







Strategic Planning Data Retreat

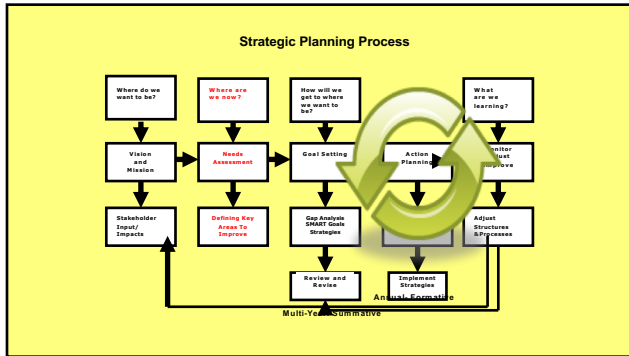
Welcome
Superintendent Dr. Melissa Kaczowski

Who are we
and what are
we here to do?

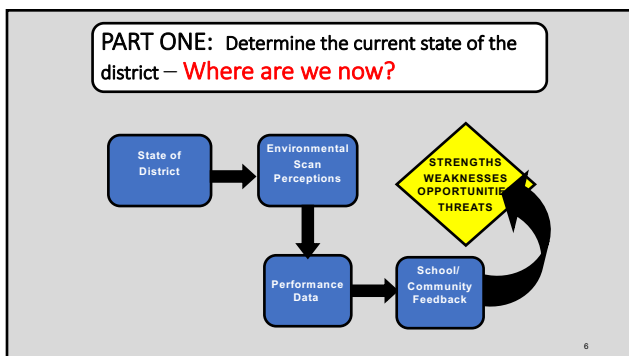



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FOUNDATION OF CONTINUOUS IMPROVEMENT	
Pillars	Guiding Question
MISSION	What is our fundamental purpose; why do we exist?
VISION	What must we become in order to accomplish our fundamental purpose?
GOALS	How will we know if we are making a difference?
VALUES	How must we behave to achieve our mission, vision and goals?








COMMON
VOCABULARY



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DATA RETREAT OUTCOMES

- *Review* **our perceptions** of what is going well and what are our future challenges. *Review* **others' perceptions** of what is going well and what are our future challenges
- *Paint* a data picture of the district to develop a shared understanding of our performance results. *Identify* from the reports information that is trending in the right direction and information that may need attention and improvement
- *Conduct* a SWOT analysis to identify our strengths, weaknesses, opportunities and threats.
- *Preview* **NEXT STEPS** and the Vision Retreat

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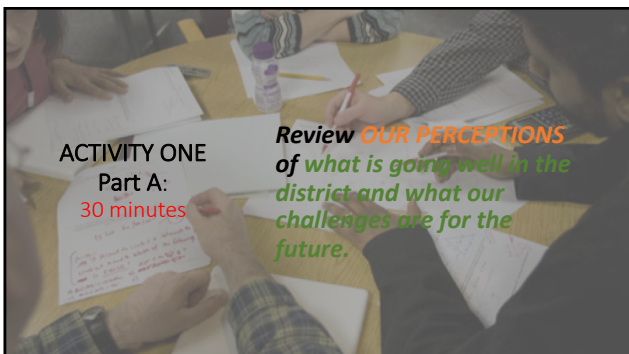


“See it **big**, and keep it **simple**.”

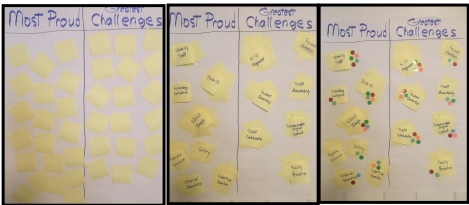
~Wilfred Peterson

ACTIVITY ONE
Part A:
30 minutes

*Review **OUR PERCEPTIONS** of what is going well in the district and what our challenges are for the future.*



Activity Directions: OUR PERCEPTIONS



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Constituent Group's Perceptions	
Students	Parents/Community
Teachers	Support Staff
Administration	Supt./Board
Most Proud About	Greatest Challenges Ahead

ACTIVITY ONE

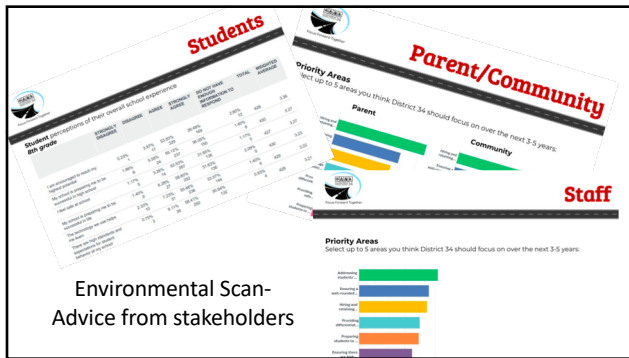
Part B: 45 minutes

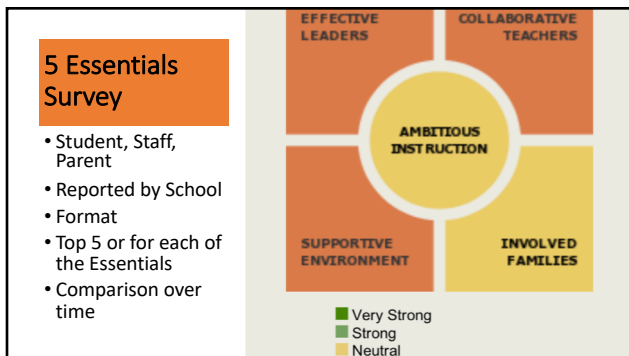
Review **OTHERS' PERCEPTIONS** of what is going well in the district and what our challenges are for the future.

Environmental Scan



- Student Surveys
- Staff Surveys
- Parent Surveys







Others' Perceptions	
STRENGTHS	OPPORTUNITIES FOR IMPROVEMENT
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Activity Two:
135 minutes

- Paint a data picture that describes the current **District Performance** as to what is going well and what are the challenges ahead.
- Introduction of Report Presenters:
 - ✓ **Student Growth and Achievement**
 - ✓ **Culture: Learning and Teaching Environment**
 - ✓ **Resources: Finance, Facilities, Technology**

Student Growth & Achievement



Trend, Cohort, Comparative, Demographic, Growth
. . . Is it a strength? Is it an opportunity?

Handouts p. 4

CULTURE: Learning and Work Environment



Trend, Cohort, Comparative, Demographic, Growth
. . . Is it a strength? Is it an opportunity?

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RESOURCES: Finance, Facilities & Technology



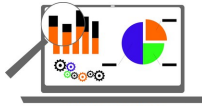
Trend, Cohort, Comparative, Demographic, Growth
. . . Is it a strength? Is it an opportunity?

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Reflection

- What did you learn from each report that lets you know how the DISTRICT is performing?
- Performing compared to others?
- Performing compared to the past?
- Which are strengths?
- Which are opportunities?





Activity Directions

Thanks to the Presenters:

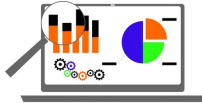
Tables 1 & 5 Student Growth & Achievement Tables 2 & 4

Culture: Learning & Work Environment Tables 3 & 6

Resources: Finance, Facilities & Technology

• Each presentation is to be approximately 30 minutes with an additional 10-15 minutes for questions and transition movements.

• Take notes on the participant handout.



Rotation Directions

Reflection will be in
your 12:30-1:15 group

	Rotation 1 10:30 - 11:15	Rotation 2 11:15 - 12:00	Rotation 3 12:40 - 1:25
Student Growth & Achieve- ment	Table 5 & 6	Table 1 & 3	Table 2 & 4
Culture	Table 2 & 4	Table 5 & 6	Table 1 & 3
Resources	Table 1 & 3	Table 2 & 4	Table 5 & 6

LUNCH



ACTIVITY TWO:
105 minutes

ACTIVITY THREE:
30 minutes Processing
50 minutes SWOT
25 minutes Gallery Walk

Conduct a *SWOT* analysis

- **S**trengths
- **W**eaknesses
- **O**pportunities
- **T**hreats

FINAL ROTATION 45 min & PROCESSING 30 min THE DATA PRESENTATIONS:


- Each group will process the last of the three reports they hear.
- The presenter will be a part of the group.
- Each group will present a poster highlighting no more than the top key information trending well and the top key information needing attention of improvement.

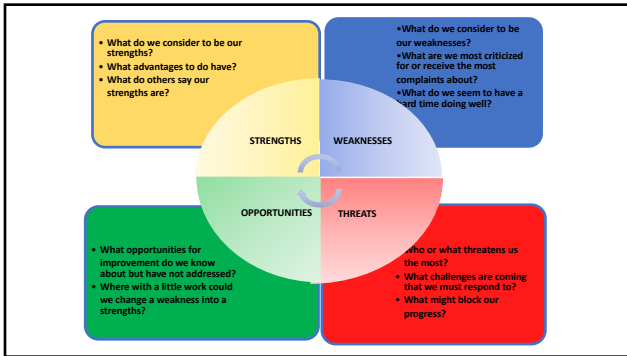
Teams will post their findings for all to view.

SWOT ANALYSIS

- Strengths
- Weaknesses
- Opportunities
- Threats

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SWOT ANALYSIS EXAMPLE	
<p>STRENGTHS: What are we most proud of? What do we consider to be our results of our best work? What advantages do we have? What do others say about us in positive ways?</p> <ul style="list-style-type: none"> • Dedicated, caring, and invested staff and administration • High quality academic program • Strong financial management, balanced budgets • Bond rating and state financial profile rating • Community and family involvement • Perspectives of the district • Technology devices, access, and infrastructure • Whole child philosophy • Value and appreciation for diversity • Safe schools with nurturing learning environments • Fine Arts and Physical Education programs 	<p>WEAKNESSES: What do we consider to be our weaknesses? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well?</p> <ul style="list-style-type: none"> • Student performance above state average, but below community expectations • Achievement gaps • Differentiated instruction with impactful interventions and enrichments and supports to meet academic and social and emotional needs of all students • Consistencies in practices school-to-school, classroom-to-classroom • Homework and grading practices with a positive impact on student learning • Competitive salaries and benefits to attract and retain high quality staff • Variability in class sizes, admin to student and admin to staff ratios • Aging facilities with deferred maintenance • Meaningful technology integration with teaching and learning • Limited and inconsistent opportunities for student voice, choice, collaboration, and empowerment • Managing & responding to student stress & anxiety
<p>OPPORTUNITIES: What opportunities for improvement do we know about, but have not addressed? Where with a little work could we change a weakness into a strength? What are we not doing currently that might be the opportunity for us to improve.</p> <ul style="list-style-type: none"> • Collaborate with high school district to develop a pathway to new college, career & life readiness expectations • Reimagine definition of student success • System for data collection, use, analysis & management • Additional social and emotional supports and implementation • Early learning & full-day kindergarten options to ensure improved readiness for school • Instructional tools and strategies to provide clarity and consistency expectations for family engagement • New opportunities to energize & support initiatives and change management through professional learning • Exploring options to make better use of time & space • Offer global language in younger grades • Higher quality bilingual programs and services 	<p>THREATS: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress? What do we have little control over that might impact our resources?</p> <ul style="list-style-type: none"> • State and federal funding • Resistance to change, fixed mindset • New state assessment • Balance of ability to pay taxes with critical support to maintain a high quality educational program • Economic disparity and equity throughout the district • Health, wellness, stress, anxieties for students and their families • Social media • Safety and security

SWOT Activity Directions:

- **Examine what you learned today:**
 - Your perceptions of Strengths and Opportunities for improvement
 - Others' perceptions of Strengths and Opportunities for improvement
 - Data and information from the Four Reports that are strengths, weaknesses, opportunities or threats
 - Impact findings that present opportunities or threats

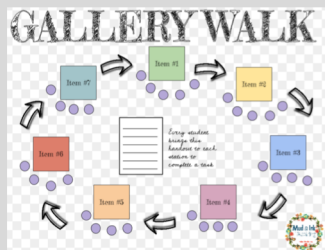
SWOT Activity Directions:

- **Brainstorm with your table strengths, weaknesses, opportunities and threats.**
- **Copy your list to the SWOT chart and post the chart to share with the whole strategic plan team.**



Process to Consensus

- From **MY** ideas to
- **OUR table team** ideas to
- **OUR strategic plan team** ideas
- Themes
- Keeping it big and manageable
- Avoiding time consuming whole group wordsmithing
- Reflection



5 min. place dots where you agree


NEXT STEPS

- Receive Data Retreat Findings and Consensus Draft SWOT.
- All Data Retreat resources on website.
- SWOT Analysis
- Stakeholder Engagement
- Encourage feedback participation
- Review feedback and Draft SWOT at next meeting

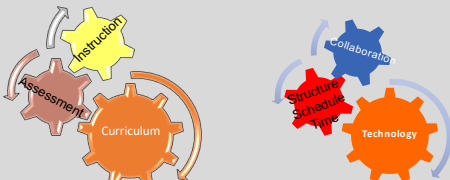


Community Engagement Opportunities

Community Engagement Session **(date)** – react to SWOT



Looking Ahead: Vision Retreat



Where are we today?
Where do we want to be in the future?
How will we be different?

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How do we want to be different 5-10 years from now than we are today?

Thanks to the Strategic Plan Team