



## **Summary of August 25, 2021 Strategic Design Team Session**

Session 11 began with an opportunity to refine actions to accompany each value. The Design Team then moved on to the topic of strategic goals by engaging in a conversation about the connection between an organization's values and goals. Strategic goals are defined as general, long-term statements that express what an organization intends to achieve in alignment with its vision, mission, and values. Strategic goals provide unifying targets toward which all plans are developed and all actions are measured.

To guide the determination of SUSD strategic goals, the following three questions were asked:

1. What are our data revealing about our current practices and the need for specific strategic goals?
2. What is the literature indicating about the impact of specific strategic goals?
3. In order to implement and sustain the SUSD Vision, Mission, and Values which strategic goal areas do we need to pursue?

To respond to the first question, the Design Team engaged in a very detailed activity, a Data Treasure Hunt. Several spreadsheets were presented that contained an immense amount of data in the following areas: academic achievement, climate and culture, whole student health, and leadership and organization. The Design Team members studied this data in small groups and then responded to the following questions:

1. What strengths do you see?
2. What questions does the data generate?
3. What districtwide goals or commitments does the data suggest?
4. Looking at the SUSD Vision, Mission, and Values, what additional data do we need to collect?

The Design Team members next reviewed and discussed [\*9 Building Blocks for a World-Class Education System\*](#) by Marc Tucker (2016). They considered these suggested building blocks and the SUSD data as they moved into the closure activities, selecting possible strategic goal areas. The final strategic goal areas and the accompanying strategic goals will be addressed at the next Design Team meeting on September 22, 2021.