



Summary of May 12, 2021 Strategic Plan Design Team Session

Recognizing that a well-constructed, future-focused strategic plan infers change, this session opened with a discussion of the impact [*Seven Suggestions for Change*](#) could make on teaching, learning, and leading. The Design Team next engaged in an [*Awareness-Based Change*](#) simulation based on the work of Dr. Otto Scharmer from the Sloan School of Management at Massachusetts Institute of Technology (M.I.T.).

The primary focus of Session 7 was on the final selection of mission statements to forward to stakeholders for comment, and the further refinement of values and values statements. The Design Team continued to work in the four smaller groups formed during Session 6. The following information was provided for each group:

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? Consider the following guidelines:

- Values and value statements inform all stakeholders about the core beliefs of the organization.
- They remind employees about the organization’s culture and priorities.
- They lay the foundation for civil discourse and a response to change and growth.
- They are inherent and not to be compromised.

By the end of Session 7, each group suggested SUSD values and values statements to the entire Design Team. Final selections will be determined during Session Eight on June 2, 2021.