

Auburn School District Strategic Plan Committee Meeting #5

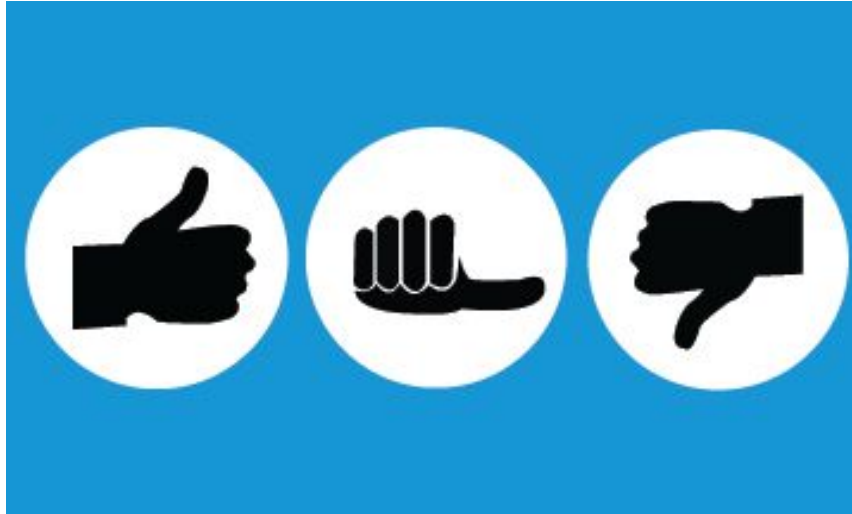
May 4, 2022



AGENDA:

Consensus Model for:
Vision/Mission/Commitments
Definitions of the 5 E's
Think & Talk Time on Draft

Consensus Model



Revised Vision Statement: Our Aspirations



Each student having an educational experience in which they are seen and valued for who they are now, while developing their full academic and social potential to prepare them for the future they choose



Mission Statement

Mission: Our Common Work on Behalf of Students and Families

In a culture of equity and excellence we engage, educate and empower each student for success beyond graduation.



Revised Beliefs-Now Commitments

- We commit to provide a rigorous, comprehensive, culturally responsive education, from preschool to high school graduation so there is equity and excellence for each student.
- We commit that each staff member is responsible for each student to meet grade level standards.
- We commit to a physically, emotionally and socially safe and caring learning environment that embraces diversity and respects self and others.
- We commit to personalized educational pathways to college, career or trades that are developed collaboratively with staff, students and their families.
- We commit that every adult in the district serves as a mentor to students
- We commit to students, families and staff thriving in a community rich with partnerships, support and resources while attending the ASD and after graduation.
- We commit to a workforce that reflects and supports the diversity of our students and families.

Equity: Defined

EQUITY is each student having an educational experience in which they are seen and valued for who they are now, while developing their full academic and social potential to prepare them for the future they choose.

Excellence: Defined

EXCELLENCE is a commitment to delivering the highest quality experience for students, families, staff and the community.



Engage, Educate, Empower: Defined

We **ENGAGE** students, families, staff and the community in partnerships for student success.

We **EDUCATE** with rigorous instruction and a breadth of options.

We **EMPOWER** students and staff with the skills, passions and creativity to thrive now and in the future.



Dream Weavers

Q: What does weaver of dreams mean?

A: When you become the Dream Weaver, you take what you dreamed and connect it to your life.

Priorities from 4/20

- Professional development
- Prepare for & evaluate beyond graduation
- Life-ready skills (financial, communication, technical, emotional intelligence)
- Welcoming to families, students and staff
- Meet grade level and content area standards
- Experiential learning at all levels
- Prepare for college and career
- System navigation
- Collaborative problem solving
- Effective communication
- Fiscal stewardship & alignment of resources
- Culturally responsive practices
- Safety: Social, emotional & physical safety and wellness
- Creating spaces and partnerships to hear from our students and families
- Inclusive practices, asset based, emerging bilingual families
- Accountability
- Diverse staff

EQUITY MOUNTAIN

Cultivating A Culture Of Equity
Across The Auburn School District

OUTCOMES

- Inclusive school and work cultures for families, students and staff.
- Raise the opportunity and achievement of all students while narrowing the gaps between the highest and lowest achieving students.
- Eliminate racial disparity and disproportionality in all aspects of the educational and administration systems.
- Each student graduates ready to succeed in a local, national, and global community that is racially and culturally diverse.

Examining Self and Innovating Structures and Systems

How do we continue to develop our personal, professional, and institutional journey together in support of our students?

Equity Teams

How do we organize ourselves collectively and build relationships in our schools and across our district in order to be creative and productive stewards of equity?

Culturally Responsive Practices for Support, Leadership and Teaching

How do we uplift our overall practices to have the most relevancy and impact for growth and learning?

Recruitment, Hiring and Retention of Staff of Color and Other Diversity

How do we ensure our values of equity, inclusion and excellence are reflected in the diverse composition of our staff?

Family and Student Partnerships

How do we develop and sustain an intergenerational coalition that engages the wisdom of the entire community?

RACIAL EQUITY PROTOCOL

1. Who are the racial and ethnic groups affected by this policy, program, practice, or decision? What are the potential impacts on these groups?
2. Does this policy, program, practice, or decision ignore or worsen the existing disparities or produce unintended consequences?
3. How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice, or decision?

7 PRINCIPLES OF CULTURALLY RESPONSIVE PRACTICES

1. Students are affirmed in their cultural connections.
2. Teachers are personally inviting.
3. Learning environments are physically and culturally inviting.
4. Students are reinforced for academic development.
5. Instructional changes are made to accommodate differences in learners.
6. Classroom is managed with firm, consistent, loving control.

We are successful when:



- Families, students and staff are thriving and belong.
- Access to opportunities and achievement of each student is raised.
- Resources align so each student graduates ready to succeed in a diverse world.
- All stakeholders have equitable experiences and outcomes across the system.

Foundational Strategies:

- Culturally Responsive Practices for Teaching, Support & Leadership
- Family, Student and Staff Partnerships
- Skilled, Diverse Staff that Reflects the Community
- Innovative Systems and Structures



Foundation 1: Culturally Responsive Practices for Teaching, Support & Leadership

- A welcoming environment for families and students
 - Culturally responsive practices
 - Students meeting grade level and content area standards
 - Experiential learning at all levels
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**Evergreen Heights
students at recess**



Foundation 2:



Family, Student and Staff Partnerships



- A safe environment (physical, emotional, social, wellness)
 - Students learning life-ready skills (financial, communication, technical, emotional intelligence)
 - Preparing each student for college, career and beyond graduation
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Foundation 3:
**Skilled, Diverse Staff that Reflects
the Community**



- A welcoming environment and support for staff
 - Professional development to achieve the strategic priorities
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Foundation 4:

Innovative Systems and Structures



- Fiscal stewardship & alignment of resources to support the strategic plan
 - Assisting students and families with system navigation
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Think About....

Is anything missing?

Does this plan meet the community's needs?

Are the topics most important to you reflected in this?

What else do you need from us ?

NEXT MEETING: Wednesday May 11



HOMEWORK: What work would you expect us to be doing to fulfill these priorities? Come prepared to provide specific strategies. We want everyone's ideas!

FEEDBACK LOOP: We are working on a way for you to bring the almost-final plan to your stakeholders for feedback.