



**STRATEGIC PLANNING -
POINT YOUR SCHOOL DISTRICT IN
THE RIGHT DIRECTION**

MSBA LEADERSHIP CONFERENCE WORKSHOP

Friday, January 13, 2023

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Panel Presenters

- ❖ Mike Domin, Crosby-Ironton
- ❖ Linda Leiding, Lake Crystal Wellcome Memorial
- ❖ Jeanna Lilleberg, Atwater-Cosmos-Grove City
- ❖ Kirk Schneidawind, MSBA Executive Director
- ❖ Gail Gilman, MSBA Director of Strategic Planning and Board Leadership

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Overview

- Strategic Planning MSBA's History
- Why Strategic Planning?
- Board Development - Board Governance Model
- Board Leadership - Strategic Governance Framework – Goal Alignment
- Strategic Planning Services and Process

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The Board's Role and Strategic Planning

The School Board's role is to govern. The school district's Strategic Plan is the Board's visionary road map for governing while focusing on student achievement for all. To govern successfully, MSBA recommends the School Board utilize their district's Strategic Plan regularly when making decisions especially during challenging times.

It is important to have an up-to-date, easy to follow Strategic Plan that sets the district's direction and goals. Once the strategic direction and goals are in place, the School Board can align district goals with the Superintendent goals and Board goals. MSBA is available to assist school districts with this process.

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Board Member - Strategic Planning Experience

- Briefly describe your school district and your Board-Superintendent Team.
- Did your school district have a Strategic Plan or previous strategic planning experience?
- Why did your school district choose to participate in the strategic planning process?
- How did the strategic planning process help increase stakeholder awareness and engagement?
- Have you found a good strategy to keep the Board and community informed of goals and outcomes? We seek community input but don't always close the loop by keeping them informed of the final product and what they should be looking for.
- Has the strategic planning process helped the Board to stay in the governance lane?
- How did strategic planning help strengthen your Board-Superintendent Team?
- What lessons did you learn from the strategic planning process?
- What did you appreciate most about the strategic planning process?
- What advice would you give Board-Superintendent Teams who are considering the strategic planning process?
- Other comments?

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Why Strategic Planning?

Sets strategic direction and goals:

1. Meets legal requirement (M.S. 120B.11, Subd. 2)
2. Builds Board-Superintendent Team relationships
3. Creates clear expectations for operations
4. Drives continual pursuit of excellence
5. Provides clarity for school staff

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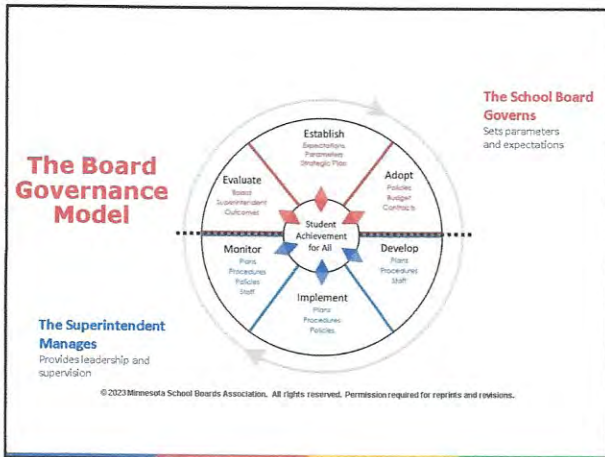


Why Strategic Planning-Cont'd

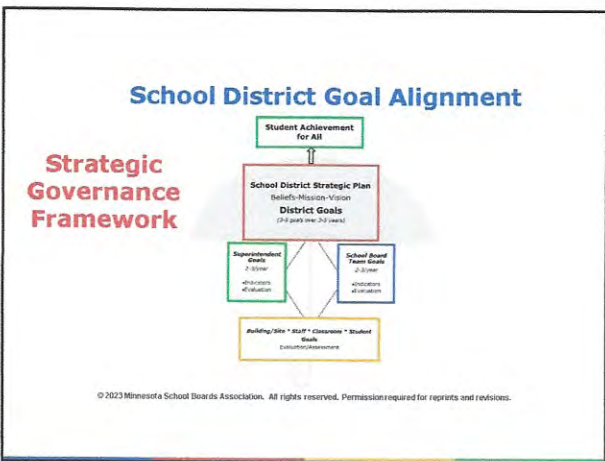
- 6. Enables performance monitoring and evaluation
- 7. Ensures School Board speaks for community
- 8. Aligns community values and district operations
- 9. Meets World's Best Workforce requirement
- 10. Establishes a Strategic Governance Framework

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The Planning Process

- Phase I – Data Collection and Analysis
 - Internal and External Surveys
 - Listening Sessions
 - Focus Groups (Optional)
 - Stakeholder Engagement Report
 - State of the School District Report

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The Planning Process

- Phase II – The Planning Process
 - Strategic Planning Committee
 - Foundational Items
 - Core Values, Belief Statements, Mission Statement, and Vision Statement
 - Strategic Directions (Focus Areas)
 - Goals and Objectives

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The Planning Process

- Phase III
 - Develop Action Plan for each Strategic Direction (Focus Area)
 - Review and Goal Alignment with Board-Superintendent Team
 - Adoption and Implementation of the Strategic Plan

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The Planning Process

- Phase IV – Monitoring and Updating the Strategic Plan
 - Develop Monitoring Plan
 - Follow-up Visit One Year Later
 - Annual Update (Optional)
 - Refresh, Revisit, Redo (Optional but Highly Recommended 3-5 Years after Strategic Plan Development)

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Development of the School District's Plan on a Page

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MSBA Public Schools | Strategic Plan | 2023-2028

BELIEF STATEMENTS

The MSBA Public Schools believe that:

- Collaboration, communication, and support between the home, the school, and the community have a positive impact on our students;
- Students learn best through authentic and engaging experiences;
- Involved students are invested students;
- By embracing diversity, we promote compassion and understanding ensuring integrity and unity among students, parents, and staff;

MISSION STATEMENT

Investing in students so they succeed and excel in an ever-changing world.

VISION STATEMENT

Inspiring excellence for all.




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MINNESOTA MSBA	GOALS	INDICATORS
STUDENT ACHIEVEMENT	1. Achieve the goals of the World's Best Workforce (WBWF) for all students in the school district.	1.1. The percentage of pre-schoolers who have attended MSBA Public Schools preschools who meet or exceed growth expectations as measured by ECIPs will increase by at least two percentage points from Spring 2023 to Spring 2024 in the areas of language, literacy and communications; social/emotional development; and number knowledge. 1.2. For the 2024-2025 school year, 65% of students enrolled at MSBA Public Schools as of October 1 in grades K-3 will meet their individual growth targets on the Reading Assessment, which is an increase from 57.5% the year prior.
STUDENT SUPPORT	2. Develop and implement a well-defined student support system that enables all learners to achieve at high levels.	2.1. Establish a districtwide Professional Development model that ensures all staff from all departments are educated on Social Emotional Learning indicators, as defined by the Minnesota Department of Education, during the 2025-2026 school year. 2.2. By the end of 2026-2027, develop a defined system of criteria for each tier in the MTSS model covering academics, behaviors, and attendance.

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Benefits of MSBA Conducting Strategic Planning

- Expertise about School Board's role
- Facilitation skills and experience with small and large groups
- MSBA staff guide the process so *all* stakeholders can be active participants.
- MSBA records the work and provides the reports
- Reasonable costs

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Benefits of MSBA Conducting Strategic Planning - *Continued*

- MSBA provides a Toolkit of Resources for local administration of the process.
- MSBA is the School Board's "Go To" Association for all things school board.
- MSBA Strategic Planning Services are ***exclusively endorsed*** by the Minnesota Service Cooperatives.

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Revisions to the Strategic Planning Process
to Reflect Diversity, Equity, Inclusion, Belonging, Accessibility

- Internal and External Surveys reviewed and revised through an Equity Lens; Available in other languages
- Strategic Planning Committee Meeting resources reviewed and revised through an Equity Lens
- Recommendation for Strategic Planning Committee members to reflect all Stakeholders
- Listening Sessions and Strategic Planning Committee meetings offered virtually for easier accessibility
- DEIBA discussed and integrated into Beliefs, Mission, and Vision Statements, Focus Areas, Goals, Objectives, Action Steps, Staff Development, Curriculum Review, Outreach and Marketing
- Plan on a Page format revised and available in other languages
- School Board Self-Evaluation used for Strategic Planning and Board In-service questions have been revised using a DEIBA Lens
- Brochure updates; Improved social media promotion
- Opportunity to inform via calls, emails, and other board member interactions.

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QUESTIONS?

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Thank you!



For questions or more information,
contact:

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