


Stay on Message: Keeping Your Strategic Plan at the Forefront

Chris Horan | MASC / MASS Conference | 11.9.23



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XPS Strategic Plan, 2023-2027

MISSION

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VISION

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CORE VALUES

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Objective 1

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Objective 2

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Objective 3

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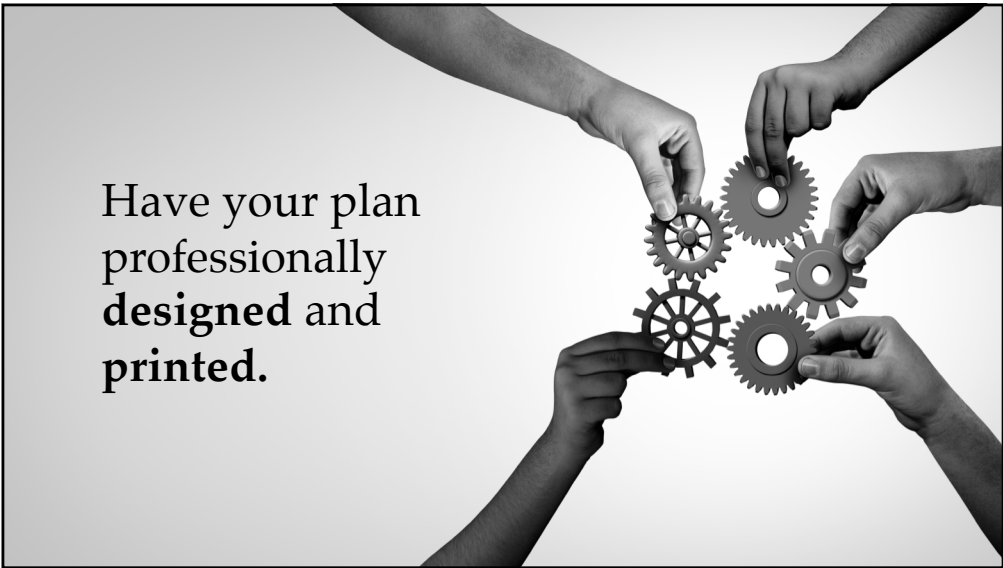
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Objective 4

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- Program
- Initiative

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Have your plan professionally designed and printed.

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School District Websites: Strategic Plans

Edina (MN) Public Schools
<https://www.edinaschools.org/abouteps/2020-27-strategic-plan>

Cambridge (MA) Public Schools
<https://www.cpsd.us/districtplan>

Downers Grove (IN) – Dashboard
<https://www.dg58.org/about/strategic-plan/strategic-plan-dashboard>

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The screenshot shows the Cambridge Public Schools website. At the top, there is a navigation bar with links for 'STUDENTS', 'FAMILIES', and 'TEACHERS'. Below this is a secondary navigation bar with 'HOME', 'ABOUT CPS', 'OUR SCHOOLS', 'CPS DEPARTMENTS', and 'SCHOOL INFORMATION'. The main content area is titled 'District Plan' and features a list of links on the left: Overview, Mission, Vision & Core Values, Objectives & Strategic Initiatives, Student Outcomes & Indicators, Timeline & Materials, Archive - Previous District Plans & Strategic Projects, and a link to 'View the 2019 Strategic Plan Outcomes Report and the District Outcomes Summary'. The main text area contains several strategic goals with their respective 2020 targets and 'View Data >>' links. A large grey arrow points to the 'View Data >>' link for the 'Percentage of Teachers of Color' goal.

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Updates & News | School Registration | Calendar | Careers at CPS | Contact CPS | Report an

CAMBRIDGE PUBLIC SCHOOLS
EMPOWERING STUDENT EXCELLENCE

STUDENTS | FAMILIES | TEACHERS & STAFF | CAREERS AT CPS

HOME | ABOUT CPS | OUR SCHOOLS | CPS DEPARTMENTS | SCHOOL COMMITTEE

Cambridge Public Schools / District Plan 2022-25 / Outcomes Data Dashboard / Percentage of Teachers of Color

Percentage of Teachers of Color

District Plan

By fall 2020, increase the percentage of teachers of color by seven percentage points to 30%.

- Overview
- Mission, Vision & Core Values
- Objectives & Strategic Initiatives
- Student Outcomes & Indicators
- Timeline & Materials
- Archive: Previous District Plans & Strategic Projects

Related Strategic Initiatives

1.2 Embed ongoing cultural proficiency professional learning for all CPS educators.

1.3 Implement the Dynamic Diversity program to recruit, hire, and retain a CPS workforce that reflects the diversity of Cambridge.

Percentage of CPS Educators Who are People of Color

2017	20%
2018	22%
2019	24%
2020	25%
2021	27%
2022	TARGET 30%

Compare to other Districts >>

Detailed Diversity Dashboard >>

Latest Updates >>


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Cambridge Scho... · 1/10/23 ...


Do you know about our new District Plan? The plan, which will guide our work through 2025, has a lot to it and we are going to break it down for you right here on social media! First up is our Mission, which reads,... 1/2



MISSION
Cambridge Public Schools delivers an excellent education that inspires, acknowledges, empowers, and supports every student on their personal journey to achieve their highest potential in and beyond school and as productive members of their communities.

Cambridge Scho... · 1/12/23 ...

It's time to share another element of our District Plan for 2022-2025! Our Vision outlines our ambitious goals for the future and how we will get there. 1/3




VISION
Cambridge Public Schools is widely recognized as an institution of excellence. Our schools deliver an inclusive, safe, high-quality learning experience that cultivates every student's potential, works to dismantle educational inequities, and strengthens family and community partnerships. Our students are critical thinkers, lifelong learners, and builders of a more equitable society who graduate prepared to make informed choices about their future.

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Cambridge Scho... · 1/19/23 ...

Another building block of our District Plan is our "Outcomes & Indicators". These are the areas in which we'll measure our progress and success based on our Mission, Vision, and Core Values. Outcomes are in the inner rings of this graphic, and Indicators are on the outside. 1/3



Cambridge Scho... · 1/23/23 ...

Our District Plan for 2022-2025 also includes four main "Objectives", which outline what we are aiming to achieve over the next three years. 1/2



OBJECTIVES
(What we aim to achieve)

- Cultural Ambitious Instruction & Effective Supports
- Family-Accessible Choice & Career Pathways
- Effective Staff Learning & Support
- Build Resilient & Inclusive Schools & District

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Cambridge Scho... · 2/28/23 ...

Next up in our recap of the District Plan: Core Values! The process of creating our new District Plan began with our students. They brainstormed key pieces, like our Core Values. #CambPS

Cambridge Scho... · 9/12/23 ...

We hope that you are settling into the new school year...it's such an exciting time! For those who are new to our school community and those who have been with us, our collective work is guided by our District Plan...our "north star." To learn more about the plan... 1/2

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School District 60
@sd60

...

The School District 60 Board of Trustees is embarking on a new strategic plan and is looking forward to hearing from you. Opportunities will be made available soon. Please see the message from Board Chair Helen Gilbert at prn.bc.ca/coming-soon-sd... #sd60

GET INVOLVED!

**Together We Learn.
Together We Shape Our Future!**

Help us renew our Board Strategic Plan for School District 60.

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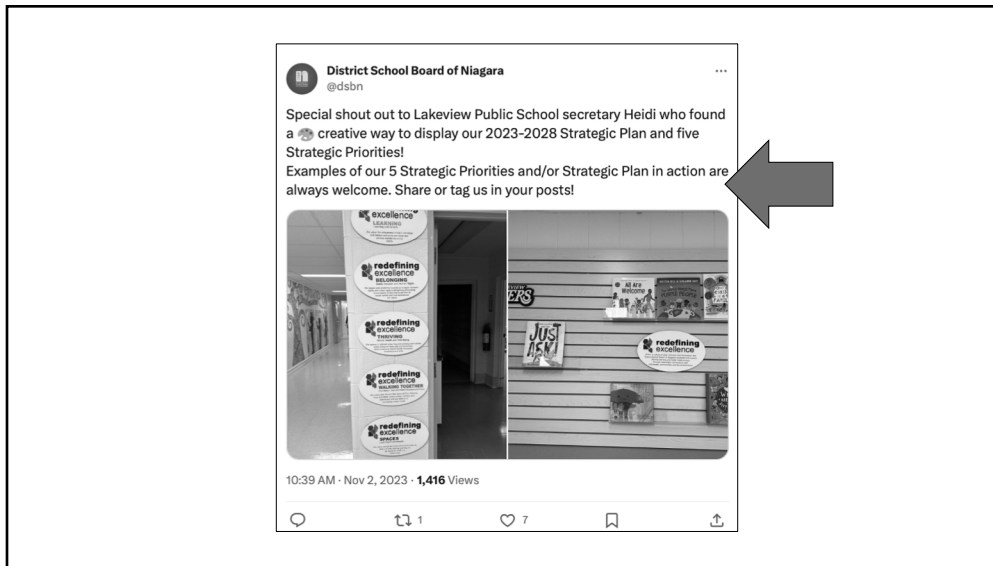
5:16 PM · Oct 30, 2023 · 52 Views

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District Plan 2022-2025
CAMBRIDGE PUBLIC SCHOOLS

OUR CORE VALUES

- High Expectations
- Equitable Opportunity
- Joy of Learning
- Wellness
- Sense of Belonging
- Personal & Collective Responsibility
- Partnership
- Continuous Improvement

OBJECTIVES
(What we aim to achieve)

- Deliver Ambitious Instruction & Effective Supports
- Provide Accessible College & Career Pathways
- Effective Staff Learning & Support
- Build Welcoming & Supportive Schools & District

OUTCOMES
(Areas in which we will measure our progress & success)

- Literacy
- Math
- On-Track to Graduate
- Graduate Ready for College & Careers
- Positive School Climate

LEARN MORE!
Scan QR code or visit www.bit.ly/cpsdp2025

Cambridge Scho... · 3/10/23

Reading just got a lot more colorful for our students and staff! Check out our new District Plan bookmarks. Our Core Values are listed on the front, and our Objectives and Outcomes are on the back. Happy reading! #CambPS

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Strategic Plan Results 2018-2023

What Was Accomplished
District 58 embarked on a five-year Strategic Planning process in the fall of 2018. The district engaged the entire community of diverse staff, parents and community members to define the priorities of the district and a blueprint for the future. The district deployed surveys and focus groups and launched the Board of Education's District Leadership Team to oversee the effort and ensure it was consistent with the priorities identified by the community.

Based on those priorities, over a period of five years, a total of 10+ planning committees were developed to investigate, deliberate and provide recommendations for improvements to the Board of Education. The committees gathered data and best practices, asked tough questions and developed relevant objectives that were actionable and feasible within budget constraints. Here are just the contours of some of the accomplishments of the last Strategic Plan. Others are contained throughout this document under these three goals and denoted with the goals' respective colors.

GOAL 1
Focusing on Learning

The district created a systematic plan and timeline, as led by the Curriculum Council, to update curricular resources for students. The two-year process involves a content area committee studying current resources and standards, investigating emerging and best practices and sourcing and piloting resources before recommending adoption, followed by training of staff.

"Of all the things that were accomplished, this was one of the most critical. It allows the systematic examination of our academic program and how we can enhance student learning, engagement, experience and outcomes."

JUSTIN SISUL | ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION

GOAL 2
Connecting the Community

The district strengthened communications in a number of ways: Ensuring consistency with a weekly publication schedule for principal newsletters, streamlining communications into a district newsletter and increasing the frequency of district newsletters. The district began streaming board meetings for the public and also heightened transparency.

"We've made a concerted effort to listen to parents, staff and community and fine-tune the quality, timing, length and purpose of our communications to meet our community's needs."

DR. KEVIN B. RUSSELL | SUPERINTENDENT

GOAL 3
Securing the Future

Referendum Passes With 67.59% Voting Yes
Source: DuPage Election Commission.

The district successfully passed the facility referendum with overwhelming community support. The massive four-year project:

- Transitions 6th graders to the two middle schools for a more developmentally appropriate education
- Installs air conditioning at every school (two already have it) and improves air quality and ventilation
- Builds more secure vestibules at the schools
- Updates aging and outdated critical infrastructure

**Downers Grove (IL)
Excerpt from Annual Report**

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OUR PROGRESS	
WHERE WE STARTED (2014-17)	WHERE WE ARE TODAY (2021-22)
<p>Enrollment was in decline. More than one third of Battle Creek residents transferred out of BCPS using Michigan's schools of choice policy.</p>	<p>Enrollment is on the rise! BCPS saw our first increase in student enrollment in more than a decade. Contributing the positive enrollment trends that began at the start of the transformation, BCPS enrolled 675 more students in the 2021-22 school year than projected!</p>
<p>Schools were closing due to budget shortfalls. In 2016 and 2017, three schools closed.</p>	<p>BCPS opened or reinvented four schools, including opening Fremont International Academy, Battle Creek STEM Innovation Center (BC STEM), and W.K. Preparatory High School, and reinventing Battle Creek Central High School (BCCHS) with Career Academies.</p>
<p>BCCHS had a traditional high school curriculum.</p>	<p>Career Academies is preparing students for the future. Every student experiences topic-based and hands-on learning in their career field of interest, ensuring they graduate career, college, and community ready.</p>
<p>Tech resources were lacking. BCPS had around 300 computers for every 200 students on average in a shared lab space.</p>	<p>Every student now has access to a computer! Thanks to a \$1.2 million investment in 2020, BCPS was able to greatly increase the number of computers so all students and staff can experience the benefits of digital learning.</p>
<p>Second-language learning began in middle school, and BCPS offered inconsistent translation and interpretation services for families who speak languages other than English.</p>	<p>Second-language learning now begins as early as kindergarten. BCPS also expanded translation and interpretation services and deepened partnerships with The Burma Center and Voces.</p>
<p>Students did not always have access to physical, mental, and behavioral health services at school or through school referrals.</p>	<p>Students now benefit from comprehensive health services, including a nurse in every building, mental health services through Summit Pointe, and health centers in all middle and high school buildings offering physical exams and outside referrals.</p>
<p>BCPS faced serious budget shortfalls, requiring difficult cuts like school closures, salary freezes for teachers, and the cutting of extracurricular activities.</p>	<p>Healthy finances are paving the road for a more sustainable future. BCPS revenues have exceeded expenditures for five years in a row now. And thanks to diligent budget management and effective use of resources, the initial \$51 million grant from the State of Michigan Fund for Innovation helped...</p>

Battle Creek Public Schools (MI)

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Reinforce **alignment** with the plan in news stories and other district communications.

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HOME ABOUT CPS OUR SCHOOLS CPS DEPARTMENTS SCHOOL COMMITTEE

Cambridge Public Schools / Our Schools / Attendance Matters

Attendance Matters

Daily attendance plays a vital role in your child's educational journey. Attending school regularly is required by Massachusetts law and a critical aspect of academic success and social, emotional, and personal development.

Evidence-based research clearly demonstrates that teacher effectiveness is the strongest school-related indicator of student success, however, chronic absenteeism reduces even the best teacher's ability to positively impact student growth and achievement. Being chronically absent can have a significant impact on a student's ability to read at grade level, perform academically, and graduate on time.

What is chronic absenteeism?
In Massachusetts, chronically absent is defined as missing at least 10% of days enrolled (18 days absent if enrolled for 180) regardless of whether the absences are considered excused, unexcused, and/or for disciplinary reasons.

Chronic absenteeism is one target Cambridge Public Schools uses to measure the effectiveness of our District Plan's [four objectives and 12 strategic initiatives](#).

District Plan 2022 to 2025

Attendance Matters

5 OR LESS DAYS | 6-9 DAYS | 10+ DAYS

REASONABLE | CONCERNING | TOO MANY

View Attendance Matters Flyer

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Related Links

- School Hours & Directions
- School Tours

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all brains are beautiful

all brains are beautiful

CARE, WELFARE, SAFETY, SECURITY

78 likes

d15schools As part of our Strategic Plan's Commitment to Staff, District 15 provides staff with timely and ongoing professional development. Today, staff gathered to learn CPI Nonviolent Crisis Intervention strategies and techniques to support students with Autism.
#MoreThanEver #ProudToBe15

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WyomingTribuneEagle
WYOMING
 NEWS.com

Crespo: Strategic plan working for the benefit of LCSD1 students

Nov 19, 2022 Comments



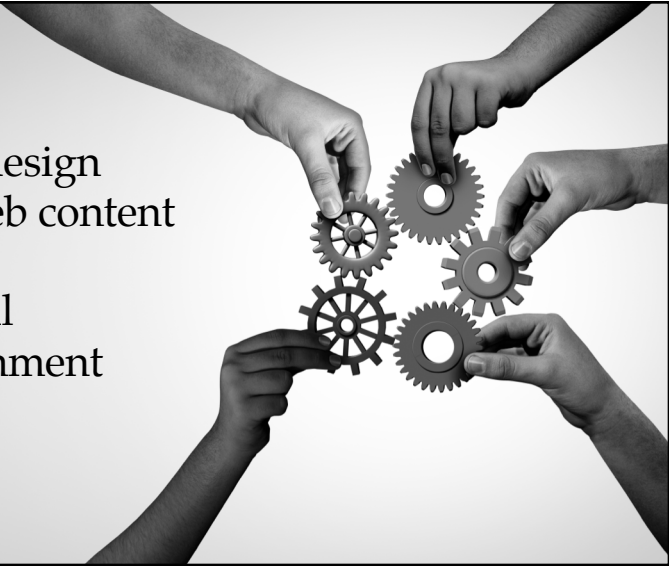
LCSD1 Superintendent Margaret Crespo

“When writing these articles, I always address topics that relate to our district’s strategic plan, Elevate LCSD1. We view the plan as a directive from our community for what they would like to see happen in the next five years with their school district.”

With election season behind us, at Laramie County School District 1 we are ready to continue our focus on students. I would like to congratulate those who have been elected by our community to serve on our Board

Warren Air Force Base

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- Professional design
- Interactive web content
- Social media
- Print collateral
- Ongoing alignment

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Questions & Comments

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 @chrishorancomm
#MASCMASS23



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