



PUBLIC SCHOOLS ISD 110

## District Strategic Plan Development Process



**Waconia Public Schools District 110**  
**District Strategic Roadmap**  
 June 25<sup>th</sup>, 2018

<p><b>Mission Statement</b> <i>Our Core Purpose</i></p> <div data-bbox="491 297 651 451" data-label="Image"> </div> <p style="text-align: center;"><b>Waconia Area Public Schools provides a world of opportunities for our students' academic, social emotional, and life skills growth, while empowering all to "Explore Your Passions, Create Your Success"</b></p> <p style="text-align: center;"><i>"We are ONE10"</i></p> <p style="text-align: center;"><i>The Waconia Area Public Schools logo is an intentional and unifying image for all the communities we serve (gold lines) across the district (Big W) in a shared commitment to our students (Explore Your Passions, Create Your Success)</i></p>	<p><b>Core Values</b> <i>Drivers of Our Words and Actions</i></p> <p><b>Respect</b> <i>Treat others in the way you want to and should be treated</i></p> <p><b>Collaboration</b> <i>We all do better when we work together</i></p> <p><b>Inclusiveness</b> <i>Accept and connect with others, including those different than me</i></p> <p><b>Optimism</b> <i>Hopeful, confident, and secure in all I do</i></p> <p><b>Resilience</b> <i>Work through challenges and setbacks with courage, persistence, and resourcefulness</i></p>
<p><b>Vision Statement</b> <i>What We Commit to Create</i></p> <p><b>To be a district ONE10 community where each student will:</b></p> <ul style="list-style-type: none"> <li>• <b>Achieve high academic expectations with choice, challenge, relevance, and ownership,</b></li> <li>• <b>Have a sense of belonging and find their place by building meaningful and lasting relationships,</b></li> <li>• <b>Be inspired to explore who they are and can be, and</b></li> <li>• <b>Be excited to be at school and proud to be a part of ONE10 now and into the future</b></li> </ul>	<p><b>Strategic Directions</b> <i>The Focus for Continuous Improvement</i></p> <ul style="list-style-type: none"> <li><b>A. Improving Our Student Learning Structures and Systems</b></li> <li><b>B. Engaging Students in a Shared Responsibility of Their Learning</b></li> <li><b>C. Improving Our Whole Student Supports and Practices</b></li> <li><b>D. Securing and Stewardship of Our Resources: Human, Financial, and Physical</b></li> <li><b>E. Developing A Collaborative Culture and Supportive Practices</b></li> </ul>

**Waconia Public Schools District 110**  
**School Board 3 Year Agenda**

June 4<sup>th</sup>, 2018

<b>Key Governance Roles</b>	<b>2018 – 19 SY</b>	<b>2019-20 SY</b>	<b>2020-21 SY</b>
<b>District Policy</b>	<ul style="list-style-type: none"> <li>• Policy review</li> <li>• Align policies to match our 3 Year Operational Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Policy review</li> <li>• Align policies to match our 3 Year Operational Plan</li> <li>• Upgrade MSBA Phase 3 training</li> <li>• Check diversity policies</li> </ul>	<ul style="list-style-type: none"> <li>• Policy review</li> <li>• Align policies to match our 3 Year Operational Plan</li> </ul>
<b>Operational Oversight</b>	<ul style="list-style-type: none"> <li>• Annual budget approval</li> <li>• Approve annual capital budget</li> <li>• Approve audit</li> <li>• Approve LTFM plan</li> <li>• Approve levy</li> <li>• MTSS staffing study</li> </ul>	<ul style="list-style-type: none"> <li>• Annual budget approval</li> <li>• Approve annual capital budget</li> <li>• Approve audit</li> <li>• Approve LTFM plan</li> <li>• Approve levy</li> <li>• Boundary study</li> </ul>	<ul style="list-style-type: none"> <li>• Annual budget approval</li> </ul>
<b>Board Self-Management</b>	<ul style="list-style-type: none"> <li>• School Board 360 evaluation</li> <li>• Training of new style of strategic planning</li> <li>• Board legislative agenda</li> <li>• Board recruitment and orientation</li> <li>• 4 - 5 seats open</li> <li>• Board 3 Year Agenda</li> <li>• Respond to events that effect board governance work</li> </ul>	<ul style="list-style-type: none"> <li>• School Board 360 evaluation</li> <li>• Board legislative agenda</li> <li>• Training - role of governing 3 Year Plan</li> <li>• Board 3 Year Agenda</li> <li>• Respond to events that effect board governance work</li> </ul>	<ul style="list-style-type: none"> <li>• School Board 360 evaluation</li> <li>• Board legislative agenda</li> <li>• Board 3 Year Agenda</li> <li>• Respond to events that effect board governance work</li> <li>• 3 seats open</li> </ul>
<b>Superintendent Relations</b>	<ul style="list-style-type: none"> <li>• Superintendent evaluation</li> <li>• Superintendent goals aligned with 3 Year Operational Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Superintendent evaluation</li> <li>• Superintendent goals aligned with 3 Year Operational Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Superintendent evaluation</li> <li>• Superintendent goals aligned with 3 Year Operational Plan</li> <li>• Renew Superintendent contract</li> </ul>
<b>Stakeholder Engagement</b>	<ul style="list-style-type: none"> <li>• Educate public regarding financial situation</li> <li>• Educate public regarding community and enrollment growth</li> <li>• Promote school district successes</li> <li>• Update regarding uses of bond referendum \$</li> <li>• Discuss possible Levy vote</li> </ul>	<ul style="list-style-type: none"> <li>• Promote school district successes</li> </ul>	<ul style="list-style-type: none"> <li>• Promote school district successes</li> </ul>

**Waconia Public Schools**  
**District 3 Year Operational Plan DRAFT 3**  
May, 2018

<b>Strategic Directions:</b>	<b>2018-19 SY</b>	<b>2019-20 SY</b>	<b>2020-21 SY</b>
<b>A. Improving Structures and Systems for Learning</b>	<b>Learning Work Initiatives</b> <ul style="list-style-type: none"> <li>High Impact Teaching Strategies (HITS)</li> <li>PLC's for all employee groups</li> </ul>	<b>Learning Work Initiatives</b> <ul style="list-style-type: none"> <li>HITS</li> </ul>	<b>Learning Work Initiatives</b> <ul style="list-style-type: none"> <li></li> </ul>
	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>Standards-based Reporting K-5</li> <li>K-5 Program Planning</li> </ul>	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>PLC's for all employee groups</li> </ul>	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>HITS</li> </ul>
	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>PLC – improve for existing licensed staff, including clear definition and understanding of expectations</li> <li>Guaranteed and Viable Curriculum (GVC)</li> </ul>	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>Standards-based Reporting K-5</li> <li>K-5 Program Planning</li> </ul>	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>PLC's for all employee groups</li> </ul>
<b>B. Engaging Students in a Shared Responsibility of Their Learning</b>	<b>Learning Work Initiatives</b> <ul style="list-style-type: none"> <li>Student Voice in Key Decisions</li> <li>Expanding Student Choices in Learning</li> <li>District Personalized Learning and Student Engagement Model Development</li> </ul>	<b>Learning Work Initiatives</b>	<b>Learning Work Initiatives</b>
	<b>Implementation Work Initiatives</b>	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>Student Voice in Key Decisions</li> <li>Expanding Student Choices in Learning</li> <li>District Personalized Learning and Student Engagement - Secondary</li> </ul>	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>District Personalized Learning and Student Engagement - Elementary</li> </ul>
	<b>Standard Work Practices</b>	<b>Standard Work Practices</b>	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>Student Voice in Key Decisions</li> <li>Expanding Student Choices in Learning</li> <li>District Personalized Learning and Student Engagement Model - Secondary</li> </ul>
<b>C. Improving Our Whole Student Supports and Practices</b>	<b>Learning Work Initiatives</b>	<b>Learning Work Initiatives</b>	<b>Learning Work Initiatives</b>
	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>MTSS Year 1 Plan</li> </ul>	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>MTSS Year 2 Plan</li> </ul>	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>MTSS Year 3 Plan</li> </ul>
	<b>Standard Work Practices</b>	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>MTSS Year 1 Plan</li> </ul>	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>MTSS Year 2 Plan</li> </ul>

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May, 2018

<b>Strategic Directions:</b>	<b>2018-19 SY</b>	<b>2019-20 SY</b>	<b>2020-21 SY</b>
<b>D. Securing and Stewardship of Resources: Human, Financial, Physical</b>	<b>Learning Work Initiatives</b>	<b>Learning Work Initiatives</b>	<b>Learning Work Initiatives</b>
	<b>Implementation Work Initiatives</b>	<b>Implementation Work Initiatives</b>	<b>Implementation Work Initiatives</b>
	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>Stadium Construction</li> <li>Planned Maintenance Process and Projects</li> </ul>	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>Planned Maintenance Process and Projects</li> </ul>	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>Planned Maintenance Process and Projects</li> </ul>
<b>E. Developing A Collaborative Culture and Supportive Practices</b>	<b>Learning Work Initiatives</b> <ul style="list-style-type: none"> <li>Diversity Practices and Structures</li> <li>Parent Communication and Engagement</li> </ul>	<b>Learning Work Initiatives</b> <ul style="list-style-type: none"> <li></li> </ul>	<b>Learning Work Initiatives</b> <ul style="list-style-type: none"> <li></li> </ul>
	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>D110 Hunt for Ideas</li> </ul>	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>Diversity Practices and Structures</li> <li>Parent Communication and Engagement</li> </ul>	<b>Implementation Work Initiatives</b> <ul style="list-style-type: none"> <li>Equity Systems and Practices</li> <li></li> </ul>
	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li></li> </ul>	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li></li> </ul>	<b>Standard Work Practices</b> <ul style="list-style-type: none"> <li>Diversity Practices and Structures</li> <li>Parent Communication and Engagement</li> </ul>

## Waconia Public Schools Theory of Action - DRAFT

April, 2018

If we	believe every student has the ability to learn and achieve to one's highest level,	and
If we	create an environment of belonging and safety,	and
If we	respond to our student's social, emotional and academic needs,	and
If we	build trust and genuine partnerships with all of our students, their parents, and our colleagues,	and
If we	achieve learning through high expectations, effective instruction, and clear outcomes,	and
If we	motivate and inspire our students and share responsibility for their learning,	and
If we	commit to continuous learning and improvement,	
Then	<i>All students will explore their passions and create their success</i>	

Waconia Public Schools  
**Environmental Scan**  
 March 7, 2018

**Edge and Emerging - Key Trends and Influences**

- Generational shifts
- Technology/Social Media
- The courage to try
  - Innovation, creation and design
- High school involvement/activity life of students over work experience
- Growth in community
- Increase in mental health issues

**Established and Ebbing - Key Trends and Influences**

- Growth in community – in new places
- Increased Technology
  - Our work
  - Our communications +/-
  - Our relationships +/-
- Increased involvement and engagement
- Increase and decrease in mutual respect
- Shared accountability
- A lot of effort and expectation of educational success

**Hopes for Strategic Planning Process:**

A Plan that inspires, aligns, and succeeds

- Pride and involvement in 110
- Develop a visionary plan that is flexible, realistic, actionable, supportable and sustainable for x years
- Protect what we have without losing what we want to become
- Individualized learning (learning vs testing well)
- Innovative and diverse student programming
- Creative solutions
- Growth by design
- Continuous improvement
- High quality programming that is rooted in tradition
- Generative culture (junior learning from senior/business partnership)
- Unique offerings at elementary level and middle school

Increased district and community pride, partnership, trust, and connections

- Respect and trust
- Open minded
- Continued pride in our community and schools
- Continued family-focused community
- Genuine receptivity and appreciation for the gift diversity brings to the community
- Reinvigorate small town feel

Improvement in student's experience, learning, and readiness

**Visible Signs of the Hopes Being Realized:**

Measurable signs of progress and growth

- Goals that are measurable
- Retentions of students and attracting high quality staff
- Enrollment rates
- Enrollment increase
- More graduates with post high school career/education plans
- Increased test scores
- Quality measures stay high and improve
- Continued growth
- Goals should be measurable (class size, programs)

Increase in engagement and inclusion

- Reflection
- Evaluation
- Confidence
- Student voice and choice
- Awareness of learning styles and how to study
- Less use of discriminatory language
- Desire to learn new cultures
- Know neighbors and parents in your child's elementary class
- Parent/teacher/student share mutual respect
- Opportunities to explore your passion
- Create curriculum for challenging entire student body

Hopes for Strategic Planning Process:	Visible Signs of the Hopes Being Realized:
<ul style="list-style-type: none"> <li>• Preparing students to be well balanced young adults</li> <li>• Holistic learning</li> <li>• Continuing to ensure that our kids/students are well prepared posthigh school</li> <li>• That a student leaves as a good person and prepared to be successful in their chosen field/work area</li> <li>• Teaching kids healthy relationships, trust, respect boundarieswith community</li> <li>• Grow good well-rounded people (social, emotional, healthy, empowered, intelligent, critical thinkers, citizenships...)</li> <li>• Reach the entire student body comfortably challenging them all through teaching top-notch curriculum “the middle”</li> </ul> <p>A process that is inclusive, creative, and respectful</p> <ul style="list-style-type: none"> <li>• Engagement</li> <li>• Community engagement outside of just parents (more volunteers)</li> <li>• Process provides clarity for community visions reflecting our values</li> </ul> <ul style="list-style-type: none"> <li>• Maintain a high level of excellence in all areas</li> </ul>	<p>Increased consistency in structures, work, culture, practices and experience across district</p> <ul style="list-style-type: none"> <li>• Equity in programming and activities with growth and vision</li> <li>• Balanced curriculum focus with problem solving</li> <li>• Responsible use of resources</li> <li>• Summer and year-round options, opportunities</li> <li>• Grading across departments</li> <li>• Developed curriculum</li> <li>• Diligent work toward vision – ongoing though the year</li> <li>• Resources (\$) available able</li> <li>• Progress in programs (tennis, aquaponics, robotics, facility growth)</li> <li>• Equality in programming and activities with growth &amp; vision</li> <li>• Process and policy established to teach and empower core values</li> </ul> <p>Increase in district / community celebration and pride</p> <ul style="list-style-type: none"> <li>• Parades, homecomings, school rallies, celebrations, relationships</li> <li>• Well-organized community</li> <li>• Career day, job shadowing, expanded partnerships</li> <li>• Strong partnerships: parent, school, community, business, others</li> <li>• Alumni are successful in their chosen fields</li> <li>• Well communicated plan earns support (voting and events)</li> <li>• Well-rounded students and citizens</li> <li>• Community engagement</li> <li>• Positive energy</li> </ul>





# WACONIA PUBLIC SCHOOLS - ISD110

## Strategic Roadmap

### MISSION STATEMENT

Our Core Purpose

- ▶ ISD110 empowers students to explore their passions and create their success by providing opportunities for academic, social, and emotional growth.

### CORE VALUES

Drivers of Our Words and Actions

- ▶ **Respect**  
We honor the perspectives of others and we own our individual actions.
- ▶ **Collaboration**  
We work and learn together.
- ▶ **Inclusiveness**  
We reach beyond ourselves to value and connect with others.
- ▶ **Empathy**  
We respond to others with authentic care.
- ▶ **Resilience**  
We work through challenges and setbacks with courage, persistence, and optimism.

### VISION STATEMENT

What We Commit to Create

ISD110 students will:

- ▶ **Achieve academic success** through choice, rigor, and relevance
- ▶ **Be Inspired** to explore who they are and who they will become
- ▶ **Feel they belong** in school and in the community

**WEareONE10!**

### THEORY OF ACTION

Our Commitment to Continuous Learning

If we...

- ▶ **Believe** all students have the ability to learn and achieve to their potential, and
- ▶ **Create** an environment of safety and belonging, and
- ▶ **Respond** to our students' social, emotional, and academic needs, and
- ▶ **Build** trust and genuine partnerships with students, parents, and colleagues, and
- ▶ **Achieve** learning through high expectations, effective instruction, and established outcomes, and
- ▶ **Inspire and engage** students through a shared responsibility for learning, and
- ▶ **Commit** to continuous learning and improvement, **then all students will...**

**...EXPLORE THEIR PASSIONS and CREATE THEIR SUCCESS!**



# DELIVERING ON OUR MISSION

## DESIRED DAILY EXPERIENCES

