



Morristown ESD Strategic Planning

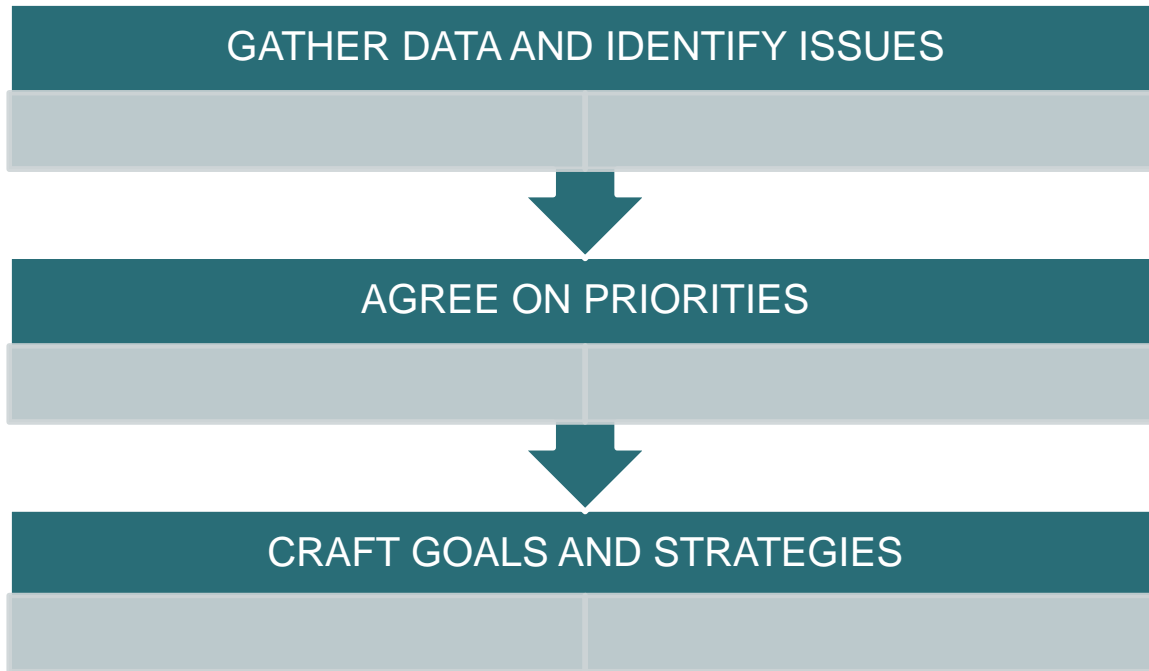


STRATEGIC PLANNING PROCESS

***DEFINE VISION**


***DEFINE MISSION**

***DEFINE CORE VALUES**





Overview

- Mission
 - By the Numbers
 - Strategic Planning-Our Current State
 - SWOT Analysis
 - Strategic Planning-Our Future State
 - Preparing for Goal Setting
- 



Mission Statements

Should demonstrate:

- The reason you exist as an organization
- Your district's purpose
- Why the community supports the schools
- Captures the essence of the values and beliefs of the district and community



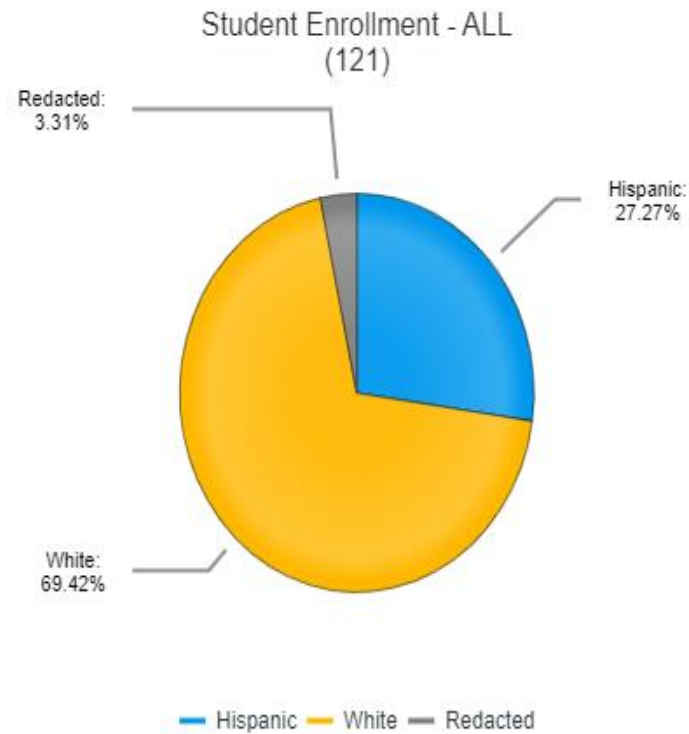
Mission Statement

Morristown ESD Mission Statement(s):

“The mission of Morristown Elementary School District is to provide learning experiences that help the young people in our school live happily and productively as adult citizens.”

“Preparing young learners to grow and thrive in a changing world”

By the Numbers-Enrollment



Teacher Qualification

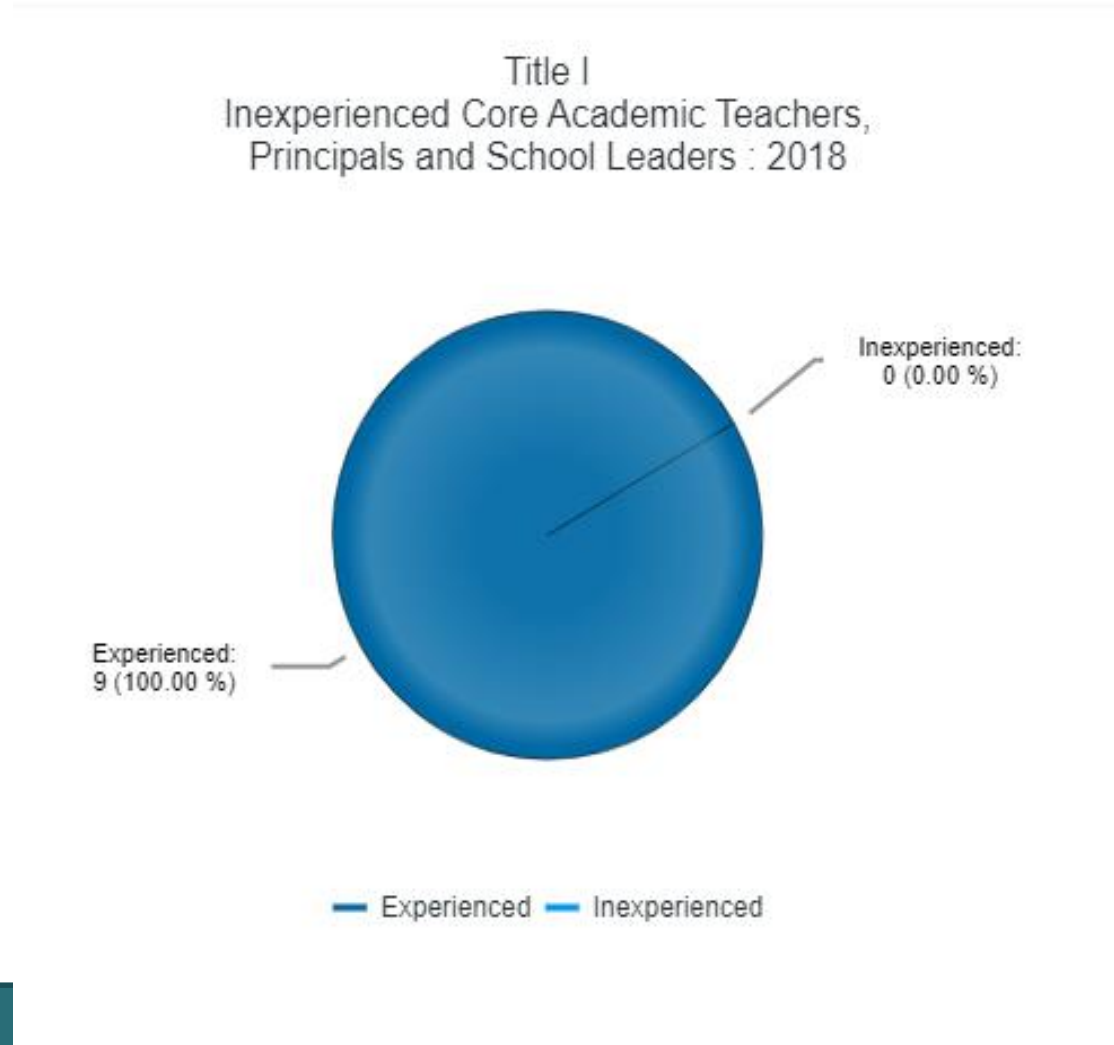
Teacher Qualification data in Arizona includes educator experience and qualifications for principals, assistant principals, deans of students, and teachers.

Inexperienced Core Academic Teachers, Principals, and School Leaders

School leaders are self-reported by Local Education Agencies and could for example include, Principals, Assistant Principals, or Deans of Students.

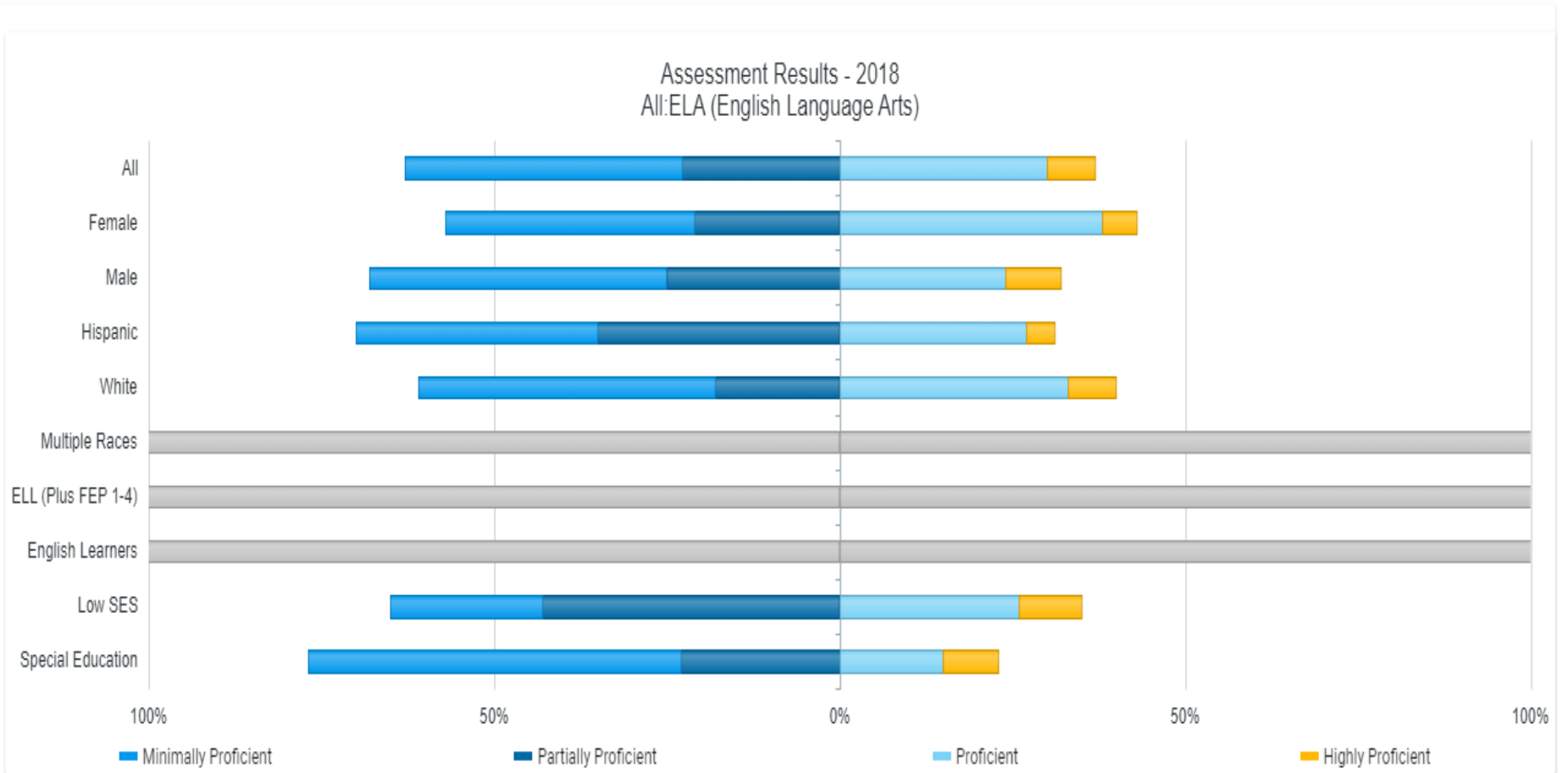
Arizona defines inexperienced educators as having less than 3 years of experience in their position as self-reported by the school or district.

By the Numbers-Certified Staff





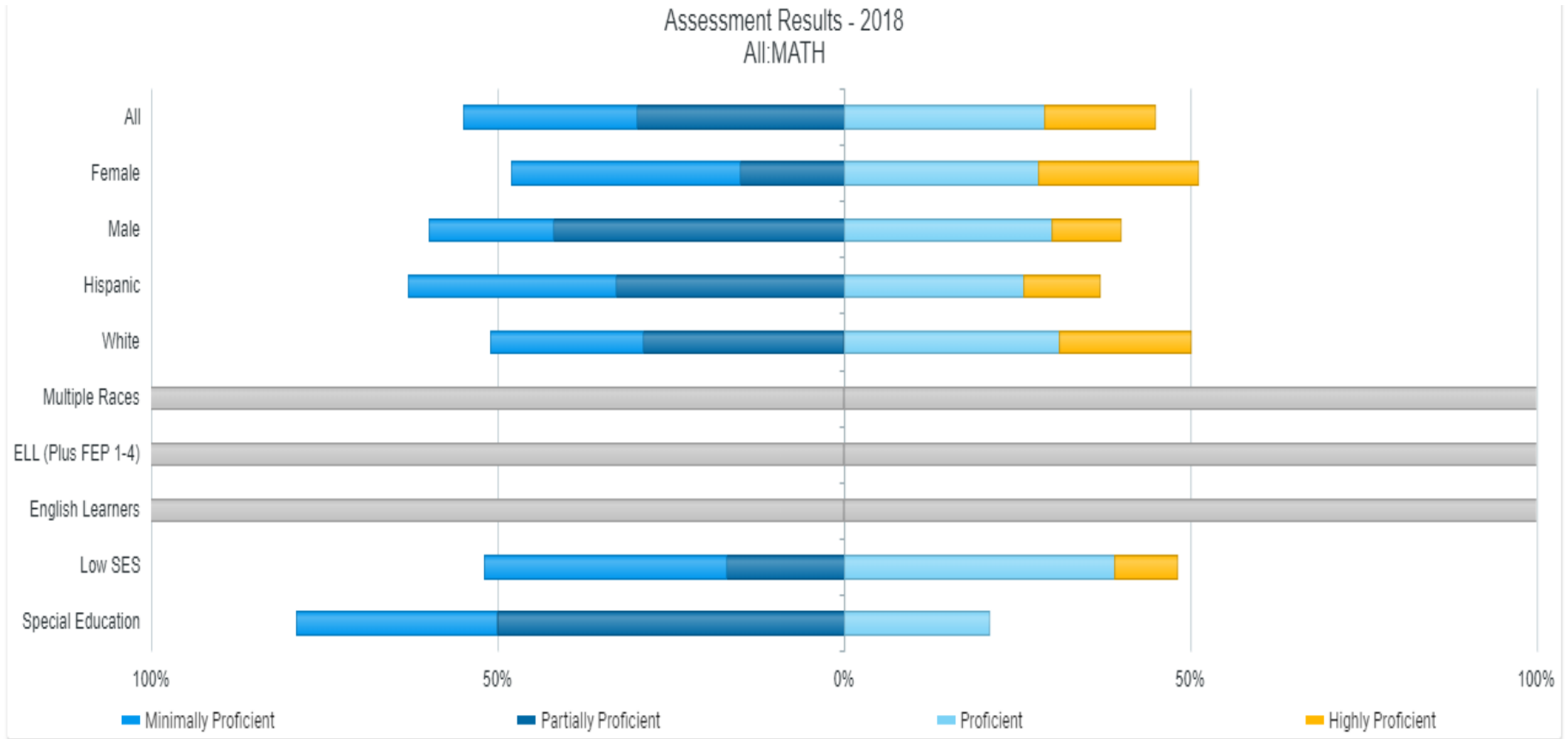
By the Numbers-English Language Arts (Grades 3-8)



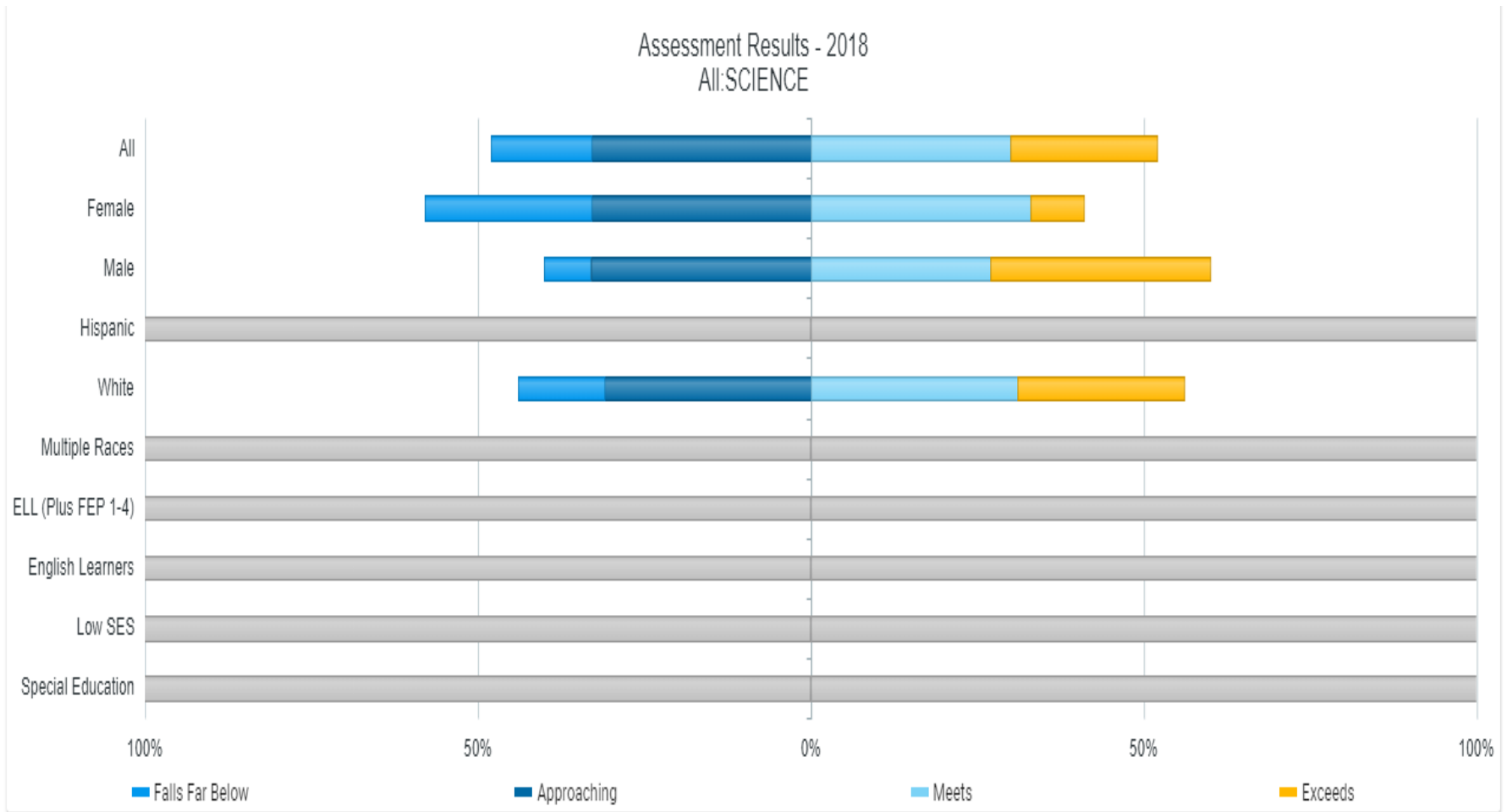
1. Gray Bar – When a subgroup in this report has 10 or fewer students, showing the achievement information may risk an individual student’s anonymity. In this case, we do not report any achievement results for that subgroup.



By the Numbers-Math (Grades 3-8)



By the Numbers-Science





By the Numbers-Suspension/Expulsion

Civil Rights Data Collection Reporting

	Children with Disability	Children without Disability
Number of students who received one or more in-school suspensions	0	4
Number of students who received only one out-of-school suspension	0	2
Number of students who received more than one out-of-school suspension	0	0
Number of Students who received an expulsion with educational services	0	0
Number of Students who received an expulsion without educational services	0	0
Number of Students who were referred to a law enforcement agency or official	0	0
Number of Students who received a school-related arrest	0	0

By the Numbers-Chronic Absenteeism/Bullying/Violence

Civil Rights Data Collection Reporting

Total Students with Chronic Absenteeism

2

Total Incidents of violence 

1

Total Students reported as harassed or bullied based on sex, race, color, national origin or disability

0



Physical attack or threat of physical attack or fight with or without a weapon, threat of physical attack with a firearm or explosive device, possession of a firearm or explosive device, robbery without a weapon or explosive device, rape or attempted rape, sexual assault (other than rape)



Strategic Planning-Our Current State

Discuss key priorities and initiatives over the last year.



SWOT Analysis

- **Strengths** (Internal)—initiatives/ practices that are going well, tie with the mission, or are positively regarded
- **Weaknesses** (Internal)—items within the district that are not or have not been addressed, shortcomings or other negatives that should be given focus



SWOT Analysis

- **Opportunities** (External)—initiatives, trends or activities outside of district control that, if harnessed, could support district's mission
- **Threats** (External)—initiatives, trends or activities outside of district control that may impede progress and should be overcome or neutralized



SWOT Analysis Activity



One your own, complete the SWOT worksheet



Share out



Discuss



Strategic Planning- Our Future State

- Complete “Strategic Planning-Our Future State” Worksheet
 - What is most important to your community?
 - What do they expect from your school?
 - What is it that you want ALL students to have?




Strategic Planning- Our Future State

- Top 5
 - Put your top 5 priorities on a post-it.
(One priority per post-it)
- Consensus Building- Priority Areas
 - Pick top 3 from those presented
 - Come to consensus on goal areas



Next Steps: Goal Development

- SMART Goals
 - Goals vs. Tasks
 - Action Plans
 - Importance of Review (Focused Attention)
 - Board Goals vs. Strategic Goals
- 



Board Self-Evaluation



Studies Show...

Board Self-Evaluation is a Best-Practice for Highly Effective Boards


- School boards play a significant role in outcomes for students
- School boards in high-achieving districts share characteristics that are very different from those characteristics found among low-achieving districts.

Effective Boards = Boards that positively impact student achievement



5 Pillars of Board Service

Our self-evaluation tool addresses the following 5 Pillars which have been shown to be correlated with effective boards:

- 1. Conduct & Ethics:** Provide responsible school district governance
 - 2. Vision:** Set high expectations for students and plans to meet expectations
- 



5 Pillars of Board Service

3. Structure: Create conditions, district-wide, for student and staff success

4. Accountability: Hold district accountable for meeting student learning expectations

5. Advocacy: Engage local community and represent the values and expectations they hold



Board Self-Evaluation: 4 Options for Results

- **Option 1:** Basic report provides a snapshot of your board's health. Cost: Free
- **Option 2:** Detailed report grouped into “benchmarks of success” for each of the 5 pillars and offers a question by question results for boards to examine. Cost: \$250
- **Option 3:** Detailed report with ASBA expert facilitation during a 3 hour session will help you drill down deeper and identify areas of focus for improved governance. Cost: \$125 per hour for trainer plus expenses. Includes free detailed report.
- **Option 4:** Based on the areas of focus for improved governance, during a 3 hour session, ASBA facilitators will help you develop an action plan with specific goals and objectives. Cost \$125 per hour for trainer plus expenses.