



South Washington County Schools

Keith Jacobus, Ph.D., Superintendent

District Service Center

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ADMINISTRATIVE REPORT

TO: Members of the School Board

FROM: Keith Jacobus, Superintendent

DATE: October 27, 2016

TOPIC/PURPOSE OF REPORT: Approval of Updated Strategic Plan

REFERENCE TO POLICY/STRATEGIC PLAN: Re-drafting of *Pathway to Excellence Strategic Plan*

RECOMMENDED BOARD ACTION: Approval

DATE FOR BOARD ACTION: November 3, 2016

REPORT

The 2015-16 school year was the culmination of our district's 5 year Strategic Plan, Pathway to Excellence. Over the past year, the district gathered information from focus groups with students, staff, and community members to plan for re-drafting our strategic plan, which will be implemented over the next six years. A primary goal for the re-draft was to create a plan that was focused on fewer objectives centered around our aspirations to personalize the educational experience for our students to ensure every student will succeed and thrive in the classroom, and to ensure our students' grow in their social and emotional maturity.

An effective strategic plan needs to be memorable and accessible to all staff on a daily basis so our decisions, policies, and practices support the priorities set forth in the plan. A more focused plan does not mean the many initiatives and educational processes in our system will be disregarded if they are not called out in the plan. We are concentrating our efforts on fewer objectives so our implementation and actions are in-depth and coordinated with all of the other work continuing to move forward over the next six years. Our new plan is focused on 2 areas: personalized learning, and culture and climate for staff and students. A good plan is flexible and can be modified to accommodate our continuing changing needs. We believe this plan will accomplish our goals and provide the flexibility for continuous improvement. The draft plan was presented at the meeting on October 13th and we are presenting this final plan for approval.



Cottage Grove • Newport • St. Paul Park • Woodbury

MISSION

South Washington County Schools is committed to igniting a passion for lifelong learning.

CORE VALUES

- Collaboration • Continuous Improvement • Equity • Integrity • Relationships •

STRATEGIC OBJECTIVES

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

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| <ol style="list-style-type: none"> 1. Implement standards based progress reports for pre-kindergarten and kindergarten students. 2. Engage educators in professional development and provide time for educators in grades 1-12 to unpack benchmarks or unit plans as a foundation for standards based instruction. | <ol style="list-style-type: none"> 3. Create a student group that will help design future implementation of standards based instruction to provide student voice and empowerment. 4. Identify and create a plan of implementation for a technology framework to support unpacked standards (benchmarks). | <ol style="list-style-type: none"> 5. Develop and communicate the common language of personalization through discussions, meetings, TedTalks and other forms of communication. |
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Climate and Culture: We will ensure safe, inclusive environments, and encourage diverse perspectives through engagement innovation and creativity.

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| <ol style="list-style-type: none"> 1. Understand student preference for the learning environment and opportunities at the secondary level that empowers shared ownership in learning. 2. Execute professional development around culturally responsive teaching. (Complementing and in line with the Employee Climate and Culture Priorities). | <ol style="list-style-type: none"> 3. District employees will focus on skills, techniques, and frameworks that will enhance relationships with their students. 4. Ninety percent of all employees will participate in at least one Professional Development activity regarding cultural competency or enhancing work climate/culture. | <ol style="list-style-type: none"> 5. The District will move from 5.6% employees of color to 8% employees of color by June 30, 2017. 6. An employee recognition program for those who “make a difference / enhance the climate and culture” will be implemented. The employees will be identified as Climate and Culture Ambassadors. |
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