Themes from Vision, Mission and Equity Statement to Represent in Goals

- Dismantling racism - seeing this is so important. The word dismantle especially.
- Ownership - by all stakeholders
- Investment of caring adults
- Changing from ALL to EACH student. Subtle but important change.
- Acknowledge - powerful word
- Deliberate ownership of how hard the work will be and how we need to stay the course and be honest.
Considerations to sharpen and focus our goals

Theme 1: Include non-academic goals
- Specificity on closing gaps between subgroups
- Include a community/resident goal
- Don't forget the operational (non-academic) workforce
- Including stakeholders and community

Theme 2: Data/Benchmarks
- Focus on the bottom segment and the overall system will rise
- Add specific benchmarks of progress from year to year
- Can we start measuring data earlier?
- Can we measure data earlier so we can intervene earlier

Theme 3: Equity
- I liked addressing equity specifically in every goal. We need metrics in the goals, but they should be realistic. The idea of setting annual goals is a great one.
- Inclusive equitable school community
- Incorporate equity into the individual goals
- Embed equity into each goal
- K-2 needs more attention with an equity lens
- Strong focus on Equity and Inclusion
- Add a stronger focus on equity in each of our goals

Other
- Workforce training and support to work with students whom are performing at lower levels
- Consider what is working, reaching out to leaders, teachers who have been effective with our most at-risk groups. How do we bring these practices to life in other classrooms?
- Workforce readiness
- List training needed under each goal

Goals need to be an outgrowth of Mission-Vision-Value. I don't think you can simply pull "goals" out of thin air with certain a-priori assumptions and then build a strategic plan around them.
Phase 1 Feedback Survey Themes

Possible Theme 1: Stakeholder Wellbeing
- Focus on Mental Health, School Safety, Anti-bullying, Health and Wellness

Possible Theme 2: Academics
- Focus on Curriculum Scope and Content, Equity, Limits of Test Preparation, Post-COVID-19 Academic Recovery

Possible Theme 3: Supportive Community
- Focus on Family Involvement, Community Outreach, District Support of Schools, Staff Support & Morale

Possible Theme 4: Preparing for the Future
- Focus on Post-Graduation Preparation, Life Skills, Technology, Choice Programs
Goal 1: Improve Academic Access and Close Opportunity Gaps

Measure 1: 3rd Grade Reading
- Keep a reading assessment
- Be specific about closing the gap for minority students
- Potential measure of # of teachers trained in AICE, IB, AP?

Measure 2: H.S. Readiness and Graduation Rate
- Keep measures, but separate HS readiness and graduation rate
- Measures focused on K-12 duration
- Goal is to address access to accelerated coursework in elementary and middle school

Measure 3: Post Graduate Success
- How are we measuring post graduate success
- Consider/modify/add

Literacy Goal
- Keep 3rd Grade Reading

Math, science, social studies?
- What additional factors need to be addressed to enhance 3rd-grade reading performance?

Alignment with a "portrait of a successful graduate"...i.e., where does financial literacy fit?

Too broad and hard to measure
- Realistic measurement to access post graduate success
- Should be outcome focused

We need to measure subgroup progress
- Alignment with additional factors that need to be addressed to enhance 3rd-grade reading performance

Consider/modify/add
- Measure college entrance vs vocational

Can we start earlier and fill the gap between 3rd and HS readiness?