching Model to impact student achievement



# Personalization - Year Four

## 2019-20 Priority Statement #2 (continued):

- Enhance the K-12 English Learner (EL) experience
- Explore non-traditional and personalized learning opportunities for students
- Connect extended learning/out of school time and SoWashCo Early Learning to K-12 programming



# Personalization - Year Four

## 2019-20 Priority Statement #3:

Engage staff to self-reflect on their own cultural identity and the impact that culture has on personalization.

- Engage teaching staff in professional development to help them evaluate their own racial autobiography and the impact of their culture on teaching and learning
- Implement year one of the curriculum review cycle with a focus on student voice and looking at curriculum through a cultural lens



# Climate and Culture (Students and Staff)

*We will ensure safe, inclusive environments, and encourage diverse perspectives through engagement, innovation and creativity.*



# Student Climate and Culture - Year Four

## 2019-20 Priority Statement #1:

Apply student preference for learning by creating opportunities at the secondary level that involves shared ownership.

- Continue the use of secondary student focus groups to engage in communication, feedback and learning opportunities regarding student preference.
- Utilizing feedback from student focus groups, continue to report the learning opportunities, preference, and shared ownership findings to principals and teaching and learning services (TLS) to implement for 2020-21 and beyond.





# Student Climate and Culture - Year Four

## 2019-20 Priority Statement #2:

Demonstrate, assess and align the use of the culturally responsive teaching strategies across the district.

- Continue the focus on *Culturally and Linguistically Responsive Teaching (CLRT) and Learning*, as well as implement the strategies in the supplemental materials.
- Continue the district focus of individual schools and teachers receiving 1-1 coaching from Dr. Hollie and his CLRT coaches.
- Each school will implement their own informal CLRT walk through forms, based on their individual staff development efforts, and examine the data in preparation for 2020-21.



# Student Climate and Culture - Year Four

## 2019-20 Priority Statement #3:

Demonstrate the use and impact of positive skills, techniques and frameworks that will enhance relationship-building strategies across the district.

- Identify the strategies and activities that had most positively impacted the school improvement plan (SIP) from 2018-19.
- Based on the outcome of year three action step and the Minnesota Department of Education (MDE) Student Survey, create the K-12 list of most effective relationship-building strategies
- Survey staff and parents mid-year to gauge implementation and involvement of strategies and activities.
- Survey students at the end of the year to measure SIP success



# Staff Climate and Culture - Year Four

## 2019-20 Priority Statement #1:

95% of all frontline employees will participate in at least one professional development activity regarding cultural awareness, enhancing work climate and culture or work-life balance.

- Acquire speakers to present to employee groups on various topics related to cultural awareness, enhancing work climate and culture.



# Staff Climate and Culture - Year Four

## 2019-20 Priority Statement #2:

Increase the number of new hires of color from 15-17%. This increase will be found in examining the number of new hires from June 30, 2019 to June 30, 2020.

- Recruiting candidates by continuing to attend local job fairs
- Recruit candidates by increased attendance and presence at out-of-state job fairs
- Recruiting more diverse candidates by using a greater variety of recruitment resources
- Partner with colleges to recruit diverse candidates



# Staff Climate and Culture - Year Four

## 2019-20 Priority Statement #3:

District #833 will develop and implement a retention plan for all employees.

- The recruitment and retention committee, comprised of staff of color, health services (HS) and achievement and integration (A&I), will meet four times a year to provide feedback on recruitment and retention initiatives.
- Expand the current affinity group for teachers of color to all district employees of color.
- The Director of Achievement and Integration and Director of Human Resources (HR) will research and develop a mentoring program for staff of color, anticipated implementation for the 2019-20 school year
- The HR department will utilize data from exit interviews and engagement surveys to formulate measures to increase engagement and retention.



# Next Steps - This Year and Beyond

- Continue to gather data and work to implement each of the priority statements through the action plans.
- Prepare data and recommendations for review by the large Strategic Plan Review Committee in June.
- Preparing for year five and year six



# Questions?

