



Summary of April 14th Strategic Plan Design Team Session

The SUSD Strategic Planning Process is comprised of [three phases](#):

- Phase One: Determine the Districtwide Vision, Mission, and Values
- Phase Two: Develop the Districtwide Strategic Goals Supported by Objectives, Strategies, Action Plans, and Indicators.
- Phase Three: Operationalize the Strategic Plan by Aligning Districtwide Practices and Policies

The Design Team is currently completing Phase One of this process. During the first part of the April 14th session, members of the Design Team had the opportunity to positively engage with an articulate group of outstanding students who represented each of the SUSD high schools. The students were invited to respond to the following questions:

- How has SUSD prepared you for success in your future? Please be specific.
- What words would you like to see included in an SUSD Mission Statement?

The Design Team then considered the students impressive contributions and made final adjustments to the mission statement.

The next point of discussion centered on the question, “What does it mean to be a world-class school district?” In addition to continuing our book study on [Leading High-Performance School Systems](#), the Design Team also examined excerpts from other books and articles on this topic to provide greater clarity on the growth that needs to occur in order to become a world-class school district.

During the April 28th session, the Design Team will concentrate on determining Districtwide values, which provide the “how” of an organization — how are members of the organization going to treat one another as well as others outside of the organization? Values and value statements inform all stakeholders about the core beliefs of the District. They remind employees about the District’s culture and priorities. They lay the foundation for civil discourse and a response to change and growth. When the work on values is completed, the Design Team will move on to Phase Two in this process, establishing strategic goals.