

# Strategic Plan Approval



## Today's Presentation

- Overview of Strategic Planning Process and Involvement
- Overview of the Plan
- Themes of the Plan, Agency, and Next Steps



# Mahtomedi Strategic Planning Process

- The strategic planning process was guided by Superintendent Barb Duffrin and facilitated by Dr. Bill Cook of the Cambrian Group with internal facilitators Patrick Crothers, Technology Coordinator and Alice Seuffert, Communications Specialist.
- The planning process took place from January to August 2019.
- The strategic plan will be presented to the School Board for approval on August 22, 2019, and shared with the school community staff on August 28, 2019.



# Mahtomedi Strategic Planning Process

Who are we?

Who do we aspire to be? What's Possible?

How are we going to get there?

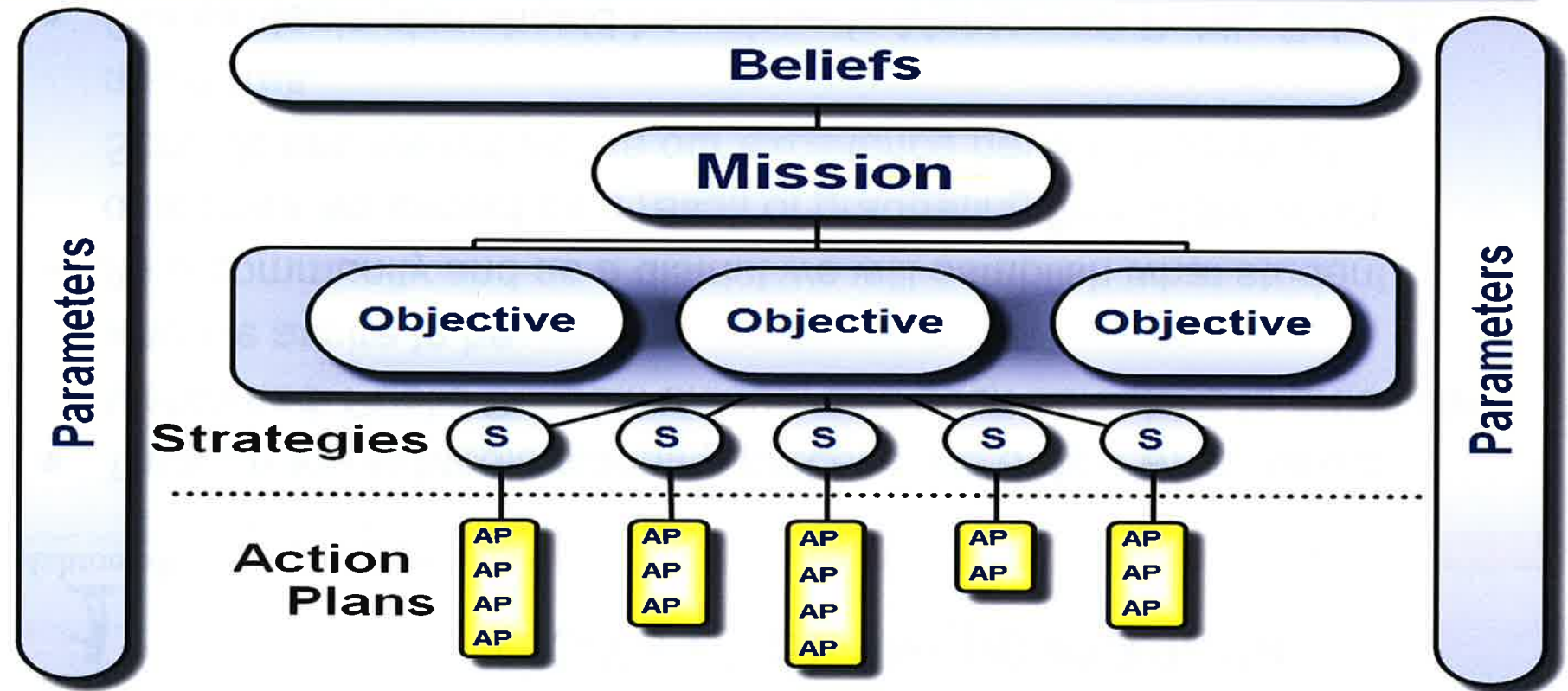


# Goals of Strategic Planning

- Through the strategic planning process, we define what makes Mahtomedi Public Schools unique, and push ourselves to articulate who we aspire to be.
- As a community and as a district we will establish what student outcomes we expect as a result of graduating from Mahtomedi Schools and we will define our excellence beyond traditional measures.
- Our strategic plan should be unique to Mahtomedi Public Schools because it is developed by our community and owned by all of us.



# STRATEGIC PLAN



# Planning Team Work



## **What is a Planning Team?**

The Planning Team was the first stage of the strategic planning process. The Planning Team included approximately 30 district and community leaders. This group will establish Mahtomedi's belief statements, mission statement, as well as the objectives and strategies to accomplish the mission statement. Their work took place over the course of three days in February and then again on June 11. The Planning Team's work guided the work of the Action Teams.

# Action Teams Work

## What are Action Teams?

The strategies associated with implementing the mission statement of the district will drive the work of the Action Teams to create action plans. The action plans are the projects, plans, and initiatives needed to make all of the strategic planning work a reality in Mahtomedi Public Schools. Participation on the Action Teams was open to all members of the community. The Action Teams included approximately 70 community members including parents, staff, and teachers. Each Action Team was led by district leaders. Action teams met regularly between March and May.





## Honoring the Process



- Close to 100 community members participated in the Strategic Planning work.
- Participants used their experience and current information to create the plan.
- The plan was built organically in the community with the intention that everyone can find their own connection to the plan.

# What was it like being a part of the process?



# Level II Considerations

## Level II System

- This is now a living system, not static! This strategic planning system needs continual tending/nurturing.
- We will be learning and implementing simultaneously.
- We will grow capacity to implement the strategic plan.

### STRATEGIC PLANNING

*Absolutes*

*Artifacts*





# BELIEFS

WE BELIEVE THAT. Never, “We believe in”

**The unequivocal expression of fundamental values, convictions, and character.**

Values context as well as the driving force for the strategic plan. Whether derived from moral codes, human needs, or universal principles, **the beliefs inform and inspire every other feature of the plan.**



# BELIEFS

Developed by the  
Planning Team

## **We believe that...**

- everyone needs to give and receive love.
- integrity is critical to trusting relationships.
- success does not demand perfection.
- joy must be a part of the human experience.
- diversity strengthens community and individuals.
- all people deserve compassion and unconditional acceptance.
- change is necessary for growth.
- all voices deserve to be honored.
- each person has immeasurable worth.
- each person has the desire and capacity to learn and grow.
- everyone has the right to be and feel safe.
- hope motivates people to persist.



# Mission: The declaration of our intent!



The mission of XYX School District,

*Identity (what we aspire to be)* \_\_\_\_\_, is to \_\_\_\_\_ *Purpose (why)* \_\_\_\_\_, through a vital system distinguished by *Critical Attributes (how)* \_\_\_\_\_.

- Means
- Means
- Means
- Means
- Means



# MISSION

Developed by the  
Planning Team

The mission of the Mahtomedi School District, the unified community of courageous hearts and curious minds dedicated to inspiring personal excellence, is to ensure that each student is a bold agent of learning who successfully pursues their passions while advancing the greater good, through a vital system distinguished by:

- environments that inspire curiosity
- an inclusive learning community
- an array of exceptional learning experiences
- teaching and learning that imparts a global view
- culture of empathy that empowers the whole person



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## *Identity (what we aspire to be)*

Answers the question, "What we aspire to be?"

## *Purpose (why)*

Answers the question, "Why do we exist?"

## *Critical Attributes*

## *(how)*

Answers the question, "How are we going to do it?"

# PARAMETERS

Developed by the  
Planning Team



We will make all decisions based on the best interest of the student.

We will honor the worth and dignity of each person.

We will ensure that the allocation of resources is equitable.

We will practice participatory decision making.

We will not compromise excellence.

We will be responsible stewards of all of our resources.

## OBJECTIVES

Measurable, observable, and demonstrable results that realize the mission.

In time, we will develop tools to measure our district's success in these areas.





# OBJECTIVES

Developed by the  
Planning Team



All students are bold participants in shaping democracy.

All students complete their chosen learning program.

All students discover and pursue their passions.

All students have a beneficial impact on their community.

All students know how their authentic strengths intersect with the needs of the world.

# Strategies



# Strategies

Developed by the  
Planning Team

- I. We will define learning and teaching without barriers.
- II. We will ensure the social and emotional well-being of students with an emphasis on mental wellness.
- III. We will create the organizational capacity necessary to pursue our mission and objectives.
  - I. We will provide students opportunities to draw out and pursue their passions.
  - II. We will foster reciprocal relationships of learning experiences for all students with civic, service, and community groups.
  - III. We will expand existing worldviews to promote understanding.



# Action Plans

Developed by the  
Action Teams

1. Each strategy has multiple Action Plans.

Strategy Number	3
Plan Number	3
Date:	5/17/2019

## Action Plan

**Strategy:** We will create the organizational capacity necessary to pursue our mission & objectives

**Specific Result:** Mahtomedi Public Schools has described and documented communication protocols in place between all District 832 stakeholders.

#	Action Steps (Number each one)
1	Create a comprehensive communication plan that is timely, clearly defined, accessible and promotes transparency (e.g., between buildings, district office and the community).
2	Define and develop policies and procedures related to courteous interpersonal communication among employees, students, and families at all levels.
3	Ensure use of 21st century technology (e.g., online communities) as communication tools in order to reach a varied audience.
4	Create structures to facilitate in-person communication between staff and leadership.



### Mahtomedi Strategic Plan Strategies and Result Statements

Strategy 1 "We will define learning and teaching without barriers."	Strategy 2 "We will ensure the social and emotional well-being of each student with an emphasis on mental wellness."	Strategy 3 "We will create the organizational capacity necessary to pursue our mission and objectives."	Strategy 4 "We will provide students opportunities to draw out and pursue their passions."	Strategy 5 "We will foster reciprocal relationships of learning experiences for all students with civic, service, and community groups."	Strategy 6 "We will expand existing worldviews to promote understanding."
All students are advocates of their learning.	Students, staff, families and community members are educated and involved in supporting the social, emotional, and mental well-being of Mahtomedi students.	Mahtomedi Public Schools has a common language, common understanding, and message continuity related to our mission and objectives.	Mahtomedi School District has schedules that allow flexible opportunities for all students to access a variety of classes and experiences (not defined in the traditional sense) each academic year.	All E-21 students participate in annual community service.	Staff possess an expanded cultural self-awareness.
All students have personalized learning opportunities.	Mahtomedi schools have a culture and infrastructure that supports social-emotional wellness and mental well-being for students of all ages.	Mahtomedi Public Schools has a culture of trust among and between staff, students, and the community.	All students take ownership of their learning and understand that learning can take place anywhere and any time.	Systems support accessibility and value of community service.	The district has an integrative, world-centered E-21 curriculum.
A culture of innovation exists throughout the district.	Students, staff, families and community members have access to resources that support social, emotional, and mental well-being.	Mahtomedi Public Schools has described and documented communication protocols in place between all District 832 stakeholders.	All students document their E-21 experiences as they explore their passions.	Community service is embedded in the E-21 learning experience.	Students understand and demonstrate global citizenship.
Mahtomedi Public Schools provides opportunities for all students to explore career pathways.	Staff receive on-going training, knowledge and tools/resources to enable optimal support of the social, emotional, and mental well-being for all students across the district.	In Mahtomedi Public Schools, new processes and initiatives have well-defined, measurable outcomes, and predetermined, iterative checkpoints.	The Mahtomedi School District provides staff the time and training needed to understand passion-based teaching and provides time for ongoing collaboration.		Systems support students and staff to be continually compassionate and curious about our community and the world.
Systems exist to support learning and teaching without barriers.		Mahtomedi Public Schools has a proactive budget process that adapts and evolves to meet the needs of the community and aligns to the mission and objectives.	E-21 students have connections with adults in the community who support students' awareness of community, interests, passion, and/or career opportunities.		The district has strong external partnerships with diverse* organizations.
			Systems exist to support Mahtomedi students to continually discover, explore, and connect with their strengths and what brings them joy.		





## Themes of Our Strategic Plan

**Personal Excellence**

**Individual Success for Community Impact**

**Exceptional Learning and Teaching without Barriers**

**Sense of Belonging and Purpose**

**Culture of Trust**

**Agency of Students and Staff**

## What is Agency?

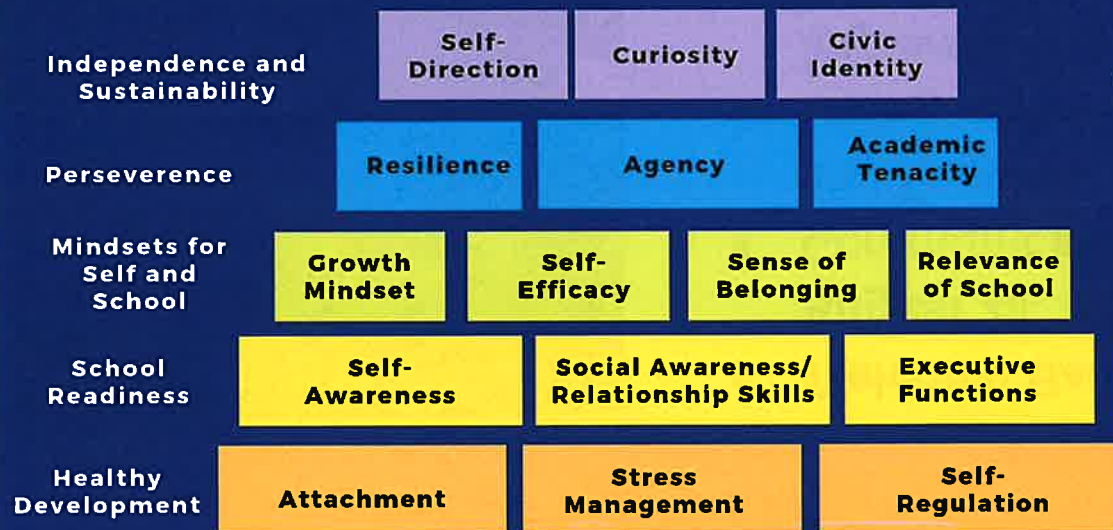
***Agency is the capacity and propensity to take purposeful initiative—the opposite of helplessness. Young people with high levels of agency do not respond passively to their circumstances; they tend to seek meaning and act with purpose to achieve the conditions they desire in their own and others' lives.***

Ferguson, R., 2015. *The Influence of Teaching Beyond Test Scores: Engagement, Mindsets and Agency*. p.1

# What is bold agency for students?

- Students create their own future. This is different from preparing students **for** the future.
- BOLD agency means **creating** your own path, **ownership** your identity, **defining** your own excellence.
- It is not being a product of external factors, “look what they did to me.”
- It is not “hands off” education.

# BUILDING BLOCKS FOR LEARNING



Source: K. Brooke Stafford-Brizard, Building Blocks for Learning  
[www.turnaroundusa.org/what-we-do/tools/building-blocks/](http://www.turnaroundusa.org/what-we-do/tools/building-blocks/)

## Next Steps



- **Welcome Back Staff Event:  
August 28, 2019**
- **Communication to Community  
and Families: Fall 2019**
- **Living in the Plan: Learning and  
Implementing**
- **Building-level Plans**