

Strategic Roadmap

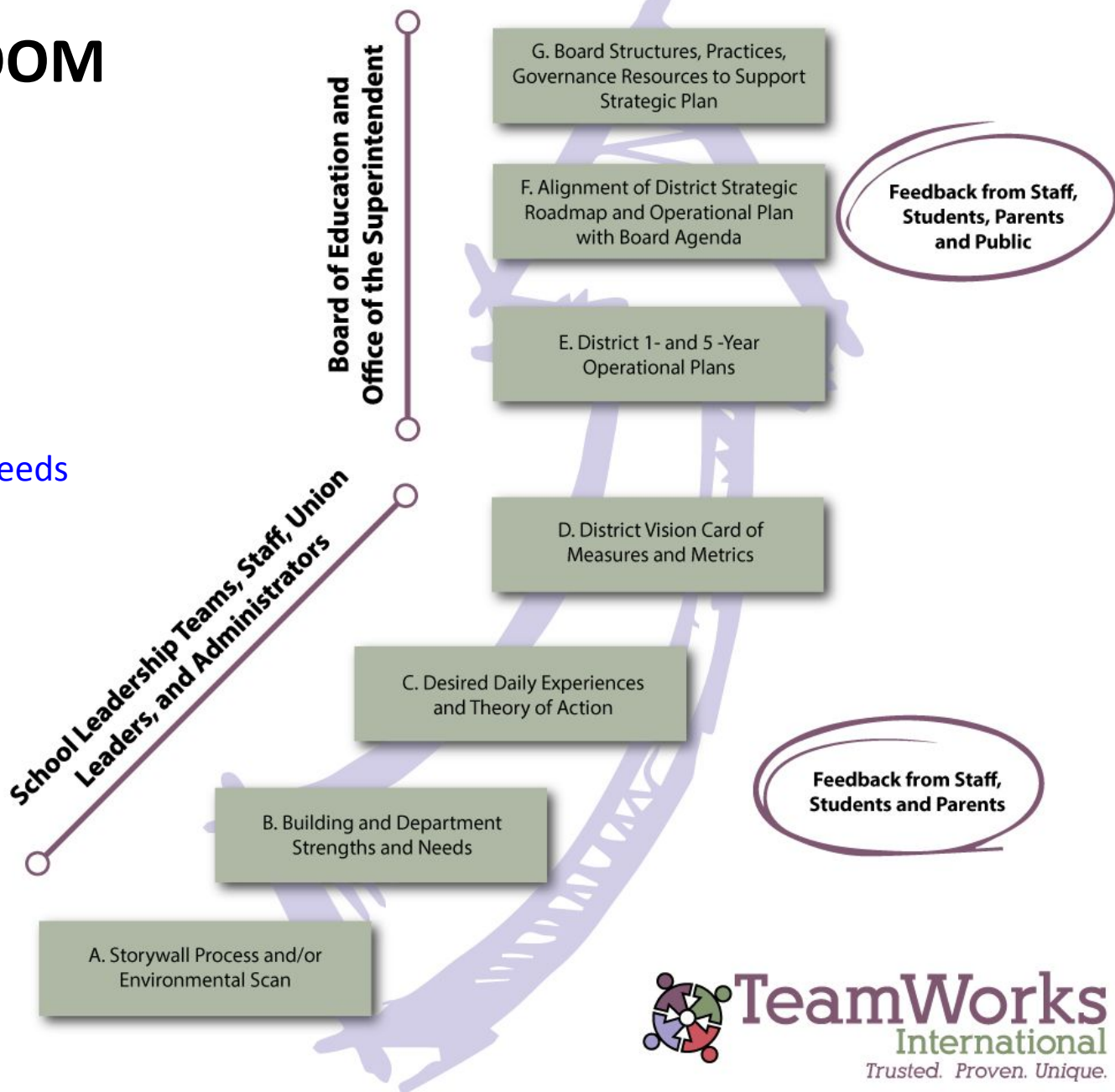
School Board Work Session
May 9, 2023

Proposed Agenda / Purpose

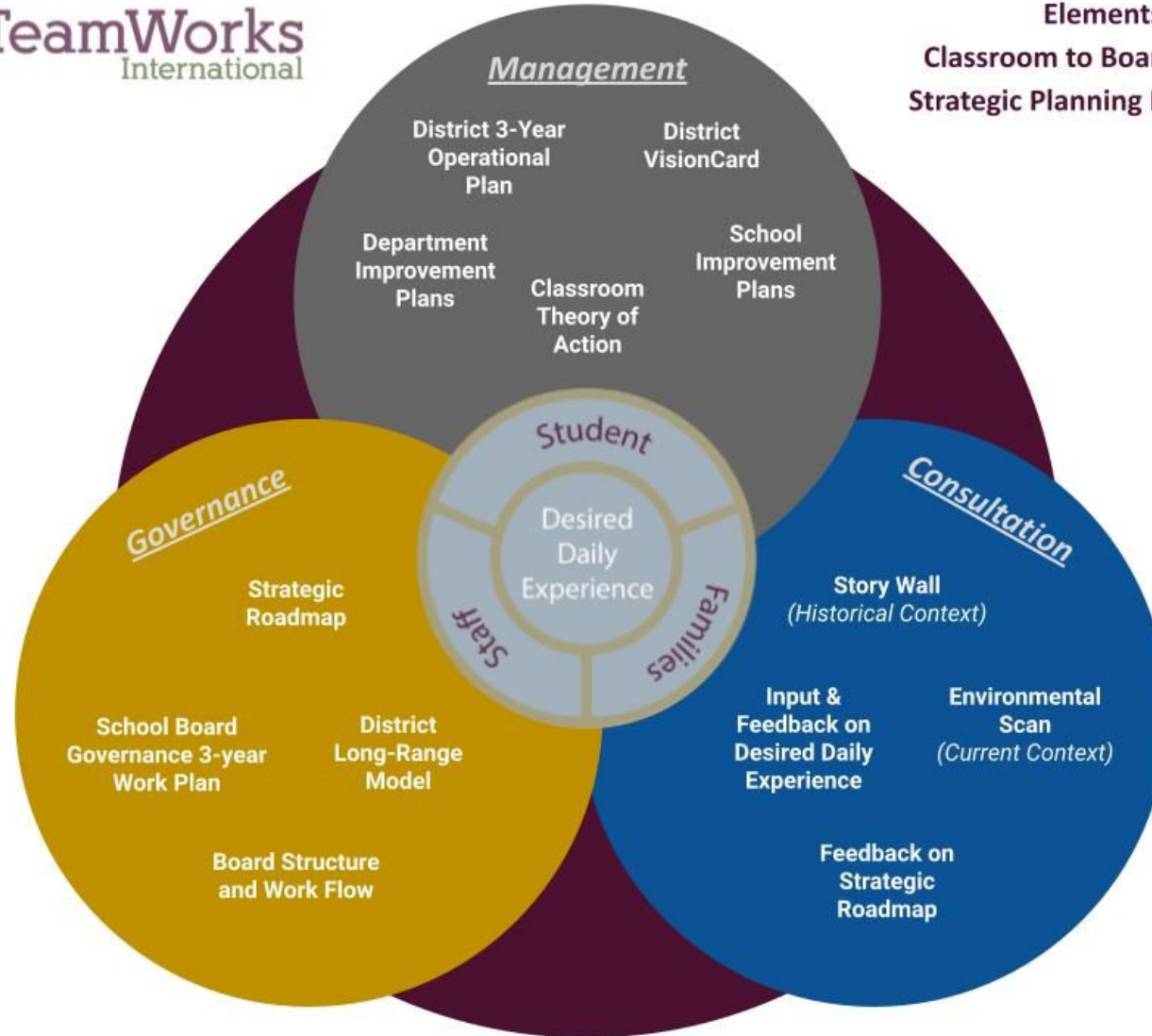
- I. [Strategic Road Map Video](#)
- II. Complete Our Strategic Roadmap - Mission, Vision and Values 90 m
 - I. Provide an Overview of Next Steps 20 m
 - Desired Daily Experiences
 - Strategic Directions
 - Operational Plan
 - Vision Card
 - II. Board Development - As time permits, we may discuss the following: 10 m
 - Productive Agenda Timing and Meeting Protocol
 - Review of Public Comment Protocol
 - Calendar - Evaluation Session and Work Session
 - Future Committee of the Whole Topics / Developing of Progress Monitoring Calendar
 - Call for Items for Meetings

CLASSROOM TO BOARDROOM STRATEGIC PLANNING PROCESS

- Assessing Our Reality
 - Storywall
 - Environmental Scan
 - Building and Dept Strengths & Needs
- Describing Our Vision
 - Desired Daily Experience
 - Theory of Action
 - VisionCard
- Setting Our Strategic Plan
 - 3-yr Operational Plan
 - School Improvement Plans
 - 3-yr Board Agenda



**Elements of the
Classroom to Boardroom
Strategic Planning Process**



Desired Daily Experiences - Students

I am accepted, cared for, and respected regardless of the color of my skin, how I identify or my beliefs.

- I have multiple options for courses including “real life” classes and extracurricular activities.
- Staff and teachers keep me safe, believe I can succeed, hear my voice, and support me.

I enjoy school, have fun, and feel like I belong.

- I feel connected to my classmates and the staff.
- My school meals have a variety of options and I am given enough time to eat and socialize.
- I have access to physical and mental health support at school.
- I know what is expected from me and know that I am treated fairly if I make a mistake.
- Important information is shared and is accessible to me.

Desired Daily Experiences - Families

My child's school values equity, diversity and inclusivity.

- My child feels welcomed, seen, heard, engaged and happy at school.
- My family has a sense of belonging with the school community where we feel welcomed by school staff and other families.
- My voice is heard and I am informed through multiple communication methods.

My child's school provides relevant and engaging academic learning experiences that support multiple pathways.

- My child has equitable access to many activities before, during, and after school.
- My child has access to resources that support their mental health and social-emotional learning.
- My child has class sizes that allow for individualized attention to meet their needs.

My child is treated respectfully when they make mistakes.

Desired Daily Experiences - Staff

I am part of a diverse workforce that values relationships, teamwork, and inclusivity.

- I have systems and equitable resources to sustainably support students' academic, social-emotional/behavioral, and socio-economical needs
- We have class sizes and caseloads that allow us to reach students' individual, social-emotional/behavioral and academic needs.

I enjoy my job and find it fulfilling.

- I have dedicated and adequate time during my workday to collaborate, prepare, connect with colleagues and grow professionally.
- I have access to and the ability to use current, relevant, educational resources and technology.
- I am provided with resources to support safety at my site for all staff and/or students.
- I have quality, meaningful professional development opportunities to support my role.
- I receive clear, timely, and relevant communication.
- I am a valued voice in the decision-making process with my colleagues and administration.

District Strategic Roadmap

Mission, Vision, and Core Values

Core Values

Differences Between Core Values and Beliefs

Beliefs

- Beliefs don't need proof
- Beliefs are assumptions we make about others and ourselves
- Beliefs grow from what we experience and think about
- Beliefs affect our morals

Core Values

- Values stem from our beliefs
- Values govern the way we behave
- Values are things we deem important
- Values affect behavior and character

Robyn Roste - "What's the Difference between Beliefs and Values?"

Draft of Our Core Values

- [Equity](#) - Creating conditions of justice, fairness and inclusion so all students have access to the opportunities to learn and develop to their fullest potential.
- [Belonging](#) - Providing a welcoming and accessible environment where everyone feels safe, seen and heard.
- [Accountability](#) - Take responsibility for our actions and results
- [Integrity](#) - Doing the right thing with honesty and authenticity.
- [Respect](#) - Honoring the dignity of every person.
- [Excellence](#) - Having high standards for self and others.
- [Collaboration](#) - Working in partnership with staff, families, students and community.
- [Courage](#) - Willing to do hard things with a grateful heart.
- [Responsibility](#) - Being accountable for our actions and our words.
- [Learning](#) - Developing a love of learning through life-long inquiry.

Core Values Next Steps

Consider revisions based on feedback:

- Dot activity: Each Board Member gets three dots to assign to a core value
- After completing, we will finalize our selection of core values

Mission and Vision

Current Draft of Our Mission

Duluth Public Schools empowers every student with opportunities for growth, creativity and inquiry, prepared for their future in a global community.

Current Draft of Our Vision

Duluth Public Schools, in partnership, provides a safe, engaging and inclusive environment that supports every student every day with high expectations and responsible use of resources.

Mission and Vision Next Steps

Review feedback and consider revisions

- Skim and scan with post-its individually - 5 mins.
- Summarize and report out - 5 mins.
- Impacts on:
 - Mission - 20 mins.
 - Vision - 30 mins.

Finalize Our Mission

Duluth Public Schools empowers every student with opportunities for growth, creativity and inquiry, prepared for their future in a global community.

Finalize Our Vision

Duluth Public Schools, in partnership, provides a safe, engaging and inclusive environment that supports every student every day with high expectations and responsible use of resources.

Overview of Next Steps

- Desired Daily Experiences
- Strategic Directions
- Operational Plan
- Vision Card Draft

School Board Development

Possible Topics for Further Work

- Revisit Our 3-Year Board Plan
- Productive Agenda Timing and Meeting Protocol
- Review of Public Comment Protocol
- Calendar - Evaluation Session and Work Session
- Future Committee of the Whole Topics /
Developing of Progress Monitoring Calendar
- Call for Items for Meetings
- Other