Designing & Operationalizing a Future-Focused Strategic Plan:

Governing Board Presentation
June 22, 2021
Designing & Operationalizing a Future-Focused Strategic Plan

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Explore the Context: Preparing Future-Ready Students

Examine the Process: Form The Design Team, & Include Stakeholders’ Input

Our Current Progress: Phase 1 – Developed the Vision, Mission, and Values

Preview the Next Steps:
- Phase 2 – Determine Strategic Goals, Objectives, Strategies, Indicators and Action Plans
- Phase 3 – Operationalize the Strategic Plan and Align All Systems
Navigating the Fourth Industrial Revolution in an Exponential Era

- **1784**: Steam, mechanical production equipment
- **1870**: Division of labor, electricity, mass production
- **1969**: Electronics, automated production, IT
- **Now**: Cyber-physical systems: An integration of computation, networking, and physical processes
Cyber-Physical Systems

- Self-Driving Cars, 3D Printing, Robotics
- Artificial Intelligence
- Bio Medical Advancements
- Digital Surveillance, Virtual Influencers
The Future of Work: Will our children be ready?
The Future of Work: Will Our Children Be Ready?
“If we teach today as we taught yesterday, we rob our children of tomorrow”

John Dewey (1859-1952)
American philosopher, psychologist, and educational reformer
Transversal Competencies are the abilities, mindsets, and qualities that students need to develop in addition to meeting the standards in ELA, math, science, history, and social sciences.
Current Practice is Still Dominated by a Mass Production Mindset

Disruptive Innovations

- Steam
- Electricity/Mass Production
- Computers
- Cyber-physical systems

Timeline
1700 1800 1900 1950 2000 2021
Activating Future-Ready Learners

Disruptive Innovations

- Steam
- Electricity/Mass Production
- Computers
- Cyber-physical systems

Timeline

1700 1800 1900 1950 2000 2021
Empowering Learners Through Transversal Competencies

Thinking Dynamically:
Curiosity, creativity, innovation, critical thinking, and problem solving
Empowering Learners Through Transversal Competencies

Knowing Oneself: Self-efficacy, mindfulness, growth mindset, brain awareness, initiative, & resilience.
Caring About Others: Intercultural awareness, openness, empathy, and compassion
Empowering Learners Through Transversal Competencies

Engaging with Others: Collaboration, communication, social skills, conflict resolution, & emotional intelligence
Emphasize a Future-Focused Approach & Incorporate Key Lessons from High Performing School Systems Globally

“. . .The system – designed a century ago to solve a very difference set of problems than the ones the nation now faces – does not work anymore. Simply managing current systems is getting harder and harder. That will continue until we replace them with systems that are much better adapted to the challenges we now face (p xi).”

– Marc Tucker, President Emeritus of NCEE
What does it mean to engage students in a world-class education?
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Examine the Strategic Planning Process

1. Met with Cabinet and Opened Application Process with a Written Questionnaire

   January 11, 2021

1) Why would you like to serve as a member of the SUSD Strategic Plan Design Team?

2) Given current global shifts and the impact of COVID-19, what do you see as some of the strategic opportunities and challenges facing SUSD? Please explain your responses.

3) Please describe the qualities and practices of a future-focused school/district. Include changes in teaching, learning, and leading.

4) As we emphasize equity and celebrate diversity in SUSD, please describe the unique perspectives you would offer to this strategic planning process.
Examine the Strategic Planning Process

2. Formed a Design Team With Governing Board Members and Stakeholders from Each Region: School and District Leaders, Teachers, Classified Staff, Parents, and Members of the Community

- Forty Active Members
- February 17 – June 16, 2021
- Met Virtually and In Person
Examine the Strategic Planning Process

3. Invited Students as Panelists to Suggest Concepts for the Vision, Mission, and Values

- Throughout Our Sessions
- Thought Exchange
- Town Hall Meetings in Each Region
- Districtwide

4. Invited Community Input

5. Requested Input on a Survey
Q2 A vision statement provides a clear and concise picture of what SUSD aspires to be. The Strategic Plan Design Team has suggested the following two choices. Please select the statement that you feel best captures an inspirational vision for SUSD.

1. Engaging all students in a world-class, future-focused education.
2. Engaging all students in world-class, future-focused learning.

1084 Responses on the Vision Statement

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
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<tr>
<td>1. Engaging all students in a world-class, future-focused education.</td>
<td>50.00%</td>
</tr>
<tr>
<td>2. Engaging all students in world-class, future-focused learning.</td>
<td>50.00%</td>
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</tbody>
</table>
1. We inspire and empower each individual to think critically, act collaboratively, and embrace diversity for a lifetime of intellectual exploration, community engagement, and personal growth.

2. We inspire and empower each student to think critically, act collaboratively, and embrace diversity for a lifetime of intellectual exploration, community engagement, and personal growth.

3. We inspire, motivate, and empower all to think critically, act collaboratively, and embrace diversity for a lifetime of intellectual exploration, community engagement, and personal growth.
✧ Explore the Context: Preparing Future-Ready Students

✧ Examine the Process: Form The Design Team, & Include Stakeholders’ Input

Update on the Progress: Phase 1 – Develop the Vision, Mission, and Values

✧ Preview the Next Steps:
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Creating & Implementing a Systemwide Strategic Plan

Phase 1: Strategic Plan
- Create Your Vision, Mission, & Values

Phase 2: Implement & Sustain
- Determine Your Strategic Goals, Objectives, Actions, & Indicators

Phase 3
- Align & Operationalize District Programs & Practices
A vision statement provides a clear and concise picture of what an organization aspires to be.

A mission statement expresses an organization's purpose and guides its actions. It answers the question, "Why do we exist?"

Values provide the “how” of the organization — how are members of the organization going to treat one another as well as others outside of the organization?
SUSD Vision & Mission Statements

SUSD Vision:
Engaging all students in world-class, future-focused learning

SUSD Mission:
We inspire, motivate, and empower all to think critically, act collaboratively, and embrace diversity for a life of intellectual exploration, community engagement, and personal growth.
SUSD Values & Values Statements

**Excellence:** We nurture a growth-minded culture of high expectations, creativity, persistence, and self-discipline.

**Integrity:** We demonstrate honesty, transparency, and reliability through our words and actions.

**Empathy:** We welcome all with kindness, love, compassion, and joy.
SUSD Values & Values Statements

**Trust:** We earn the confidence of stakeholders through accountability, openness, and authenticity.

**Inclusion:** We create an equitable environment where everyone is respected, treated with dignity, and has a sense of belonging.

**Unity:** We connect across communities to advance educational opportunities for all.
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A Three-Phased, Strategic Planning Framework

The Strategic Plan

Phase 1: Vision, Mission, & Values,

Phase 2: Strategic Goals (Objectives/Commitments, Initiatives, Strategies, Action Plans, Indicators, Timeline)

Phase 3: Operationalize the Plan.

Students as Future-Ready Learners

Plan into Action

Evidence of Student Learning

District Leadership

Connect System-Wide Practices.

- Formative Classroom Evidence of Learning
- School & District Dept. Indicators
- District-Wide Indicators

- Aligned School/DO Dept. Improvement Practices
- Collaborative Teams Engaged in a Cycle of Inquiry
- Growth-Based Evaluation and Observation Systems
- Future-Focused, Authentic, Personalized Curriculum
- Systemwide Equity, Diversity, and Inclusion Practices
- Personalized Professional Learning
- Inclusive Community Engagement
Developing Future-Ready Learners

“We cannot always build the future for our youth, But we can build our youth for the future.”

—Franklin D. Roosevelt