



Issaquah School District: Strategic Plan Vision Board Discussion

March 23, 2023

Purpose

The purpose of our time today is to...

Share an update on our strategic plan progress and present the draft vision statement for Board discussion and future action.

We are in the process of developing a 3-year strategic plan with multiple components



Vision/North Star: The way in which an organization will change the world

ISD Mission and ENDS: ISD areas of knowledge and skill that all students must master by graduation to successfully live and compete

Priority Areas: Areas for the next 3 years of where you will focus common energy, each with a clear connection to delivery

Goals and Metrics: The way you will measure your progress

Strategies: The set of ISD actions to achieve the goals

Workstreams: Key initiatives and implementation plans will follow after the strategic planning process

Developing a strategic plan is important to support ISD in...

- **Prioritizing our work** with a set of focused activities and actions, improving the student and family experience
- **Leveraging our strengths** to address areas of disproportionality, ensuring every student is learning every single day
- **Having cohesion and alignment** with one direction

A Strategic plan will help ISD continuously ask the following questions:

- 1 What are we trying to do?
- 2 How are we going to do it?
- 3 How, at any given moment, will we know if we are on track?
- 4 If we're not on track, what are we going to do about it?

We are now in the third phase of the strategic planning process to finalize our strategic plan

Data Review

Detailed rapid review of ISD data and leadership interviews in December 2022.

Initiated December 2022

Workshops and Engagement

Sessions with all administrators, students, and teachers to craft the vision, priority areas, goals, metrics and strategies for the three-year plan.

Initiated January 2023

Sharing our Draft Strategic Plan

Prioritizing strategies in a three-year plan that will move ISD forward towards a common vision/north star, priority areas, and goals.

★ **3/23:** Draft plan review by Board

★ **3/23:** Discussion on draft Vision

★ **4/27:** Board approval vote on Vision

Detailed Delivery Planning

Develop work plans and establish a monitoring system for prioritized strategies in the strategic plan.

★ **April:** Onboarding of work teams

★ **April:** Schedule progress monitoring routines

★ **April-June:** Work planning

All components of our strategic plan have been grounded in engagement with our ISD community...

Thank you!

GSA Club - Pine Lake
A to Z - Pacific Cascade
Family Partnership Advisory Group
PTSA general assembly meeting
PRISM Club - Maywood
Chamber of Commerce Board Meeting
Black Student Union - Skyline
ISF Board Meeting
ISD Board retreat
Kiwanis Club
Safe Place Club – Beaver Lake
Community Listening Session
Vision Statement Thought Exchange
Care Club and SAGA Club – Issaquah High School
Special Education PTSA
ISD Administrators



Future Engagements...

Rotary (3/22)
The Garage (3/29)

...and ISD ENDS have remained an anchor throughout our planning process

E1



Mission

Our students will be prepared for and eager to accept the academic, occupational, personal, and practical challenges of life in a dynamic global environment.

E2



Academics and Foundations

Upon graduation, students will be academically prepared and confident to pursue higher education or specialized career training.

E3



Civic Engagement

Students will live as responsible members of society.

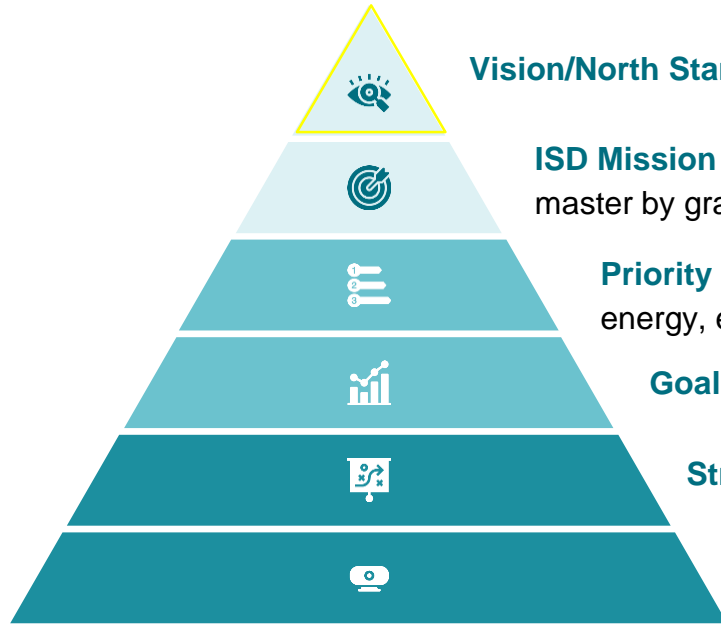
E4



Life Management and Personal Awareness

Students will live healthy, satisfying, and productive lives.

We will now shift our focus to the Vision...



Vision/North Star: The way in which an organization will change the world

ISD Mission and ENDS: ISD areas of knowledge and skill that all students must master by graduation to successfully live and compete

Priority Areas: Areas for the next 3 years of where you will focus common energy, each with a clear connection to delivery

Goals and Metrics: The way you will measure your progress

Strategies: The set of ISD actions to achieve the goals

Workstreams: Key initiatives and implementation plans will follow after the strategic planning process

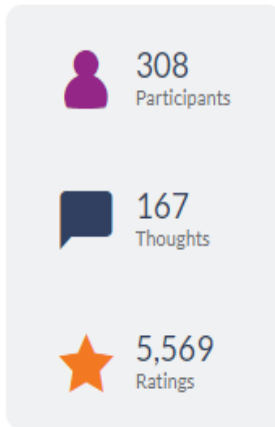
We received feedback inputs and ideas from multiple constituent groups and from ThoughtExchange

Thank you for your inputs and ideas!

ISD Board Members
ISD Administrators
ISD Cabinet
PTSA
...

We asked the ISD community what words should be added to complete our district vision through Thought Exchange?

ISD students thrive as they engage in meaningful learning that unlocks their passion and potential..."



Based on these inputs we drafted numerous options for discussion

Option A	We end the vision statement after "potential"	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential."</i>
Option B	We keep the vision statement open for the ISD to complete	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential...</i>
Option C	Suggestion from Thought Exchange	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential to be kind, caring responsible citizens,</i>
Option D	Suggestion from Thought Exchange	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential to contribute to community/society.</i>
Option E	Suggestion from Thought Exchange	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential for the future.</i>
Option F	Suggestion from Thought Exchange	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential for the real world.</i>
Option G	Suggestion from Thought Exchange	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential and prepares them to be global citizens</i>

Based on these inputs we drafted numerous options for discussion

Option H	Developed in focus groups	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential for their life after school.</i>
Option I	Developed in focus groups	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential as they navigate their own path.</i>
Option J	Developed in focus groups	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential to positively impact the world.</i>
Option K	Developed in focus groups	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential to contribute to their communities</i>
Option L	Developed in focus groups	<i>ISD students thrive as they engage in meaningful learning that unlocks their passion and potential to pursue limitless opportunities</i>

Questions

- Are there any options that resonate with you?
- Do you have another proposal?

Thank you so much for your time

Thank You!