



Issaquah School District: Strategic Plan Update

June 8, 2023

Purpose

The purpose of our time today is to...

Present an update on our strategic plan process and discuss implementation next steps

We are now in the implementation phase of the strategic planning process

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.

★ **4/27:** Vision approved by the board. Draft plan discussion.

★ **5/11:** Final plan memorialized.

Detailed Delivery Planning

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

★ **May-June:** Create workplans. Identify strategy outcomes. Set targets and trajectories.

★ **May-June:** Setup progress monitoring routines.

★ **May-July:** Crosswalk and alignment of work plans.

Let's refresh on all the components of our strategic plan



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

Strategies: The set of ISD actions to achieve the goals within each priority area

Outcomes: The way you will measure your progress and impact for each strategy

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

Our vision is that “All students thrive as they engage in meaningful learning that unlocks their passion and potential to positively impact the world”

We can make significant progress toward achieving this vision by focusing our efforts across five key priority areas:

Priority areas



Student Well-Being



Academic Opportunity



Diverse Talent



Authentic Engagement



Organizational Effectiveness

Goals

Students will feel safe and have a sense of belonging.

Students will have access to resources that support their basic needs, social-emotional, and mental and behavioral health.

Increase student achievement of meaningful milestones and decrease opportunity gaps.

Students will have equitable access to resources and pathways that support individualized goals.

District leadership and staff will diversify our workforce, so it more closely aligns with our student population.

District leadership and staff will foster a sense of belonging and inclusivity, leading to retention of diverse staff.

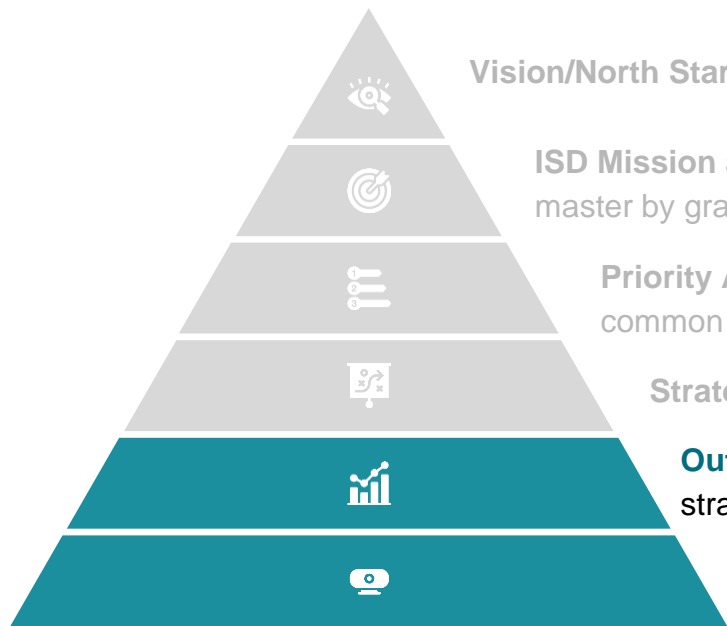
District leaders and staff will listen and follow up on input from constituent groups.

District leaders and staff will lead effective engagement practices that provide opportunity, partnership and access for all, while reaching diverse members of the community.

District leaders and staff will model continuous improvement practices to enhance student, staff and family experiences.

District leaders and staff will increase engagement in decisions that support effective resource allocation based on priorities and needs to support students and staff.

Today we are focused on how we will measure progress and turn our plan into reality



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Draft Outcome Examples

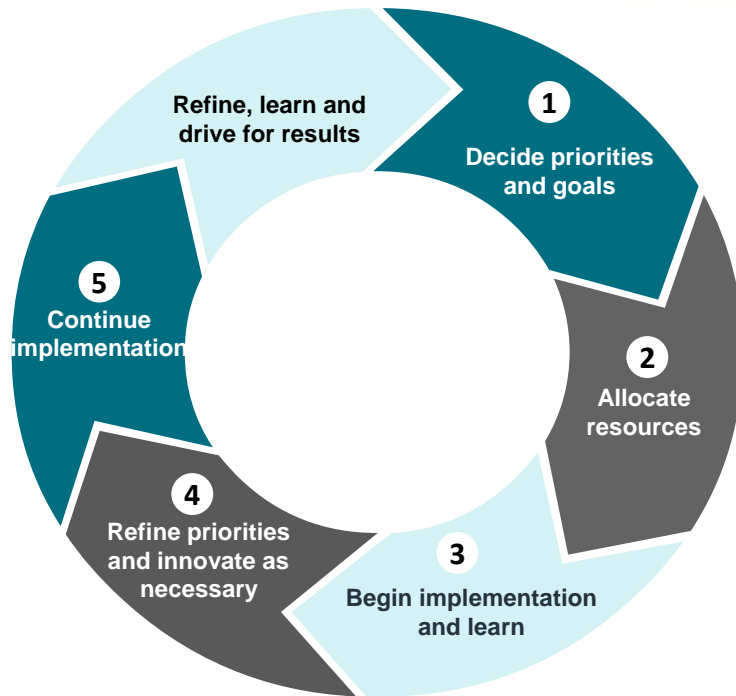
Priority Area	Goal	Strategy	3-Year Outcomes
Student Well-being	Students will feel safe and have a sense of belonging.	Analyze and refine district-wide school safety plans to include emotional safety, physical safety, school climate and student supports.	Increase the # of students who report feeling safe at school by at least 10%
Diverse Talent	District leadership and staff will diversify our workforce, so it more closely aligns with our student population.	Train hiring managers on effective hiring practices, including how to reduce bias.	Increase # of diverse candidates in hiring pools by 20%
Organizational Effectiveness	District leaders and staff will increase engagement in decisions that support effective resource allocation based on priorities and needs to support students and staff.	Develop a transparent equity-based budget framework to ensure alignment of funding to areas of highest student need.	100% of schools will be budgeted using the new equity-based budget model

Draft Outcome Examples

Examples:

Priority Area	Goal	Strategy	3-Year Outcomes
Academic Opportunities	Students will have equitable access to resources and pathways that support individualized post-high school goals.	Establish a baseline of offerings at all secondary schools 6-12 and ensure these programs are delivered consistently across all schools	100% of schools offer courses identified as baseline enhanced offerings
Academic Opportunities	Increase student achievement of meaningful milestones and decrease opportunity gaps.	Design and implement Universal Design for Learning and culturally responsive education strategies in all classrooms	90% of staff will increase in UDL practice & demonstrate proficiency or better in 6 critical checkpoints
Authentic Engagement	District leaders and staff will increase engagement in decisions that support effective resource allocation based on priorities and needs to support students and staff.	Create and implement a co-design model to support staff at all levels to engage with students, families, staff, and the community to support student success	100% of initiatives across the district utilize the tiered co-design model

Our delivery plans need to provide a starting point that is 'good enough' to begin implementation - it doesn't have to be perfect!



Implementation Next Steps: We will create a system of internal routines

Structure	Purpose	Cadence
Priority Area or Strategy Team meetings	Drive the day-to-day work forward	1-2 per month
Monthly Strategy Tracking	Monthly reporting on progress towards milestones	Monthly
Priority Area Leaders Huddle	Provide updates for the superintendent	Monthly
Priority Area Problem Solving	Prepare for significant upcoming milestones and collaborate to stay on track and problem solve	Monthly
Stocktakes	Review outcome data and course correct	TBD

Implementation Next Steps: We will communicate publicly on our progress

Structure	Purpose	Cadence
Board meetings, retreats, and work studies	Share progress publicly at the board meeting	Continuous
Ends/EL reporting: END 1	Share progress publicly at the board meeting	1x year (End 1); Continuous (Ends/ELs)
District website and other communication channels	Share information and updates on the plan	Continuous
On-going constituent group engagement	Share progress and updates with various ISD constituent groups	Continuous