

Disrupting

for Excellence



Strategic Plan

Steering Committee Meeting #2

January 25, 2024

Welcome!

Dr. Devon Q. Horton
Superintendent of Schools



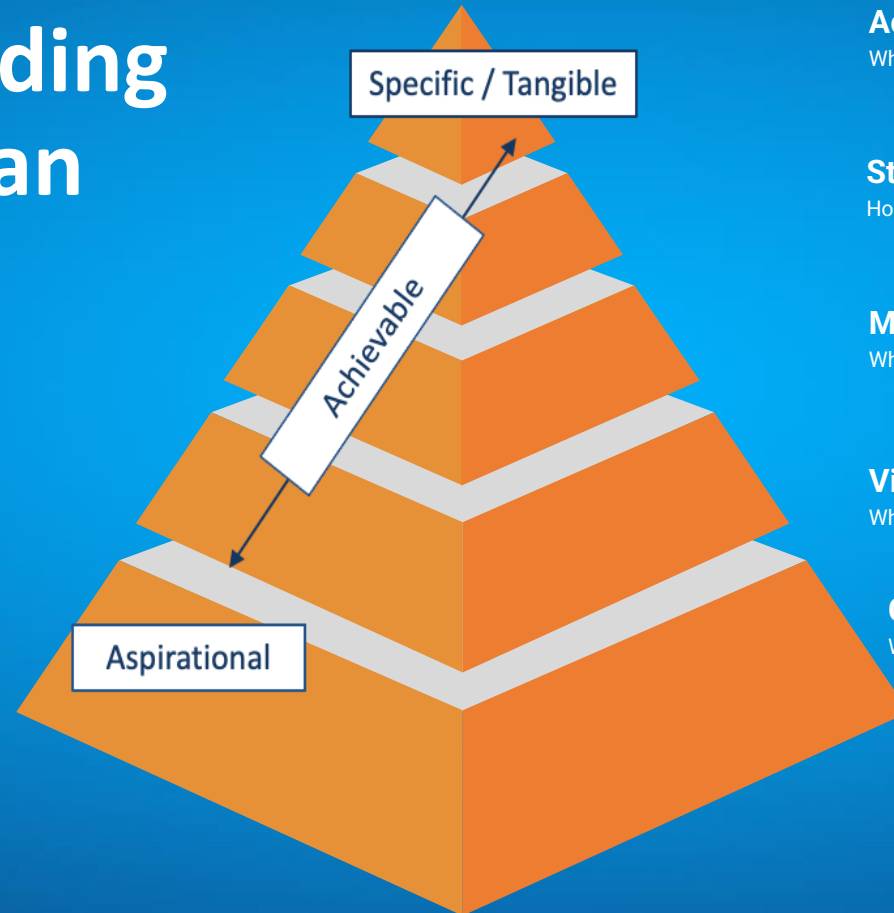
Today's Focus

- Core Beliefs / Values
- Vision
- Mission
- Portrait of a Graduate

What are the elements?

Core Beliefs	General and fundamental assumptions/overarching truths about the world.
Core Values	Set of principles that drive all behaviors and decision-making for the district.
Vision	Describes what the district hopes to achieve or be in the future.
Mission	Articulates what is unique about who the district is, what the district does, and who the district serves.

Process for Building the Strategic Plan



Action

What do we have to do? How do we know?

Strategic Plan

How are we going to progress?

Mission

What do we do? Who do we do it for?

Vision

Where are we going? What do we aspire to achieve?

Core Beliefs & Core Values

What do we stand for?

Core Beliefs and Core Values

Core Beliefs

- General and fundamental assumptions about the world. They are deep-seated convictions you hold about yourself, others, and the nature of reality. They aren't about specific situations, but about overarching truths and they often go unquestioned.

Core Values

- Specific and actionable guides for behavior and decision-making. They are principles that guide your actions, translating into concrete behaviors. Shared values create a sense of belonging and guide collaborative action.



Imagine **core values** as the walls and furniture. They're what you see and interact with on a daily basis, reflecting the foundation in a tangible way.

Imagine **core beliefs** as the foundation of a house. It's an unseen, underlying structure that determines the overall shape and strength of the building.

Montgomery County Public Schools (MD)

Core Beliefs:

- All students can learn.
- Every student deserves a high-quality education.
- Public education is the foundation of a strong democracy.

Core Values:

- Equity - Ensuring that every student has the opportunity to reach their full potential, regardless of their background or circumstances
- Excellence - Striving for the highest standards of teaching, learning, and achievement
- Innovation - Embracing new ideas and approaches to education
- Collaboration - Working together as a community to support success

Louden County Public Schools (VA)

Core Beliefs:

- All students are capable of achieving high levels of learning.
- Each student is unique and deserves a personalized learning experience.
- Public education is essential for a thriving democracy.

Core Values:

- Student-centered focus - Putting the needs of every student first
- Equity and inclusion - Creating a welcoming and supportive environment for all students
- Continuous improvement - Striving for excellence through ongoing learning and innovation
- Collaboration and community - Building strong partnerships with families, staff, and the community

Fort Worth Independent School District (TX)

Core Beliefs:

- Every child is capable of greatness.
- Relationships matter.
- Public education is the cornerstone of a strong democracy.
- Equity and access are essential for student success.
- Continuous improvement is vital for organizational excellence.

Core Values:

- Student-centered - We put students first in everything we do.
- Integrity - We are honest, ethical, and accountable.
- Innovation - We embrace new ideas and continuous improvement.
- Teamwork - We work together to achieve common goals.
- Excellence - We strive for the highest quality in all that we do.

Denver Public Schools (CO)

Core Beliefs:

- Every child is capable of greatness.
- Public education is the cornerstone of a just and equitable society.
- Collaboration is essential for student success.

Core Values:

- Equity - Ensuring that all students have access to the resources and opportunities they need to succeed
- Student-centered learning - Designing instruction that meets the individual needs of every child
- Innovation - Embracing new ideas and technologies to improve teaching and learning.
- Accountability - Measuring progress and holding ourselves responsible for student outcomes.

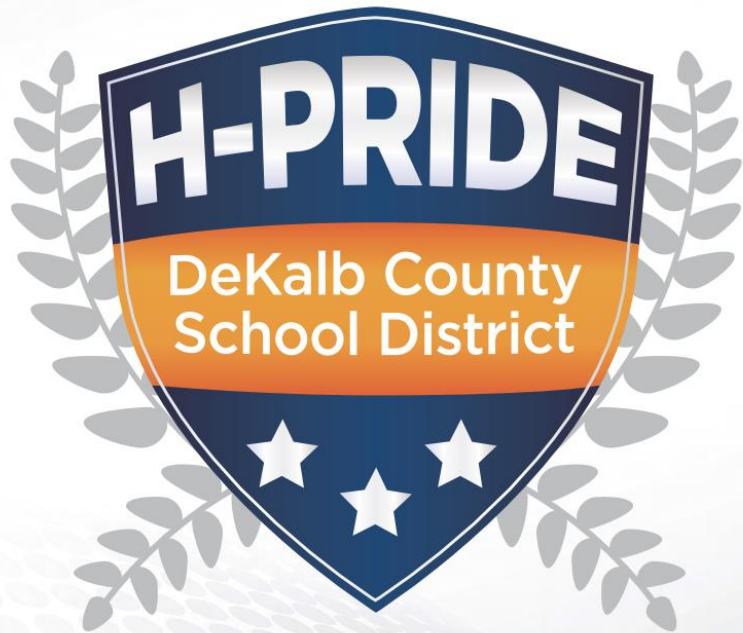
DeKalb County Public Schools Core Beliefs

We believe

- In making sure every decision supports quality teaching and learning
- In ensuring we meet every student's academic, social, and emotional needs
- In embracing the cultural diversity of our community as a strength
- In holding everyone accountable for educational excellence

Discussion

- What do you like about the current core beliefs?
- What would make them stronger?



DeKalb County School District Six Core Values:

- H Humanization-** Before we can address the critical work that has to be accomplished collectively in the DeKalb County School District, we must connect as human beings first. Recognizing value and worth and not viewing others solely as resources and a means to an end.
- P Professionalism-** should be exhibited in all phases of our professional and personal life. Our dress code, the manner in which we communicate, accountability, and punctuality are some traits that represent professionalism.
- R Respect-** A professional work environment is built on mutual respect. We treat each other with courtesy, we value diversity, and appreciate different perspectives.
- I Integrity-** is closely related to professionalism but it involves honesty, truthfulness, and ethical conduct. Taking responsibility for their actions and maintaining confidentiality when required.
- D Dignity-** Fair treatment of individuals. Not discriminating against individuals because of race, gender, age, or sexual orientation. Open and honest communication regardless of the position or title is imperative.
- E Empathy-** Understand and share the feelings, perspectives, and experiences of others. It involves recognizing and acknowledging the emotions and concerns of others, as well as responding in a compassionate and supportive manner.

Vision

Vision

Describes what the district hopes to achieve or be in the future.

Sample Vision Statements

“Making the best possible ice cream, in the nicest possible way.”

-Ben & Jerry's

“To organize the world's information and make it universally accessible and useful.”

-Google

“To make people happy.”

-Disney

“To develop leaders who will one day make a global difference.”

-Harvard

“We will help people live longer, healthier, happier lives.”

-CVS

“To reduce human trauma and economic costs associated with automobile accidents.”

-Progressive

Key Ingredients of a Vision

1 – The output

When you define what you do as an outcome, you start to transform your product or service into a benefit. Vision statements that talk about benefits are far more inspiring than those that talk about the service or product itself.

2 – The twist

Your vision statement needs a unique selling point. This is a key ingredient in helping you bring focus and inspiration to your vision.

3 – The quantification

With no possible end in sight (or a totally unrealistic one), the initial inspiration derived from a great vision can turn to frustration. Give yourself a goal to assess progress against but it doesn't have to be numeric.

4 – The human connection

Include something that makes people conjure a specific mental image when they read your vision statement.

Sample Vision with Key Ingredients

- 1 – The output
- 2 – The twist
- 3 – The quantification
- 4 – The human connection

Producing and selling **locally sourced cakes and pies** that are so delicious and satisfying that **every customer who leaves our store** does so **with a smile**.

Sample District Vision Statements

Mooreville Graded School District:

- Creating a better community by empowering every individual to grow, thrive, and succeed.

Maplewood Richmond Heights School District:

- Inspiring and preparing students to be leaders, scholars, stewards, and citizens who will thrive in a diverse and changing world.

Chapel Hill-Carrboro City Schools:

- Our schools exist to provide experiences that empower, inspire, and engage.

Sample District Vision Statements

Durham Public Schools:

- Igniting Limitless Potential

Austin Independent School District:

- We are Austin's home for inclusive learning: high expectations for all children, high outcomes for every student.

Los Angeles Unified School District:

- L.A. Unified will be a progressive global leader in education, providing a dynamic and inspiring learning experience where all students graduate ready for success.

Current DCSD Vision

To inspire our community of learners to achieve
educational excellence

Board Feedback

- Public education has changed. We want our vision to incorporate something about preparing students for college, career, and life. We want them to be ready to participate in society and democracy.
- We want students to have the skills that will allow them to do whatever they want to do in their futures.
- We want them to be happy, healthy, and have positive relationships with others.

Discussion

Based on that feedback, how can we make the current vision stronger? What other ideas do you have for the vision?

Mission

Mission

Articulates what is unique about who the district is, what the district does, and who it serves.

Mission Brainstorm

Describes what is
unique about
who we are

Describes what is
unique about
who we serve

Describes what is
unique about
what we do

Sample District Mission Statements

Waukee Community Schools is a rapidly growing and increasingly diverse school district. We believe every individual's unique background and culture enhance our schools. By focusing on the joy of learning and growth for everyone, we create a dynamic work environment for our staff while engaging our students, families and the community through innovative educational experiences.

How well does this mission statement describe what is unique about:

- Who the district is?
- Who they serve?
- What they do?

Sample District Mission Statements

Jackson Public Schools:

- At Jackson Public Schools, we develop scholars through world-class learning experiences to attain an exceptional knowledge base, critical and relevant skill sets, and the necessary dispositions for great success.

Maplewood Richmond Heights School District:

- MRH is an inclusive school district where students, staff, families, and community members are seen, heard, and valued for their unique backgrounds, cultures, talents, and beliefs. We support, educate, encourage, and nurture one another to reach our full potential in order to create a better community.

Sample District Mission Statements

Durham Public Schools:

- Durham Public Schools embraces, educates, and empowers every student to innovate, serve, and lead.

Austin Independent School District:

- We prepare every student with the knowledge and skills to thrive in college, career, and life.

Los Angeles Unified School District:

- Embracing our diversity to educate L.A.'s youth, ensure academic achievement, and empower tomorrow's leaders. We are L.A. Unified.

Current DCSD Mission

To ensure student success, leading to higher education,
work, and lifelong learning.

Board Feedback

We'd like to build from the current mission, but make it broader than just higher education, work, and lifelong learning. Add in something more holistic to say we are giving them the skills they need to thrive in life, be happy and fulfilled, and participate in society.

Debrief

Based on that feedback, how can we make the current mission stronger? What other ideas do you have for the mission?

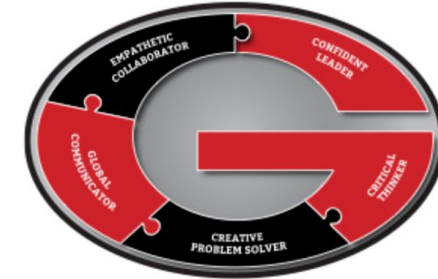
Portrait of a Graduate

What is a Portrait?

- Articulates the hopes, aspirations, and dreams the community has for its young people.
- Identifies and describes the skills and mindsets needed for success in our rapidly changing and complex world.
- No more than six words or phrases with descriptions.



PORTRAIT OF A GRADUATE



Gainesville Independent School District is committed to providing all students with the knowledge, experiences and opportunities necessary for them to develop the competencies required for success in school, in the workforce, and in life.

CONFIDENT LEADER

GISD graduates will develop a strong work ethic and leave our district grounded in a purpose enabling them to lead, embrace challenges and persevere to achieve their goals.

EMPATHETIC COLLABORATOR

GISD graduates will leave the district with a foundation for effective collaboration grounded in empathy and a desire to understand differing viewpoints and learn from others' experiences and cultures.

GLOBAL COMMUNICATOR

GISD graduates will be prepared to navigate a complex, ever-changing global society and economy via effective communication grounded in global thinking, digital literacy, and the understanding that communication includes verbal and non-verbal modes that are unique across cultures.

CREATIVE PROBLEM SOLVER

GISD graduates will develop creative minds that solve real-world problems that we are unable to predict in an ever-changing society.

CRITICAL THINKER

GISD graduates will develop critical thinking and curiosity about the world to foster life-long learning for themselves and service to others.

Portrait of a Graduate Examples

PORTRAIT OF A GRADUATE



In RCPS, we aspire to have graduates who are . . .

Innovative

- Approach challenges with a growth mindset
- Nurture their curiosity and creativity
- Are open-minded and responsive to new and diverse perspectives

Resilient

- Adapt to evolving job opportunities in a changing world
- Think critically and collaboratively to solve complex problems
- Persevere to reach their maximum potential

Dedicated

- Lead by example and with integrity
- Contribute to their communities and on a global scale in meaningful ways
- Authentically engage with others and always seek to find understanding

Empowered

- Can imagine a life they envision for themselves
- Inspire others to act
- Possess all the tools needed to achieve their dreams

The Profile of a JPS Graduate

describes Jackson Public Schools' aspirations for each and every one of its graduates.

JPS aspires that each graduate will embody many of the qualities and achieve several of the accomplishments described below. These qualities and accomplishments fall under three competencies—Communication & Critical Thinking, Collaboration & Citizenship, and Content Mastery & Digital Literacy—that reflect the fast-changing world in which JPS graduates will become productive citizens and compassionate leaders.

Content Mastery & Digital Literacy

JPS graduates always operate with a growth mindset and exhibit excellence in all they do. Thus, they seek out and successfully complete individually challenging coursework, proficiently utilizing technology and media to do so. Content Mastery & Digital Literacy may be evidenced by:

- Successful completion of rigorous coursework (AP, IB, and higher level mathematics/science courses)
- Performance in academic competitions and extra-curricular activities (science fairs, debate, etc.)
- Ability to draw from various content areas to establish and defend a coherent point of view

Communication & Critical Thinking

JPS graduates connect to one another, to Jackson, and to the world in relevant ways and are active agents in creating and maintaining a positive and respectful culture. Thus, they are active readers by choice, write effectively in multiple genres, communicate clearly, and solve problems. Communication & Critical Thinking are evidenced by:

- Successful oral presentation based on independent research or analysis
- Working proficiency in second language as evidenced by course credit, college credit, or AP score of 3 or higher, or completion of IB curriculum
- Successful completion of a substantial analytical research paper

Collaboration & Citizenship

JPS graduates nurture positive relationships and strive for equity. Thus, they are team players who embrace diverse ideas, accept feedback as opportunities for growth, and advocate for the betterment of the larger community. Collaboration & Citizenship are evidenced by:

- Voter registration and working understanding of local, state, national and international political issues
- Active membership in a civic club, faith community, or service group
- Successful completion of a significant community service project




Academics

Waukee graduates will be prepared with the content knowledge and skills necessary for their future success. They must be provided a variety of rigorous curricular options that apply to their interests, skills, and aspirations.

Future Ready Skills

Waukee graduates will be prepared to navigate a complex, ever-changing global society and economy. The following skills will be demanded by employers across industries and sectors:

- **Critical Thinking** - The ability to reason and analyze information to come up with new solutions to a problem. It's one skill that can't be automated.
- **Creativity** - With the constant influx of new products and services, employers need creative minds that can apply these new tools to their product and industry.
- **Collaboration** - The ability to work with others is a timeless skill, but as processes move faster and become more complex, the ability to understand others, be sensitive to their needs and find a way to work together will be more important than ever.
- **Communication** - Communicating clearly in multiple modes is a much-desired skill across industries.
- **Technology/Media Literacy** - Being able to understand how to work with the most up-to-date tools is a crucial skill in the constantly changing landscape of work. As automated services become more prevalent, the ability to speak the language of these tools becomes a necessity for all employees.

Leadership

The ability to interact with employees, clients and other stakeholders and unite them behind a single purpose is an age-old skill that shows no signs of losing importance.

Inquiry

Waukee graduates will be prepared with the fundamental skills and knowledge of inquiry to be information literate. Information literacy is a prerequisite for success in all subjects of the curriculum, for preparation for work and further education, and for lifelong learning. The purpose of inquiry is to encourage high levels of critical thinking so that processes and resources are appropriate, conclusions are based on supporting evidence, problems are solved and decisions are made that will extend learning for a lifetime.

Wellness

Waukee graduates will be prepared with essential health and wellness skills and opportunities to continue extending these skills beyond graduation. More and more youth are coming to school with conditions that are negatively impacting their lives. No longer can health and wellness be considered an "if we have time we'll get to it" part of a school day. As evidenced by the data, youth are increasingly entering our classrooms anxious, lacking self-confidence, and suffering from a litany of social, emotional and physical health concerns.

Informing the DeKalb County School District Portrait

Complete this sentence with a short phrase: “My hope for DeKalb County School District graduates is that they...”

What are the characteristics, skills, and/or competencies that you believe are essential for DeKalb County School District graduates’ success after high school?

The background of the image consists of four diagonal stripes of different colors: yellow, green, orange, and blue. The text 'Q&A' is centered horizontally and spans across the green and orange stripes.

Q&A

Next Steps

Steering Committee Meeting #3

- February 22, 2024
- Focus
 - Data review
 - Survey results
 - District data
 - District Priorities



Meeting Feedback



I appreciate...



I wonder...

