

# IUFSD Strategic Planning: The Process



Board of Education Meeting  
May 23, 2023

# Board of Education & Administrator Interviews

The Strategic Planning process began with in-depth interviews with the Board Trustees and the Administrative Team to gauge their sense of the current Strategic Plan and its effectiveness. They were also asked what they would like to see come out of the new Strategic Plan - what to carry over and what new aspirations to add.



# Focus Groups



## Focus Groups - Overview

With the assistance of Hazard, Young, Attea, & Associates (HYA), their partners in this pivotal work, the District facilitated 23 focus group over 6 days, comprised of over 180 students, parents, community members, Village leaders, staff, faculty, administration, and trustees.

The results of these focus groups offered a snapshot of the District of today and the expectations of the District of tomorrow.



# Focus Groups - Results

## Strengths

- Students experience success and are well prepared for the next phase of life
- Teachers, staff and leadership's commitment to the District
- High achieving District with student centered culture
- Focus on support of student growth
- Effective leadership at the District and school level
- Effective Governance in place with a strong Board of Education
- Strong fiscal and operational management
- Exceptional communication and responsiveness to community issues
- Welcoming and inclusive community
- Excellent partnerships with the Village, IEF and PTSA



# Focus Groups - Results

## Opportunities for Growth

- Renewed focus on curriculum development and effective instructional practices centered on “fundamental skills” and broadening of curriculum to add offerings at all levels
- Increased and enhanced professional development with consolidated days for increased efficiency
- Current initiatives need to be narrowed, refocused and aligned with the new Strategic Plan
- Leadership and staff turnover
- Mental health support for both students and staff to help with balance and offset issues of pressure to perform which were exacerbated by the pandemic
- Prevalence of external tutoring
- Additional afterschool activities
- Access, functionality and training with regard to technology



# The Strategic Planning Survey





# Strategic Planning Survey

The purpose of the survey was to gain additional input from a broad range of stakeholders including alumni, administrators, community members, faculty and staff, parents/guardians, and students.

The survey opened on February 3rd, 2023 and closed on February 19th, 2023. There were 1354, entirely or partially, completed entries received and the data was then analyzed by the College of Education Division of the University of West Georgia in conjunction with HYA. The findings were presented to the administration and Board of Education on March 7th, 2023.

The overall response indicated that the District's quality and effectiveness was above average in almost every area of the survey. And, while areas of growth and improvement were cited, complementary and positive responses were included. The statistical differences between strengths and needs was very small, which is another indication of overall satisfaction. Additionally, many areas identified for improvement are standing District initiatives.





# Board of Education Workshops



# Board of Education Workshops

## Workshop 1 - March 7th, 2023

- Understanding & Synthesis of data
- Connecting Strategic Planning data to existing District data reports
- Consensus regarding overall data trends: Strengths and Areas of Growth
  - [Meeting](#)
  - [Presentation](#)

## Workshop 2 - March 15th, 2023

- Refine shared understanding of Strategic Planning data- strengths, opportunities and Portrait of the Graduate data
- Develop draft language for the Portrait of a Graduate
- Consensus regarding potential Strategic Plan Components - mission and vision
  - [Meeting](#)
  - [Presentation](#)



# Board of Education Workshops

## Workshop 3 - April 20th, 2023

- Finalize draft language for the Portrait of a Graduate
- Develop draft Strategic Objectives
- Gather feedback regarding the current mission statement
  - [Meeting](#)
  - [Presentation](#)

## Workshop 4 - April 26th, 2023

- Develop draft Strategic Objectives aligned with Strategic Priorities
- Gather feedback regarding current mission statement
  - [Meeting](#)
  - [Presentation](#)



# Portrait of a Graduate



# Portrait of a Graduate

## **Courageous Learner - *I eagerly pursue knowledge***

I have the skills and curiosity to continue to build upon my knowledge for a successful life along my chosen path. I think critically by evaluating and synthesizing information to draw meaningful conclusions. I know mistakes help me grow and am willing to take risks in my learning. I am a flexible and creative problem solver.

## **Engaged Citizen - *I actively and productively contribute to a larger society***

I examine issues from multiple perspectives and am aware of how my actions, thoughts and words impact my local, national and global communities. I recognize the diverse society in which we live and respect and appreciate the cultures, backgrounds and identities of my peers and their families. I am digitally responsible. I embrace others and actively seek to build community.



# Portrait of a Graduate

## **Effective Communicator - *I productively exchange ideas and collaborate with others***

I express myself clearly in my speaking and writing across a variety of mediums. I promote open and honest communication by being an active and respectful participant. I understand how non-verbal and visual communication can convey my thoughts and emotions.

## **Self-Aware Individual - *I possess the skills and tools to achieve personal happiness***

I understand myself and am able to foster my own physical, social and emotional well-being. I am reflective and have the confidence and resilience to overcome challenges. I use sound judgment and act with honesty, compassion, empathy and integrity. I strive to achieve my fullest potential and seek to integrate my passions into my studies, activities and other endeavors.



# Strategic Priorities

**Student Success**

**Learning  
Environment**

**Stewardship of  
Resources**

**Community  
Engagement**





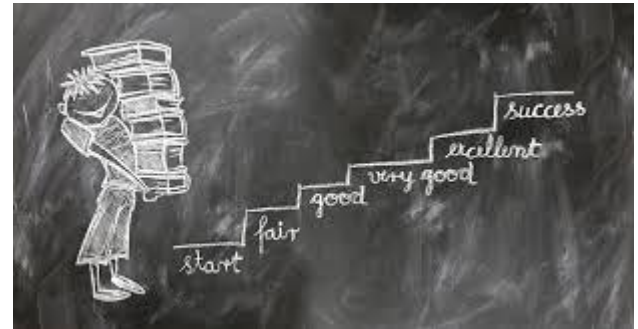
# Draft Objectives & Mission



# Draft of Strategic Objectives

## Student Success

1. Maximize the academic growth of each student to ensure attainment of essential skills and content.
2. Provide all students with a variety of pathways to identify and explore their passion and purpose.
3. Ensure a consistent and balanced assessment system that provides clear, timely, and meaningful feedback on student progress.
4. Provide relevant professional learning, which targets the needs of every staff member.
5. Engage in a cycle of program evaluation to ensure that the curricula is grounded in research, evidence, and data.



# Draft of Strategic Objectives

## Learning Environment

1. Foster an affirming, welcoming and inclusive culture for students and staff.
2. Attract, continuously develop, and retain high quality and diverse educators and staff to serve the needs of all students.
3. Create an environment of support for educators to empower and inspire student engagement.
4. Develop social and emotional learning and skills to encourage risk taking, resilience, and adaptability for students and staff.
5. Identify school day schedules that optimize student experience and achievement.



# Draft of Strategic Objectives

## Stewardship of Resources

1. Maintain sufficient fund balance to preserve and enhance equitable academic programming.
2. Ensure modern and well-maintained buildings and grounds that are utilized effectively to provide a safe, secure, and appropriate learning environment.
3. Improve and sustain technology infrastructure, furniture, and other supplies to align with instructional programs.
4. Uphold and promote sustainable practices.



# Draft of Strategic Objectives

## Community Engagement

1. Improve protocols for two way communication with all stakeholders that are clear, consistent, and accessible.
2. Partner with families on their children's progress and understanding scope and sequence of grade-level curriculum across all grades.
3. Create an inclusive and affirming environment in which stakeholders are heard and engaged in the continuous improvement process.
4. Develop strategic partnerships to enhance student engagement and learning.



# Draft of Mission Statement

A subcommittee of the Board of Education and District administration are collaborating on proposed revisions to the Mission Statement. Any modifications will be presented to the Board and public prior to adoption.





# Next Steps





## Next Steps

- Committee of Educators to be formed to create work groups that will:
  - Develop actionable, time-driven, multi-year goals to achieve each objectives
  - With the support of HYA, metrics will be developed to assess progress
  - Public-facing data dashboard to be created to communicate progress towards goal attainment
- Timeline:
  - January 2024: Anticipated completion date of goals and metrics
  - Spring 2024: Launch of the data dashboard



# Questions & Discussion

