OPEN WORK SESSION AGENDA

Purpose of the work session: Overview of the District’s five-year Strategic Plan

I. Call to Order
   President Dan Oakes

II. Pledge of Allegiance

III. Approval of the October 19, 2021 Open Work Session Agenda

IV. Public Participation

V. Overview of District 61 Five-Year Strategic Plan
   Dr. Lindsey Gunn, Facilitator
   Ashley Grayned, Executive Director of Innovative Programs and Strategic Planning

VI. Board Discussion
    Board of Education

VII. Adjournment
WORK SESSION AGENDA

History of Strategic Plan and How It Works

Beliefs, Mission, Strategic Objectives, and Parameters

Update on Action Items
- Executive Summary
- Year 3

Where do we go from here?
- Roles of BOE and Administration
- Recommended Timeline through June 2022
- Short-Term Vision
- Long-Term Vision
It’s a designed intervention to launch our district from its current state to our desired state of being.

It will help us think futuristically without precedents.

It will help shift our district to become strategic thinkers and embrace a strategic mindset to help us understand the plan and make it happen.

The Strategic Plan focuses on identifying gaps in our system, not just normal operations.

WHAT’S THE PURPOSE OF THE STRATEGIC PLAN?

Currently in Year 4 of 5-Year Plan
DR. GUNN: STRATEGIC PLANNING

Beliefs

Mission

Objective

Objective

Objective

Parameters

Strategies

Action Plans

Parameters
DR. GUNN: STRATEGIC PLANNING

1. Strategic Thinking

2. Commitment & Preparation

3. Strategic Planning Team
4. First Planning Session

Cardinal Features:
1. Beliefs
2. Mission
3. Parameters
4. Objectives
5. Strategies

Formative Features:
6. Internal Analysis
7. External Analysis
8. Competition
9. Critical Issues
5. Communication of Draft Plan

6. Action Planning Teams

7. Development of Action Plans
8. Second Planning Session

9. Activation Schedule

10. Board Approval
11. Organizing to Action

12. Building Capacity

13. School/Department Planning

14. Continuous Creation
A strong school system creates a healthy community and enthusiastic community support is vital to successful schools. We believe that…

The development of the whole person is essential.

Equal opportunity requires that each person has the right and the ability to learn in a style and at a pace tailored to individual needs.

The greatest success is achieved through valuing and incorporating ideas and beliefs of a diverse group of people.

Learning and high expectations need not to be limited by background and circumstance.

Learning becomes more meaningful when it is connected to real-life situations.

An optimal learning experience is built on meaningful relationships and a welcoming, physically secure, and emotionally supportive environment.

Taking risks, overcoming setbacks, and celebrating successes lead to personal growth.
The mission of Decatur Public Schools, the destination district of our community, is to unlock students’ unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society through learning experiences distinguished by:

1. Commitment to the whole person resulting in student growth and confidence
2. Relevant, innovative, personalized academic pathways that promote passion and pride
3. A learning environment that fosters curiosity and the thirst for achievement and discovery
4. A culture of diversity, adaptability, and resilience
5. Meaningful and lasting relationships
6. Extraordinary school and community connections
DR. GUNN: STRATEGIC PLANNING

Aspirational Intent

- What about your mission excites you most?
- What breakthrough possibilities do you see?
- Where in the mission do we find unity?
STRATEGIC PLAN: OBJECTIVES

1. Each student will engage in a complete learning experience that develops the whole person and fully prepares them for their future.

2. Each student will explore and develop their emerging talents and interests to fulfill their unique potential and live it with passion, courage, and confidence.

3. Each student will respect, value, and embrace diversity.

4. Each student will serve their community with pride, purpose, and passion.
Aspirational Intent

How are the strategic objectives all linked together?

Which student results seem to be most challenging? Most transformative?

How can these ultimate student results guide our work and bring unity to our diversity?
1. We will make decisions in the best interest of all students.

2. We will treat all people with dignity and respect.

3. We will seek input and collaboration throughout our diverse community.

4. We will communicate clearly and honestly.

5. We will practice responsible stewardship of all our resources.
<table>
<thead>
<tr>
<th>STRATEGIC PLAN ANNUAL PRIORITIES</th>
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<tr>
<td><strong>YEAR 1: 2018-2019</strong></td>
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<tr>
<td>★ Implement Care Rooms District-wide</td>
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<td>★ Implement APEX Credit Recovery Program</td>
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<td>★ Implement Middle School Academy Structure</td>
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<td>★ Redesign K-12 Alternative Education Program</td>
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| **YEAR 2: 2019-2020** |
| ★ Emphasis on Fine Arts |
| ★ Establish Associates Degree Program |

| **YEAR 3: 2020-2021** |
| ★ Continued Emphasis on Fine Arts |
| ★ Establish Associate’s Degree Program |
| ★ Strengthen Advisory/Career Counseling Programs |

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<th>STRATEGY #1 STUDENT EXPERIENCE</th>
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<td>Ensure unique, innovative learning experiences for all students</td>
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<th>STRATEGY #2 STUDENT ENVIRONMENTS</th>
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<td>Establish and maintain a student-centered environment that expands learning beyond the traditional expectations to engage students</td>
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<th>STRATEGY #3 WHOLE STUDENT</th>
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<td>Establish a support network that will identify and address students’ physical, social/emotional, and mental health needs to allow each student to reach their full potential</td>
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<th>STRATEGY #4 STAFF</th>
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<td>Attract and retain talented and invested staff by ensuring they feel valued and supported</td>
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<th>STRATEGY #5 COMMUNITY</th>
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<td>Create and foster mutually beneficial relationships throughout the community</td>
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**IMPLEMENTED & BEING SUSTAINED**

**IN PROGRESS**

**ON HOLD**
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**YEAR 3: 2020-21 STRATEGIC PLAN ANNUAL PRIORITY ACTION ITEMS**

- **IMPLEMENTED & BEING SUSTAINED**
  - Implement intentional learning experiences that develop each student’s core academics, personal strengths, and individual interests, with an emphasis on Fine Arts as well as development of an Associate’s Degree upon graduation program
  - Deliver successful building consolidations
  - Address the more frequent issue of student to student issues, including fighting, bullying, etc. Review and enhance appropriate protocols and identify best practices and developmental opportunities
  - Strengthen the advisory/counseling programs in the school system to support the development of students’ focus areas as they progress from elementary to middle to high school specialization
  - Facilitate community input for consideration of a move to one High School structure

- **IN PROGRESS**
  - Identify tiered interventions for students in need
  - Design and implement a fidelity monitoring plan for tiered interventions

- **ON HOLD**
  - Build on mentoring program for first- and second-year staff
  - Establish Aspiring Leadership Institute
  - Develop recruiting strategies to attract a diverse pool of qualified, talented candidates
  - Provide Equity Training for District Leadership and staff
  - Broaden Customer CARE Awards to allow nomination from external audiences
  - Offer a district-wide half-day and/or full day PreK program
  - Convene a group of educators and employers to identify the skills, gaps, and current and future skill needs
What’s Next?

RENEW THE PLAN  BUILD CAPACITY  SHAPE CULTURE