



M.S.D. of Wayne Township

Strategic Planning

Board Update

January 2023

Education Elements Team



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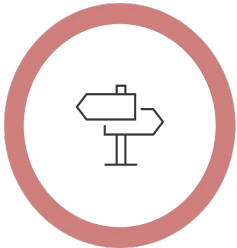
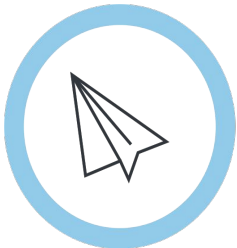
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M.S.D of Wayne Township Strategic Planning Timeline





Team	Purpose
Project Team	<p>Runs logistical details, convenes teams, leads constituent engagement process, ensures the project is running smoothly and following the timeline.</p> <p><i>Who: Dr. Jeff Butts, Dr. Denita Harris, and Mrs. Jeannine Templeman</i></p>
Steering Team	<p>Serves as a representative body that kicks off the project and “advises” it throughout. Provide insight into current district context, reviews trends from community engagement, and designs the the Strategic Plan.</p> <p><i>Who: See list here</i></p>
Planning Team	<p>Dives deeply into the planning for one or more focus areas. Designs solutions, makes recommendations for initiatives and action steps within the focus areas.</p> <p><i>Who: See list here</i></p>

Plan & Align | What We Accomplished

July - August, 2022

Alignment and planning meetings with Project Team

July 7, 2022

In-person Kickoff with Cabinet

Key Actions

- Articulate project goals, process, and introduce governance structure
- Identify members of the Steering Team and Planning Teams, who will be key drivers of the work, and formally kickoff the project
- Begin planning for community engagement



Foundations | What We Accomplished

August - September, 2022 Community Engagement Activities

We heard from

8,325

constituents
through the
Community Survey

22

Hours of
conversation
with
community
members

3

Town Halls held at
M.S.D. of Wayne
Township

15

Focus
Groups with
parents,
teachers,
community
members,
and District
Personnel.

10,819

students participated in
the 7Cs Survey
providing actionable
feedback on the learning
experience in M.S.D. of
Wayne Township

We know you have good bones



"[The] beauty of Wayne is that my children were taken in. We left our home country and started a new life. We were looking for a place to settle. Wayne township made space for us to settle. One of my child has graduated and the other one is in elementary. My culture is well represented."

- Newcomer Parent

"That we are in this together. Like a family. We share successes and learn from failures."

- Classified Staff Member

"When someone struggles, we all struggle. We are all going through challenges together at the same time."

- Teacher

Design | What We Are Accomplishing

**November 2022 -
January 2023**
Design Sessions

Design Session #3
January 24, 2023

Key Actions

- Ideate with planning teams to **develop initiatives and strategies** aligned to areas of focus
- **Prioritize initiatives and strategies** for strategic plan
- Continue to engage community in feedback process

In Progress

- Teams **gather feedback** on initial ideas from constituents

Design Session #3 Key Objectives

- Formalize areas of focus and fully **develop initiatives**
- **Prioritize initiatives and strategies** for strategic plan
- Build out aligned action steps and **measures of success**
- Begin to define phases of implementation

Meet the Planning Team!

What is the planning team?

Dives deeply into the planning for one or more focus areas. Designs solutions, makes recommendations for initiatives and action steps within the focus areas.

The TrailBLAZERS



The WINfluencers



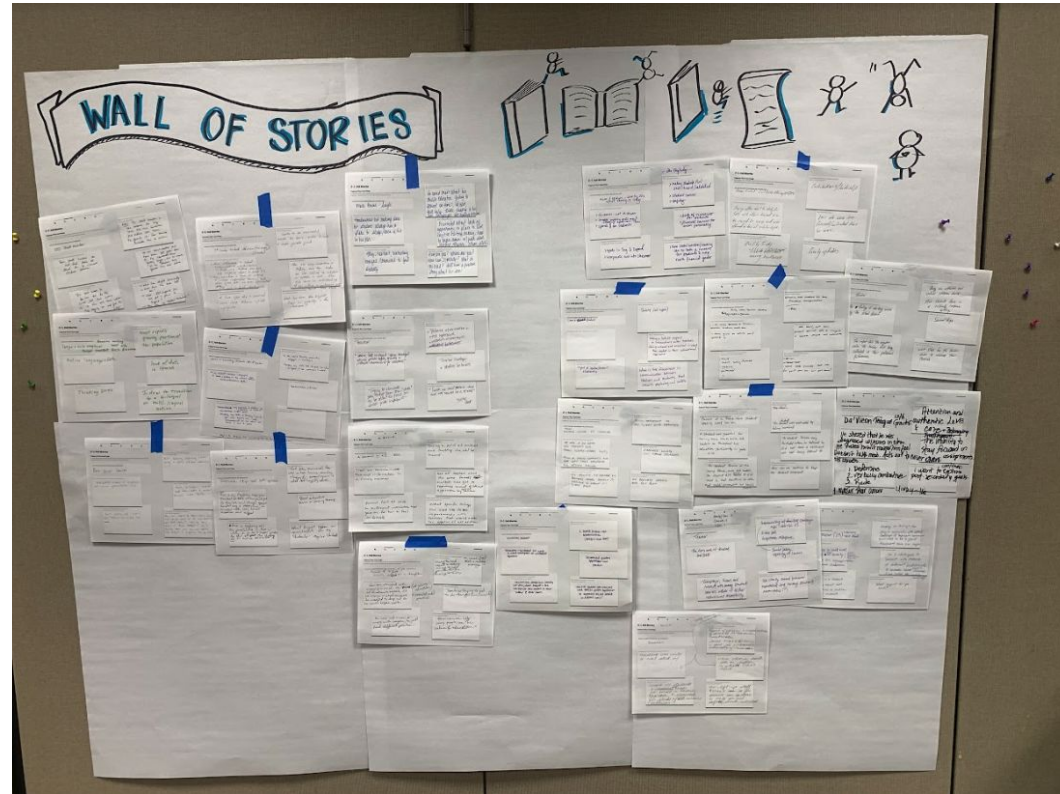
The Jackson 7



The Incredibles



Sharing Experiences and Practicing Perspective Taking



Ideating from Community Engagement Data + Feedback



Prototypes

FOCUS AREA: Communication		
STRATEGY: Confidential Communications		
Description/Details <ul style="list-style-type: none"> Include bullets or statements to describe the evolution of your initiative and potential action steps <p>Two way communication between school and their students</p>	What we currently do... <p>Mass Communication very applicable</p> <p>News letters to parents on progress of students</p>	What we could do in the next 2-5 years... <p>Mass Communication</p> <p>Grades being shown on progress of students</p>
Theory of Action <ul style="list-style-type: none"> If we (engage in this initiative) then we will see the following results: <p>Students and their parents will feel comfortable discussing their child's progress</p>	Community Impact <ul style="list-style-type: none"> Who could lead this work? Who are the members of the community impacted and how would they feel about it? (e.g. students, parents, teachers, staff, etc.) 	Resource Impact <ul style="list-style-type: none"> What would be the resource lift? (personnel, training, money, materials) What training, skill building, or professional development would be needed for this initiative? What non-personnel resources would be needed? (Ex: Facilities, materials, transportation, etc)
	<p>Grades are posted</p> <p>Students can show students grades on board</p> <p>Control of PPI</p> <p>Director of Communication / Principals / Teachers</p> <p>Impacted by students & their families</p>	<p>Training</p> <p>PPI protection</p> <p>Leveraging access to PPI and investment in technology</p>

FOCUS AREA: Teaching & Learning		
STRATEGY: Service Learning/Community Connection Integrated Into Curriculum		
Description/Details <ul style="list-style-type: none"> Include bullets or statements to describe the evolution of your initiative and potential action steps 	What we currently do... <p>Project-Based Learning / Service-Learning / Portfolios</p> <p>as part of Impact Period</p> <p>Portfolio Development</p>	What we could do in the next 2-5 years... <p>Grade community/service learning / Portfolios</p> <p>as part of Impact Period</p> <p>Portfolio Development</p>
Theory of Action <ul style="list-style-type: none"> If we (engage in this initiative) then we will see the following results: 	Community Impact <ul style="list-style-type: none"> Who could lead this work? Who are the members of the community impacted and how would they feel about it? (e.g. students, parents, teachers, staff, etc.) 	Resource Impact <ul style="list-style-type: none"> What would be the resource lift? (personnel, training, money, materials) What training, skill building, or professional development would be needed for this initiative? What non-personnel resources would be needed? (Ex: Facilities, materials, transportation, etc)
	<p>expand ownership</p> <p>if we integrate community connection/service learning into curriculum - social studies, English, science, music - students will have more a better understanding of local/world issues and have a problem-solving mindset</p> <p>Grade level building teams could identify grade-level strategies that might include what class, what topic/issue connects to class, community organizations they can engage</p> <p>Students role playing would enjoy a hands-on experience</p> <p>Resource lift - to bring a framework to their grade-level</p> <p>Training - Philosophy of strategy, perhaps a staff team</p> <p>no design & a staff team</p> <p>other resources may need to be done @ one grade-level only</p>	<p>if we integrate community connection/service learning into curriculum - social studies, English, science, music - students will have more a better understanding of local/world issues and have a problem-solving mindset</p> <p>Grade level building teams could identify grade-level strategies that might include what class, what topic/issue connects to class, community organizations they can engage</p> <p>Students role playing would enjoy a hands-on experience</p> <p>Resource lift - to bring a framework to their grade-level</p> <p>Training - Philosophy of strategy, perhaps a staff team</p> <p>no design & a staff team</p> <p>other resources may need to be done @ one grade-level only</p>

FOCUS AREA: Student Support System		
STRATEGY: Wayne Wellness for Students - Professional Psychological Services		
Description/Details <ul style="list-style-type: none"> Include bullets or statements to describe the evolution of your initiative and potential action steps 	What we currently do... <p>Counseling in all schools</p> <p>Plus one at Sanders</p> <p>Unlimited contact hours for non-educational students</p>	What we could do in the next 2-5 years... <p>More health services</p> <p>Access to PPI students</p> <p>Plus one at Sanders</p>
Theory of Action <ul style="list-style-type: none"> If we (engage in this initiative) then we will see the following results: 	Community Impact <ul style="list-style-type: none"> Who could lead this work? Who are the members of the community impacted and how would they feel about it? (e.g. students, parents, teachers, staff, etc.) 	Resource Impact <ul style="list-style-type: none"> What would be the resource lift? (personnel, training, money, materials) What training, skill building, or professional development would be needed for this initiative? What non-personnel resources would be needed? (Ex: Facilities, materials, transportation, etc)
	<p>Students will have regular access to the therapy and individual they need</p> <p>When mental health is provided students have a greater capacity to learn</p> <p>Collaboration between OSS Counselor, School & CLE</p> <p>Or then have been before</p> <p>Service to students but also access to adult therapists to assist parents to be spouses</p> <p>Loss of personnel, strong children to kill the position, mental health therapists, physical all in every school</p> <p>System to have access</p>	<p>Students will have regular access to the therapy and individual they need</p> <p>When mental health is provided students have a greater capacity to learn</p> <p>Collaboration between OSS Counselor, School & CLE</p> <p>Or then have been before</p> <p>Service to students but also access to adult therapists to assist parents to be spouses</p> <p>Loss of personnel, strong children to kill the position, mental health therapists, physical all in every school</p> <p>System to have access</p>

FOCUS AREA: Recruiting & Retaining Great Teachers		
STRATEGY: Grow Our Own Educator Pipeline		
Description/Details <ul style="list-style-type: none"> Include bullets or statements to describe the evolution of your initiative and potential action steps 	What we currently do... <p>Coast Teaching Career Counselor</p> <p>Very Teacher-Specific</p> <p>Highly selective</p>	What we could do in the next 2-5 years... <p>Create a Graduate Pathway</p> <p>Partner with University for credit</p>
Theory of Action <ul style="list-style-type: none"> If we (engage in this initiative) then we will see the following results: 	Community Impact <ul style="list-style-type: none"> Who could lead this work? Who are the members of the community impacted and how would they feel about it? (e.g. students, parents, teachers, staff, etc.) 	Resource Impact <ul style="list-style-type: none"> What would be the resource lift? (personnel, training, money, materials) What training, skill building, or professional development would be needed for this initiative? What non-personnel resources would be needed? (Ex: Facilities, materials, transportation, etc)
	<p>Increase in teacher candidates, more alumni returning to alma mater, ripple effect with others</p> <p>Office of College Career Referrals</p> <p>Human Resources Office</p> <p>Students - currently</p> <p>Supervisor/Coordinator</p> <p>College Tutor</p> <p>Potentially Transportation</p>	<p>Increase in teacher candidates, more alumni returning to alma mater, ripple effect with others</p> <p>Office of College Career Referrals</p> <p>Human Resources Office</p> <p>Students - currently</p> <p>Supervisor/Coordinator</p> <p>College Tutor</p> <p>Potentially Transportation</p>

Launch | What's Ahead

Prepare to Monitor March 9, 2023

Virtual Sessions to Support March - April 2023

- Prioritization and Communication Planning
- Professionally Designed Marketing Collateral

Launch Key Objectives

- Prioritize **final goals and initiatives** for the strategic plan
- **Professionally designed strategic plan** to share with community
- Support district with creating **systems and processes** that tracks the district's **performance** against goals and enables the district to continue key actions, course correct as needed, and celebrate early wins and **progress**
- Develop external **messaging** for board of education and community



APPENDIX

previous updates

WHO IS EDUCATION ELEMENTS



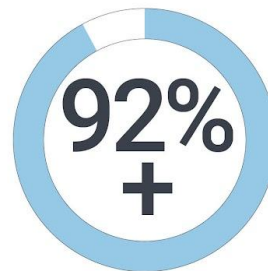
Schools grow when people grow.



TRANSFORM YOUR SCHOOL OR DISTRICT WITH A PERSONALIZED APPROACH.



2000+
Schools
and Districts



of attendees find our
workshops excellent
or very good

Our Reach

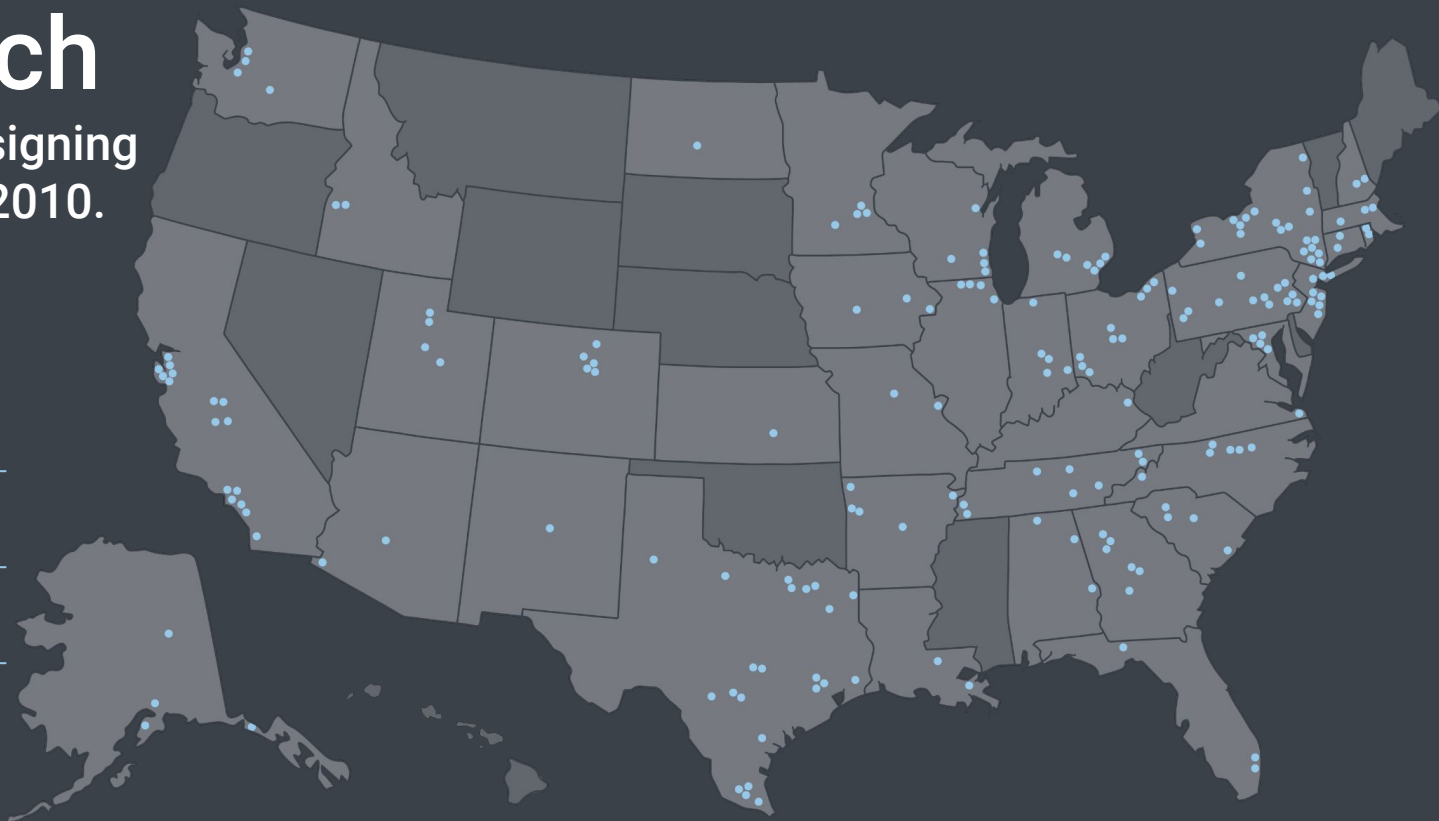
We've been redesigning
education since 2010.

We've reached:

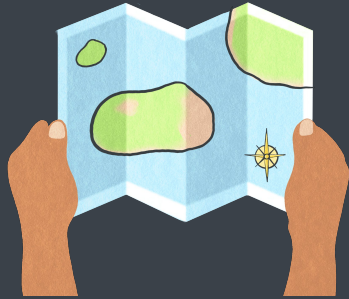
1.5M students

1700+ schools

320+ districts



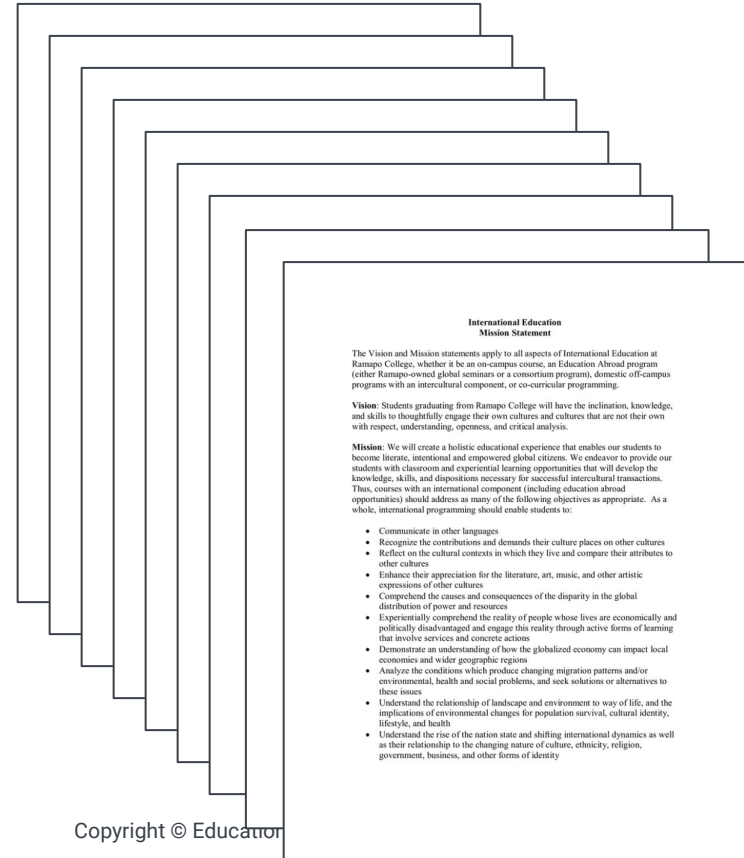
Our Purpose Today



1. Provide you with context about how we look at strategic planning
2. Walk you through our strategic plan methodology and process
3. Update you on what we have accomplished and where we are going

The challenge with strategic plans

1. **One and done-** you make them and then reference them on occasion
2. **Inaccessible-** a small group of people know the intention behind the plan and it is often difficult for others to interpret
3. **Inactionable-** The plan remains broad and does not show constituents how to get involved or how we will know if we succeeded.

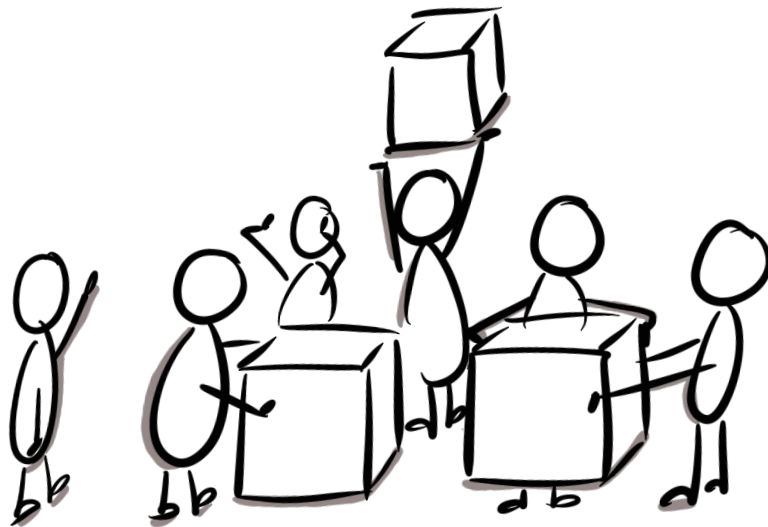


What has been true



Create **then** Invest

What we want to be true



Invest **and** Create

Your plan should represent the identity of your community

Anatomy of a Strategic Plan

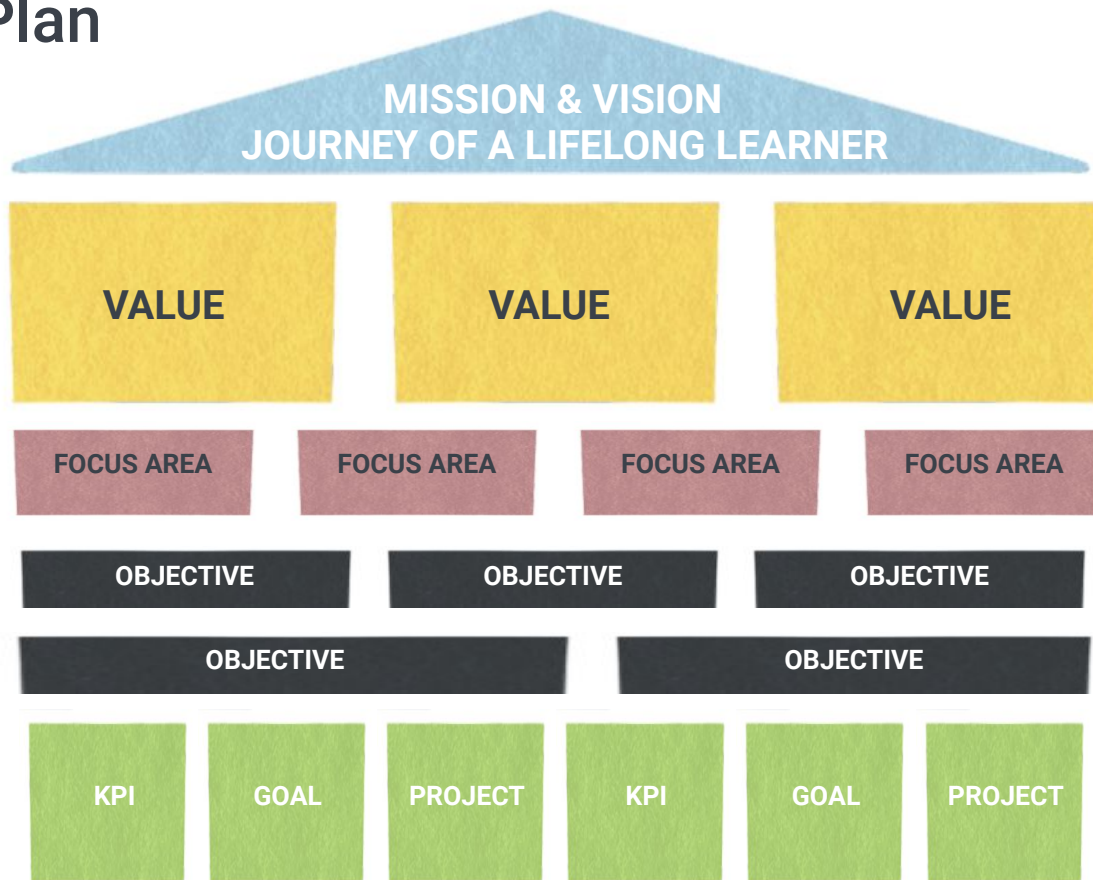
What are our guiding principles?

What will we hold true along our journey?

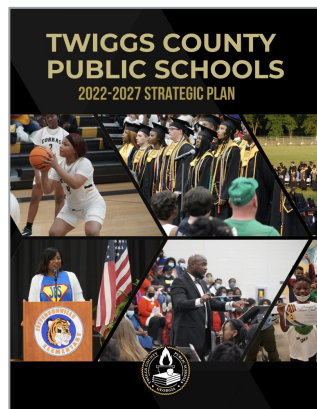
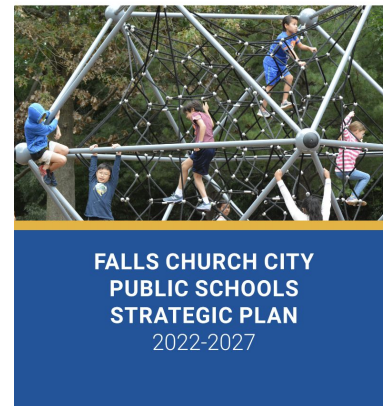
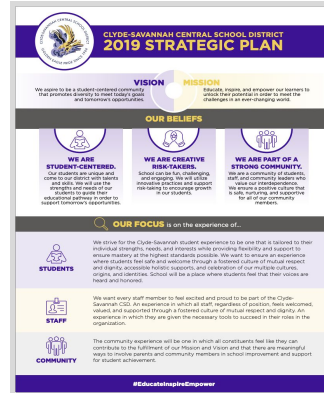
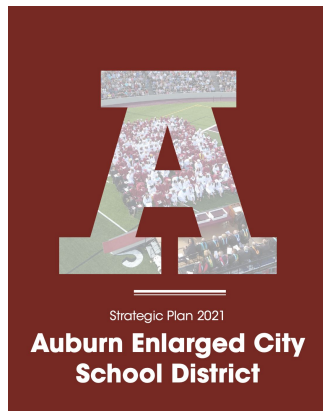
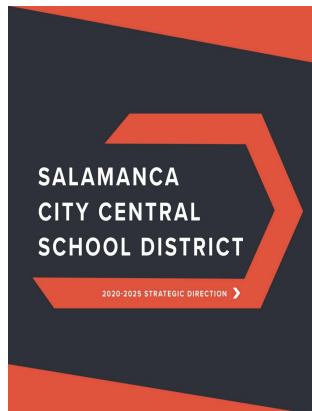
In what specific areas will we focus our attention in order to arrive at our north star?

What will we need to do in order to achieve our vision?

How will we know we are successful?



Example of Strategic Plans



PRELIMINARY DATA FROM COMMUNITY SURVEY

M.S.D. of Wayne Township

WHO you engage and **HOW** you engage people says more about your values than your plan ever will.

Planning for Inclusive Community Engagement - Constituent Matrix

FOCUS GROUPS

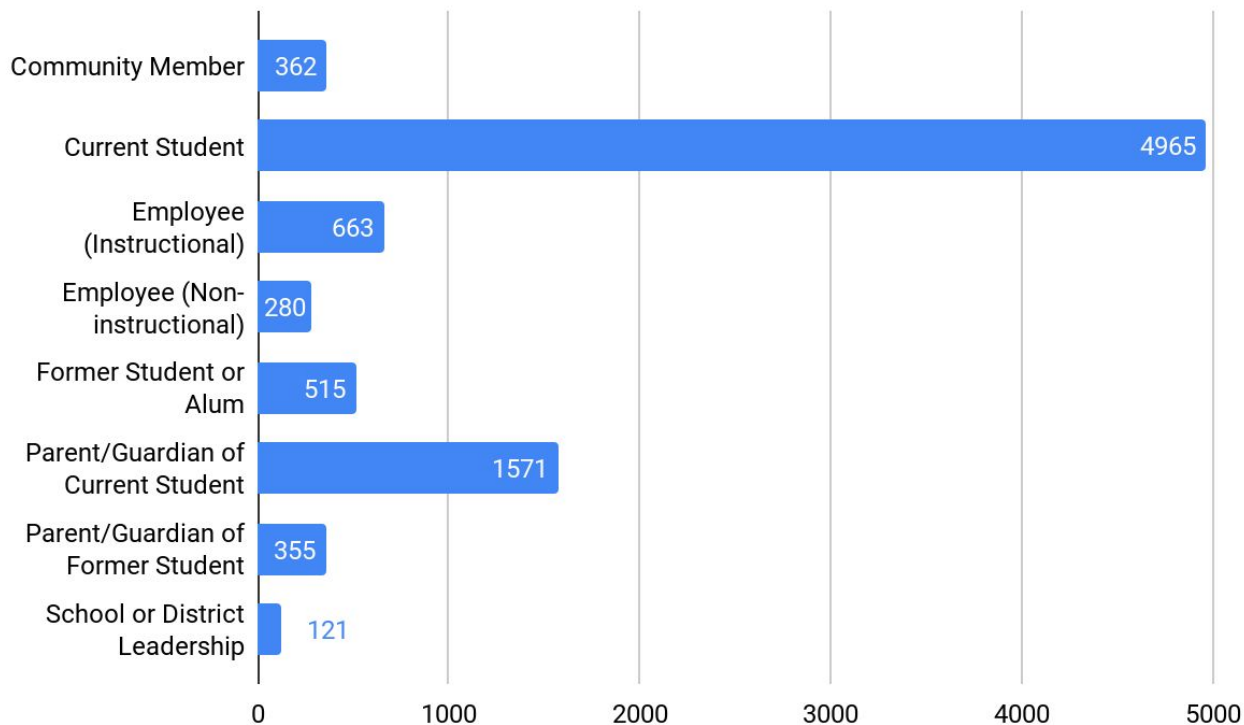
<p>What is the information we can glean from focus groups?</p>	<p>Experiences with different domains.</p> <ul style="list-style-type: none"> ● Student performance - speaking with families around their experience about our perceived notion of student achievement ● Belonging / Wellness ● Access/Communication ● Climate and responsive program ● What are barriers to student success at home - what supports do we need to consider offering
<p>Who do we need to engage? <i>Add groups of people we will want to engage</i></p>	<ul style="list-style-type: none"> ● Churches - parents, teachers, bus drivers, ● Student groups - 7th graders transitioning from elementary to MS, students who have gone through pilot programs with curriculum, ● Kindergarten parents ● Newcomer families, LAP students / families

	<ul style="list-style-type: none"> ● New curriculum in 5th/6th - how is it impacting groups differently (General population, Special Education, LAP) ● Families of students facing barriers to success at home ●
What are some considerations to remember when engaging?	<ul style="list-style-type: none"> ● Diversity in who we are engaging, culture is taken into consideration when engaging ● Diversity in inclusion, desegregate the data we are receiving ● How to create groups that are going to give representation to the information we are trying to glean
Who from the steering team will we leverage for focus groups?	<ul style="list-style-type: none"> ● Depends on information we are trying to glean from the focus group, who has experience with this, who is passionate about/has a vested interest in the data we are going to receive



This data was used by the Project and Steering Teams to identify constituent voices to elevate during community engagement.

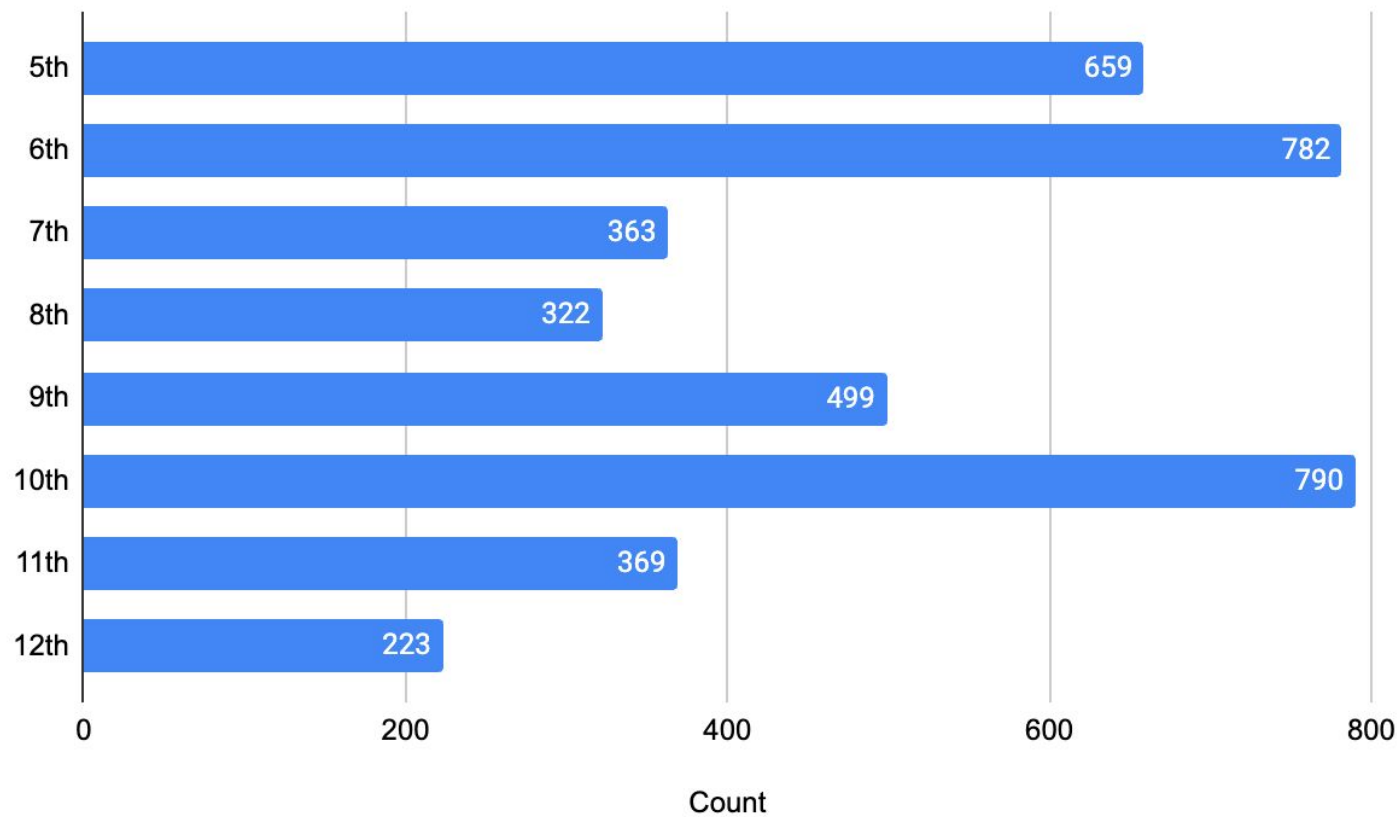
Participants by Role



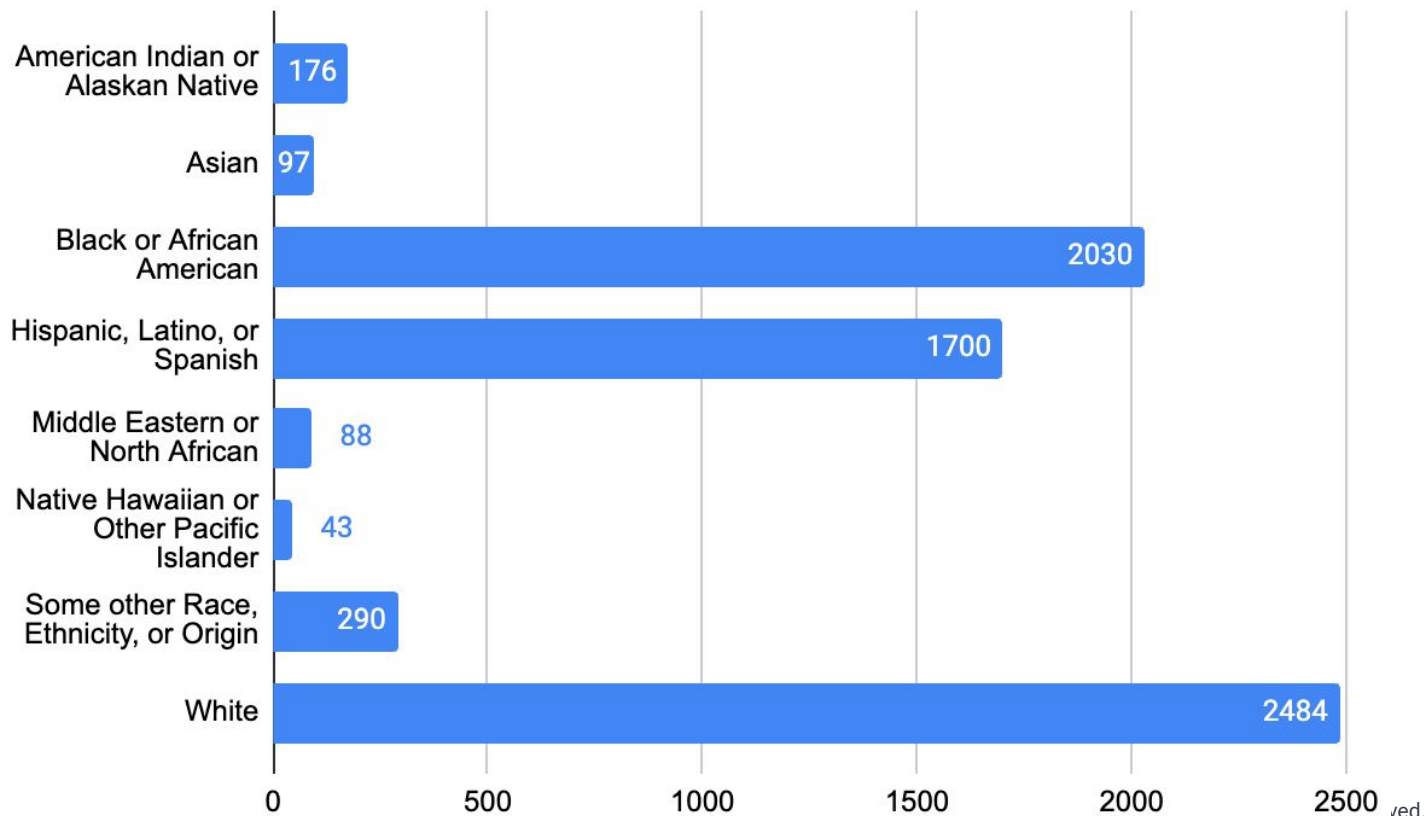
Participant by School Affiliation

Site	Participants	Site	Participants	Site	Participants
Achieve Virtual	154	Child Nutrition	41	Rhoades Elementary	360
Adult Education	45	District Administration	39	Robey Elementary	467
Area 31 Career Center	199	Garden City Elementary	323	Sanders School	39
Ben Davis High School	2,043	Giant Preschool Learning Center	45	Stout Field Elementary	342
Ben Davis Ninth Grade Center	1,443	Lynhurst 7th and 8th Grade Center	1,292	Technology	25
Ben Davis University High School	369	Maplewood Elementary	395	Transportation	41
Bridgeport Elementary	636	McClelland Elementary	560	Wayne Preparatory Academy	84
Chapel Glen Elementary	385	More than one site	99	Wayne Township Preschool	283
Chapel Hill 7th and 8th Grade Center	629	North Wayne Elementary	344	Westlake Elementary	447
Chapelwood Elementary	439	Operations	6		

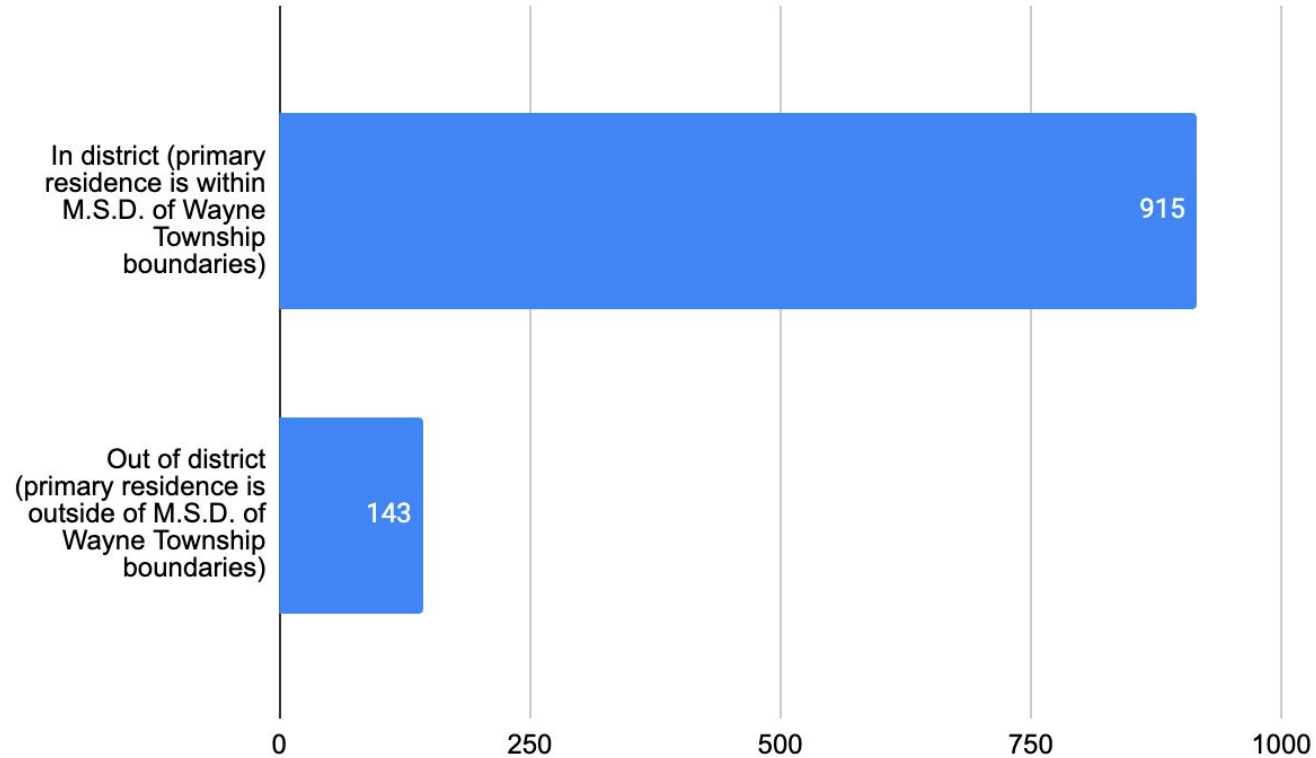
Student Participants by Grade



Participants by Race



In vs. Out of District



Foundations | What's Ahead

September 27, 2022

Town Halls with
Parent/Guardian
Groups & Community
Leaders

October 26, 2022

Community
Engagement Feedback
+ Visioning Session

Sept 27 Key Objectives

- Education Elements to conduct in-person **community engagement** activities with families and community members

Next Steps

- Ed Elements creates a **readout report** of key findings across all data collected
- Steering Team engages with data from all community engagement activities
- **Elevate and prioritize key focus areas** for strategic plan, including definitions and impact
- Establish the **strategic direction for the plan** (mission, vision, values)

Design | What's Ahead

Design Day 1 + 2
December 7 + 8, 2022

Design Day 3
January 24, 2023

Design Day 1+2 Key Objectives

- All teams come together to **develop aligned initiatives and strategies** for each focus area leveraging the design thinking process
- Develop **prototypes** for 2-3 ideas within each focus area

In the Interim

- Teams **gather feedback** on initial ideas from constituents
- Focus Area groups meet to discuss feedback and refine prototypes

Design Day 2 Key Objectives

- **Prioritize initiatives and strategies** for strategic plan
- Build out aligned action steps and **measures of success**
- Begin to define phases of implementation

Foundations | What We Are Accomplishing

August - September, 2022 Community Engagement Activities

Key Actions

- Plan for and execute **inclusive community engagement activities**
- **Develop knowledge** of M.S.D. of Wayne Township community, context, strengths, and areas of growth

In Progress

- **Engage in a 5-week window** of deep community engagement
- **Engagement Strategies**
 - Focus groups
 - Empathy Interviews
 - Community Survey
 - Forums