Strategic Plan Framework
Presentation to the Board of Directors
June 15, 2021
Christina School District
Strategic Planning Process and Timeline

Phase 1: Analysis
March - May
- Leadership and Board Overview
- Data Review
- Review Environmental Trends and Issues
- Stakeholder Input - students, parents, employees, community leaders

Phase 2: Strategy Development
May - August
- Design Session to draft Priority Outcomes, Strategic Themes and Objectives
- Stakeholder Input
- Refine
- Develop Strategic Initiatives
- Develop Performance Metrics

Phase 3: Action Planning
August - September
- Determine Phasing, Identify Initiative Sponsors and Owners
- Create Action Plans for Phase 1 Initiatives
- Develop Monitoring Process

Communication

We are here
Priority Outcomes
- Increase Math proficiency
- Increase ELA proficiency
- Ensure success during MS and HS transitions
- Increase graduation rates
- Increase sense of belonging, inclusion, safety, and well-being
- Ensure equitable outcomes for students regardless of race, ethnicity, income, or disability
- Strengthen the transition to college or career

Vision - Together, educating every student for excellence.

Strategic Plan Framework DRAFT For Community Input
5.7.2021

Strategic Themes

A. Meet the needs of the whole child
B. Ensure a consistent instructional framework
C. Build career awareness and preparation
D. Recruit and retain high-quality teachers and staff
E. Promote our district brand and connections

Objectives

1. Establish an ideal profile of the graduate
   2. Adopt aligned, rigorous, inclusive and current curriculum
   3. Enhance instructional delivery methods
   4. Ensure physical infrastructure supports instructional requirements

1. Increase participation of parents and community
   2. Increase positive brand awareness

1. Enhance positive connections with students
   2. Increase equitable access to program opportunities
   3. Increase access to wellness and social emotional resources and support
   4. Ensure targeted instructional support aligned to individual student needs

1. Increase exposure and alignment to career opportunities
   2. Increase access to career pathways
   3. Maximize partnerships to support career readiness

1. Ensure racial and cultural awareness
   2. Ensure high quality teachers that reflect our student population

1. Increase Math proficiency
   2. Increase ELA proficiency
   3. Ensure success during MS and HS transitions
   4. Increase graduation rates
   5. Increase sense of belonging, inclusion, safety, and well-being
   6. Ensure equitable outcomes for students regardless of race, ethnicity, income, or disability
   7. Strengthen the transition to college or career
## What works well?

<table>
<thead>
<tr>
<th>Topic</th>
<th>Mentions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whole child</td>
<td>34</td>
</tr>
<tr>
<td>Career awareness and preparation</td>
<td>29</td>
</tr>
<tr>
<td>Based on stakeholder input</td>
<td>26</td>
</tr>
<tr>
<td>Layout / design + organization + easy to understand</td>
<td>26</td>
</tr>
<tr>
<td>Student focused + outcomes</td>
<td>23</td>
</tr>
<tr>
<td>Instruction + framework</td>
<td>19</td>
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<tr>
<td>General positive comments</td>
<td>18</td>
</tr>
<tr>
<td>Recruit and retain high-quality teachers and staff *</td>
<td>18</td>
</tr>
<tr>
<td>Parent involvement</td>
<td>15</td>
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<tr>
<td>Cultural competency and awareness *</td>
<td>14</td>
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<tr>
<td>Based on data</td>
<td>14</td>
</tr>
<tr>
<td>Promote district and brand</td>
<td>14</td>
</tr>
<tr>
<td>Social-emotional learning *</td>
<td>14</td>
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<tr>
<td>Equitable</td>
<td>8</td>
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<tr>
<td>Positive connections with students *</td>
<td>7</td>
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</table>

* Also mentioned by students
What do you disagree with?

<table>
<thead>
<tr>
<th>Topic</th>
<th>Mentions</th>
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<tbody>
<tr>
<td>Concerns with recruiting teachers based on student demographics</td>
<td>18</td>
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<tr>
<td>Ideal profile of graduate</td>
<td>14</td>
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<td>Promoting district and brand</td>
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<tr>
<td>Elementary to middle transition should be included</td>
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## What is missing?

<table>
<thead>
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<th>Topic</th>
<th>Mentions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smaller class size</td>
<td>22</td>
</tr>
<tr>
<td>Elementary to middle transition/middle school emphasis</td>
<td>21</td>
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<tr>
<td>Parent engagement/involvement</td>
<td>16</td>
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<tr>
<td>Teacher training</td>
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<td>Implementation details</td>
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<tr>
<td>Accountability</td>
<td>9</td>
</tr>
<tr>
<td>Timeframe</td>
<td>8</td>
</tr>
</tbody>
</table>

Students: Would like a safe and welcoming learning environment.

Community: Racial and cultural awareness for students, inclusion, diversity, acceptance of all races and backgrounds.
## Priority Outcomes
- Increase Math proficiency
- Increase ELA proficiency
- Ensure success during MS and HS school transitions
- Increase graduation rates
- Increase sense of belonging, inclusion, safety, and well-being
- Ensure equitable outcomes for students regardless of race, ethnicity, income, or disability
- Strengthen the transition to college or career

## Strategic Themes

### A. Meet the needs of the Whole child
1. Establish an ideal profile of the graduate
2. Define successful graduates in collaboration with our community

### B. Ensure a Consistent instructional framework
1. Ensure racial and cultural awareness
   1. Ensure diverse and high quality teachers that reflect our student population
   2. Enhance professional growth for all staff

### C. Career awareness and preparation
1. Increased participation of parent-teacher-family engagement and community
   1. Increase family engagement and community
   2. Increase community partnership
   3. Increase positive brand awareness

### D. Recruit and retain High-quality teachers and staff
1. Enhance positive connections with students
2. Increase equitable access to program opportunities
3. Increase access to wellness, mental health and social emotional resources and support

### E. Promote our district brand
Community pride and connection

## Objectives

1. Enhance positive connections with students
2. Increase equitable access to program opportunities
3. Increase access to wellness, **mental health** and social emotional resources and support
4. **Ensure racial and cultural competency**
5. Ensure targeted instructional support aligned to individual student needs

1. Establish an ideal profile of the graduate
2. Ensure an aligned, rigorous, inclusive and current curriculum
3. Enhance instructional delivery methods **aligned to individual student needs**
4. Ensure physical infrastructure supports instructional requirements

1. Increase exposure and alignment to career opportunities
2. Increase access to career pathways
3. Maximize partnerships to support career readiness

1. Ensure racial and cultural awareness
   1. Ensure diverse and high quality teachers that reflect our student population
   2. Enhance professional growth for all staff

1. Increase participation of parent-family engagement and community
   1. Increase family engagement and community
   2. Increase community partnership
   3. Increase positive brand awareness

## Vision
Together, educating every student for excellence.
Priority Outcomes
- Increase Math proficiency
- Increase ELA proficiency
- Ensure success during school transitions
- Increase graduation rates
- Increase sense of belonging, inclusion, safety, and well-being
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- Strengthen the transition to college or career

Vision - Together, educating every student for excellence

Strategic Themes
- A. Whole child
- B. Consistent instructional framework
- C. Career awareness and preparation
- D. High-quality teachers and staff
- E. Community pride and connection

Objectives
1. Enhance positive connections with students
2. Increase equitable access to program opportunities
3. Increase access to wellness, mental health, and social emotional resources and support
4. Ensure racial and cultural competency
1. Define successful graduates in collaboration with our community
2. Ensure an aligned, rigorous, inclusive and current curriculum
3. Enhance instructional delivery methods aligned to individual student needs
4. Ensure physical infrastructure supports instructional requirements
1. Increase exposure and alignment to career opportunities
2. Increase access to career pathways
3. Maximize partnerships to support career readiness
1. Ensure diverse and high quality teachers
2. Enhance professional growth for all staff
1. Enhance family engagement
2. Increase community partnership
3. Ensure trust and confidence of the community in our school district
Strategic Planning Process Next Steps

- Internal strategy teams develop strategic initiatives using stakeholder input and research on effective approaches
- Determine phasing for implementation of strategic initiatives
- Develop action plans
- Define performance metrics for priority outcomes and objectives