

## Strategic Plan (2023-2028) Progress Report May 15, 2023

### OUR MISSION

Meeting the  
needs of every  
learner, every day.

### OUR VISION

An equitable and inclusive  
community committed to student  
belonging, achievement, and growth.

### Purpose:

To provide an update to the School Board, Community, and Staff regarding our progress in relation to the strategic plan that was adopted by the School Board on December 5, 2022 ([linked here](#)).

### Overall

- **Distribution:** The strategic plan was formally shared with the public via a [video](#) on April 11, 2023. The plan has been uploaded on the website and distributed to buildings within the district. We have begun to have the brochure available at community events.
- **Action Plan:** The administrative council created a one year continuous performance report card that includes specific action steps to be taken in 2023.
- **Metrics:** We are in the process of establishing metrics to measure our progress in relation to the strategic plan. A key step in this process has been the administration of a Parent/Guardian Satisfaction Survey (March) and a Staff Check-in Survey (April) to establish benchmark data and priority areas. The results of these surveys will be shared in the coming months.
- **Application:** We reference the strategic plan frequently in our decision-making processes. The clarity of the priority areas has provided useful direction for us.



## Educational Excellence

Improve academic achievement with a focus on literacy and closing gaps for traditionally underserved groups.

### 2023 Objective:

Identify, evaluate, and outline instructional systems that will best support improving academic achievement for every learner in literacy

### Progress:

- We have brainstormed an exhaustive **list of instructional systems** we currently have in place or those in place in area Districts we want to explore and discuss.
- We continue to **analyze student achievement and behavioral data**, including comparisons related to various student subgroups.
- We are implementing a **new literacy program** called Wonders in grades Kindergarten through 2nd grade beginning in the 2023-24 school year.

### Next steps:

- We are in the process of analyzing instructional systems in order to select the system that would have the greatest impact on student educational excellence based on data and identified student needs.
- We will then outline what full implementation of that system would look like after a 3 year commitment to implementation.



## Family & Community Engagement

Bridge meaningful and constructive communication and partnerships to ensure equitable access, representation, and voice.

### 2023 Objective:

Identify the groups that we are communicating and partnering with well and the groups that are underrepresented in our partnerships and communication.

### Progress:

- We compiled a list of agencies, groups, individuals, and organizations of current partnerships and the goals and desired outcomes of these partnerships.
- We collected and analyzed data related to Family and Community Engagement through the **Parent/Guardian Satisfaction Survey**.
- We held the first meeting of the **Family Equity Council**.

### Next steps:

- Identify strengths, weaknesses, opportunities and threats based on the data.
- Use the information to create goals and action steps.



## Exceptional Staff

Provide an inclusive work environment that fosters open communication, collaboration, growth, and support to promote high levels of well-being.

Actively recruit and retain a diverse staff representative of a global society.

### 2023 Objective:

Assess the current relationships, collaboration, and communication between staff and between staff and administration as a baseline to develop district and building level Annual Strategic Objectives.

#### Progress:

- We collected data related to staff relationships, collaboration, and communication through the **Staff Check-in Survey**.

#### Next steps:

- **Analyze the results of the Staff Check-in survey** and create goals and action steps related to staff relationships, collaboration, and communication

### 2023 Objective:

Identify best practices in the recruitment and retention of a diverse staff and evaluate our processes in relation to these best practices.

#### Progress:

- We met with a **consultant group regarding best practices in hiring** and are awaiting a proposal from them.

#### Next steps:

- Gather and review data regarding existing and past staff including their race/ethnicity, age, gender, years of experience, where they live, and role.
- Review and evaluate job descriptions and the interview process through an equity lens so that we can recruit and retain a diverse staff while ensuring that the district is not engaging in any discriminatory practices.
- Review best practices in recruiting and retaining diverse staff, including considering hiring a consultant.



## Resource Allocation

Create a fiscally and environmentally responsible operational plan that is equitable, sustainable, and adaptable to evolving needs and priorities.

Deepen investment in district diversity, equity, and inclusion efforts through community partnerships and district actions.

### 2023 Objective:

Define a budget process that reflects the goals of the first three pillars.

#### Progress:

- Prepared a draft **balanced budget** for the 2023-24 school year.

#### Next steps:

- Analyze current budget allocations with an emphasis on what portions already support the three pillars.
- Develop procedures for reallocation or increasing of budgets for supporting the three pillars.
- Seek board approval to make funding commitments to support the three pillars.

### 2023 Objective:

Formalize the District's Diversity, Equity, and Inclusion (DEI) goals and determine the resources that are necessary to achieve these goals.

#### Progress:

- Compiled an exhaustive list of equity initiatives, resources, and established goals.
- Formalized the District's DEI plan, including goals and initiatives that support the goals.
- Determine if additional staffing is needed to meet the goals and initiatives.
- Completed a hiring process for a new equity related leadership position (Diversity, Equity, Inclusion, and Belonging Coordinator).

#### Next steps:

- Continue to refine the DEI plan including identifying future resources.
- Create a 100 day plan with the DEIB Coordinator.