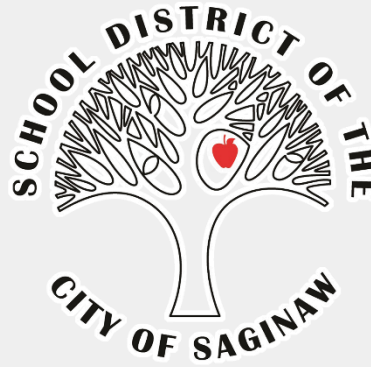


DATA-DRIVEN STRATEGIC PLANNING

Saginaw Public Schools Final Report



Deborah L. Macon
Consultant | MASB



STRATEGIC PLANNING PROCESS

TIMELINE

Date	Activity
February 2024	Board Presentation
October 2024	Board Approval of the Process
November 2024 – February 2025	Data Collection & Stakeholder Input
April 2025	Strategic Planning Team Retreat
May 2025	Implementation Workshop
June 2025	Present Final Report to the Board of Education for Approval

16 MONTHS

STAKEHOLDER INPUT

PURPOSE

- Provide an opportunity for input
- Gauge values and perceptions of the community
- Gather data to use as a decision-making tool
 - 1) Identify and assess strengths
 - 2) Identify areas for improvement
 - 3) Identify barriers of implementation
 - 4) Identify a vision
 - 5) Identify one top priority

455 RESPONSES



MICHIGAN ASSOCIATION OF SCHOOL BOARDS

PLANNING TEAM RETREAT

April 12, 2025

Agenda

- 1) An overview of the strategic planning process and timelines
- 2) An environmental scan
- 3) A report of current and planned initiatives
- 4) A review of current vision, mission and belief statements
- 5) A review and analysis of stakeholder input data
- 6) A review and analysis of demographic and district data
- 7) Development of proposed vision, mission and belief statements
- 8) The establishment of strategic goal areas, goal statements and identification of potential key objectives
- 9) An overview of next steps

8 FULL HOURS

STRATEGIC PLANNING TEAM MEMBERS

Greg Allington
Leann Bauer
Savannah Blunt
Kareem Bowen
Rob Bradley
Jasmine Calhoun
Charles Coleman
Theo Dillingham
Jane Fitzpatrick
Tim Furtaw
Peggie Hall
Melissa Hayes
Michael Hayes
Charles Henning

Terricina Jackson
Bob Johnson
Tamara Johnson
Ruth Ann Knapp
Matlyn Miller
Janet Nash
Bill Ostash
Jennifer Pahl
James Perry
Melvin Price
Terry Pruitt
Tiffany Pruitt
Chris Pryor
Pamela Pugh

Andrea Rethman
Ramont Roberts
Kevin Rooker
Lilli Schobert
Joyce Seals
Jack Tany
Ashley Terrell
Scott Thomas
Mattie Thompson
MT Thompson
Angela Williams
Inez Williams
Geordie Wilson
Elisa Urtiaga-Medina

42 DEDICATED PARTNERS



MICHIGAN ASSOCIATION OF SCHOOL BOARDS

RETREAT OUTCOMES

MISSION & VISION

The **MISSION** of Saginaw Public Schools -

SPSD will be a locally connected, globally competitive district that prepares, inspires, and empowers students to become leaders while achieving their full potential.

The **VISION** of Saginaw Public Schools -

Educated,
Innovative,
Global Leaders

RETREAT OUTCOMES

BELIEF STATEMENTS

We Believe...

- Education is a lifelong endeavor for everyone.
- Every student must be prepared for life skills in the 21st century.
- Everyone is celebrated, supported, and protected.
- Education is foundational to achieving everyone's individual potential.
- Students will have the skills to compete in an ever-changing world.
- Embrace community and inspire peers.
- Foster an environment that prioritizes health and well-being of our students, recognizing that physical, mental, and emotional health are essential to learning and lifelong success.

RETREAT OUTCOMES

SAGINAW PUBLIC SCHOOL GOAL STATEMENTS

ACADEMICS & PROGRAMS

SPSD, in collaboration with key community partners, will foster academic and extracurricular programs that will inspire and prepare students.

LEARNING ENVIRONMENT & CULTURE

SPSD will provide students with a learning environment that inspires and empowers them to become adaptable leaders in a globally competitive environment.

COMMUNICATIONS & COMMUNITY ENGAGEMENT

SPSD will expand and improve its communications and engagement plan to locally connect with community stakeholders to promote student success.

PERSONNEL & LEADERSHIP

SPSD will promote the recruitment and retention of employees by investing in staff with appropriate professional development, support, and resources.

OPERATIONS

While retaining financial stability, SPSP will implement a plan to address vacant properties and renovate open buildings for long-term use.



IMPLEMENTATION WORKSHOP

May 6, 2025

Agenda

- 1) Provide a review of the process
- 2) Discuss Implementation Workshop handouts
- 3) Review the vision, mission, and belief statements
- 4) Review goal statements
- 5) Determine potential objectives and finalize three objectives for each goal statement that could be accomplished in the first year
- 6) Review action planning for selected objectives
- 7) Review Strategic Plan monitoring processes

SAGINAW PUBLIC SCHOOLS

GOAL STATEMENTS WITH FIRST YEAR (PRIORITY) OBJECTIVES

GOAL AREA 1:

ACADEMICS/PROGRAMS

STRATEGIC GOAL STATEMENT:

SPSD, in collaboration with key community partners, will foster academic and extracurricular programs that will inspire and prepare students.

Priority Objectives:

- Extended day opportunities in all schools
- All schools increase partnerships by 25%
- All academic programs will be fully aligned using the CIA (Curriculum Instruction Assessment) to state assessments to fully prepare all students

SAGINAW PUBLIC SCHOOLS

GOAL STATEMENTS WITH FIRST YEAR (PRIORITY) OBJECTIVES

GOAL AREA 2:

LEARNING ENVIRONMENT & CULTURE

STRATEGIC GOAL STATEMENT:

SPSD will provide students with a learning environment that inspires and empowers them to become adaptable leaders in a globally competitive environment.

Priority Objectives:

- Increased healthy behaviors
- PBIS Implementation Plan & fidelity checks
- Clubs/mentee leadership

SAGINAW PUBLIC SCHOOLS

GOAL STATEMENTS WITH FIRST YEAR (PRIORITY) OBJECTIVES

GOAL AREA 3:

COMMUNICATIONS & COMMUNITY ENGAGEMENT

STRATEGIC GOAL STATEMENT:

SPSD will expand and improve its communications and engagement plan to locally connect with community stakeholders to promote student success.

Priority Objectives:

- Increase & acknowledge partners
- Community involvement at district & school
- Events calendar featuring partners

SAGINAW PUBLIC SCHOOLS

GOAL STATEMENTS WITH FIRST YEAR (PRIORITY) OBJECTIVES

GOAL AREA 4:

PERSONNEL & LEADERSHIP

STRATEGIC GOAL STATEMENT:

SPSD will promote the recruitment and retention of employees by investing in staff with appropriate professional development, support, and resources.

Priority Objectives:

- Increase in number of certified staff
- Decrease in teaching vacancies
- Increased retention due to supports

SAGINAW PUBLIC SCHOOLS

GOAL STATEMENTS WITH FIRST YEAR (PRIORITY) OBJECTIVES

GOAL AREA 5: **OPERATIONS**

STRATEGIC GOAL STATEMENT:

While retaining financial stability, SPSD will implement a plan to address vacant properties and renovate open buildings for long-term use.

Priority Objectives:

- Interim performance contracts
- Capital projects by year
- Demo schedule

MASB RECOMMENDATIONS

ENSURING SUCCESS

- 1) Align the Strategic Plan with the MICIP Plans
- 2) Align the Strategic Plan with the 2025-30 Budget and beyond
- 3) Develop and implement a reporting/Board monitoring calendar
- 4) Develop and implement an internal/external communications plan
- 5) Develop and implement action plans for each identified objective
- 6) Create opportunities for stakeholder/partner involvement
- 7) Schedule a One-Year Renewal

FINAL THOUGHTS

Collaborating with the Saginaw Public Schools, the Board of Education, administration, staff and the entire community really illustrated their level of care for the schools, the community, and most of all, the students.

Deborah L. Macon

Consultant | MASB

ASKING FOR BOARD APPROVAL

- ☐ **MISSION** STATEMENT
- ☐ **VISION** STATEMENT
- ☐ **BELIEF** STATEMENTS
- ☐ **GOAL** STATEMENTS