



# **Supporting the Mission: Strategic Planning in Action**

Bob Stokes, Director State & District Partnerships

**Marion County School Board Meeting**

**August 8, 2024**

# Outcomes from last year

- Reviewed, revised and validated the new mission and vision statement.
- Examined key characteristics of the Profile for Success.

# Proposed work to continue

- Determine Goals, Objectives, and Action Steps to achieve the vision of Marion County Schools
- Brainstorm priority descriptors, related experiences, and key data points for each characteristic within the Profile of Success for each grade band.

*Work towards these items was launched late last spring.  
Focus Teams formed and should meet regularly to continue the process.*

# Connecting the work with the Strategic Plan in MCPS.



# MCPS Mission Statement

To build a dedicated community focused on preparing learners for academic and career success.

# MCPS Vision Statement

Marion County Schools will ensure that every student has the skills and knowledge necessary to thrive.

# What's in a word?

## Vocabulary lesson:

- Mission – What the district is compelled to do every day, all day.
- Vision – What will the future look like if we accomplish our mission.
- Priorities – the 3-5 things that mean the most to the district stakeholders.
- Components – The specifics around the priorities that drive our goals for operational imperatives.

# Guiding questions to consider

- What are the hopes, dreams, and aspirations that our community has for our young people?
- What are the skills and mindsets that our children need for success in this rapidly changing and complex world?
- What are the implications for the design of the learning experiences – and equitable access to those experiences – we provide in our school?

- Battelle for Kids, 2018



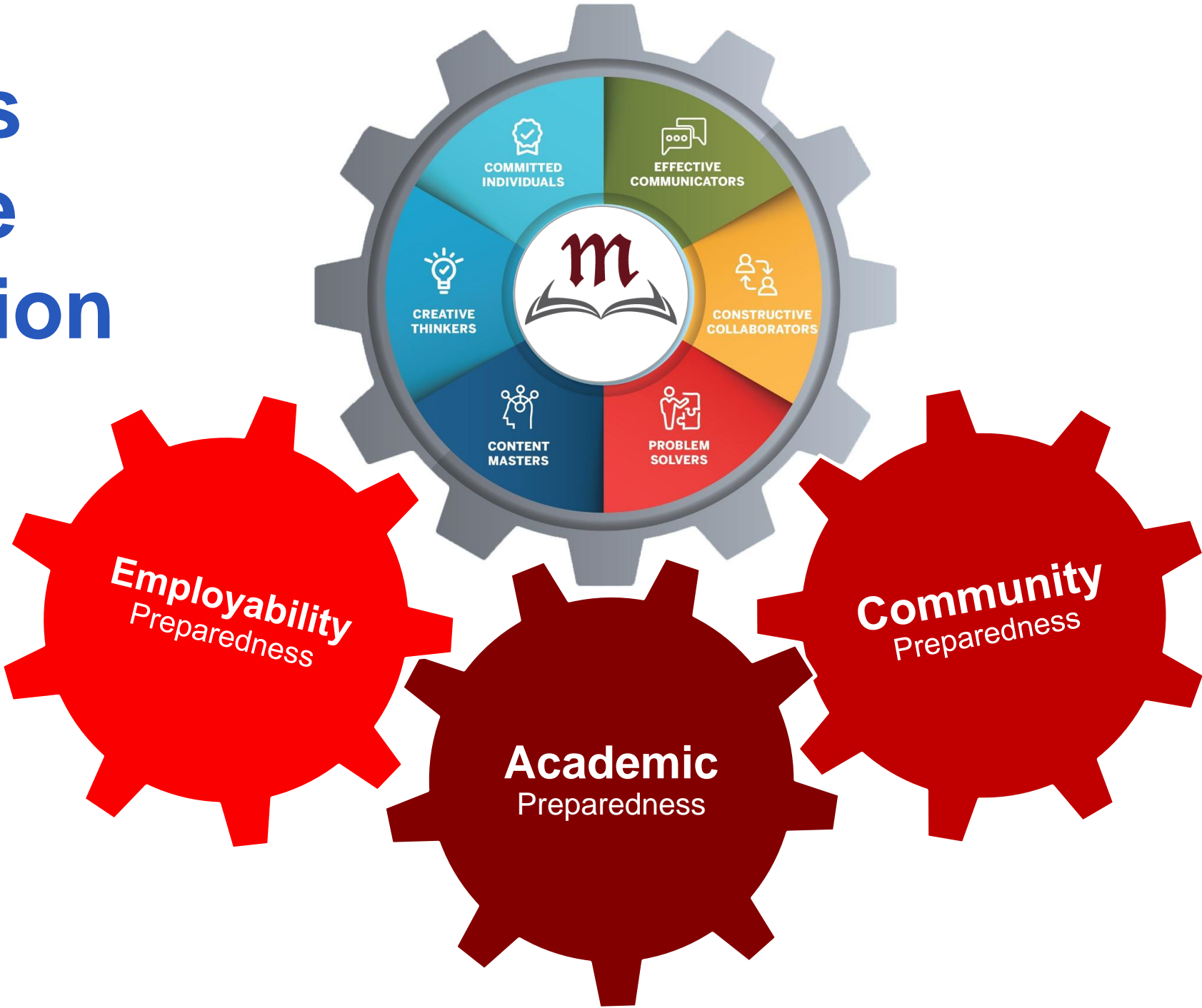
# Compilation of survey results indicate the priorities of the stakeholders include:

- High Expectations for Students
- High Quality Curriculum
- CTE Courses/programs
- Authentic Learning Experiences
- Academic support
- Using data to make adjustments in programs and to determine effectiveness
- Maintaining a positive culture and climate
- Development of Student Employability Skills
- Development of Teachers and Leaders
- Recruitment and retention of staff
- Parent and Community Engagement

# Compilation of interview responses indicate the priorities of stakeholders include:

- Equipping students for success in college and career
- Student achievement and readiness
- Career Preparation and pathways
- Providing experiential learning opportunities
- Fostering life skills and a sense of belonging
- Building strong collaborative partnerships with business and industry
- Enhancing communication and parent involvement
- Building community engagement and trust
- Recruitment, development, and retention of staff

# Priorities Form the Foundation



# Portrait of a Graduate

- Provides a vision for success
- Focuses on the student – concrete indicators
- Continuously communicated
- Used in decision-making
- Teachers/leaders identify data for collection; artifacts documenting mastery and use to align curriculum to ensure skills are taught at all levels

## PORTRAIT OF A GRADUATE

**MARION COUNTY**  
Public Schools

**EFFECTIVE COMMUNICATORS**  
A Knight first listens and then speaks and writes clearly, precisely, and purposefully to inform, influence, motivate, or entertain.

**CONTENT MASTERS**  
A Knight is intentionally learning, building knowledge, developing new skills, growing from mistakes, and applying these learnings to new situations.

**CONSTRUCTIVE COLLABORATORS**  
A Knight listens with empathy, is committed to shared success, gives and receives feedback, builds partnerships within diverse groups, and takes responsibility for not only themselves, but also their team.

**CREATIVE THINKERS**  
A Knight imagines, improvises, takes risks, challenges assumptions, suspends judgement, and adapts to new challenges to create unique ideas and produce beautiful work.

**PROBLEM SOLVERS**  
A Knight thinks critically, asks questions, and uses evidence to develop potential solutions, critique ideas, support claims, and make informed decisions.

**COMMITTED INDIVIDUALS**  
A Knight is persistent and self-directed, manages impulses, engages in healthy practices and relationships, and persists to overcome barriers and continuously improve for the benefit of the broader community.

Marion County, Kentucky

# Strategic **Priorities** of Marion County Schools:

- In connection to the existing COMPONENTS from Portrait of a Learner...
- **Academic Preparedness**
  - Content Masters
  - Creative Thinkers
- **Employability Preparedness (Future Ready)**
  - Effective Communicators
  - Problem Solvers
- **Community *Preparedness***
  - Constructive Collaborators
  - Committed Individuals



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# Connection to the Existing Portrait

Change to Portrait of a Learner and change verbiage to include specific variations for each grade level.

# Priority Focus Teams

- Academic Preparedness
- Employability Preparedness
- Community Preparedness



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# Academic Preparedness

## Content Masters

- CDIP Requirements
- Reading, Math, Science, Social Studies, and Writing
- Achievement Gap, ELL Progress

## Creative Thinkers

- Accepts challenges
- Creates new ideas
- Ready for future changes



# Employability Preparedness

## Effective Communicators

- Reading, Writing, Speaking, and Listening
- Variety of audiences and purposes

## Problem Solvers

- Project-based Authentic Learning
- Career Technical Education
- Work-based Learning

# Community Preparedness

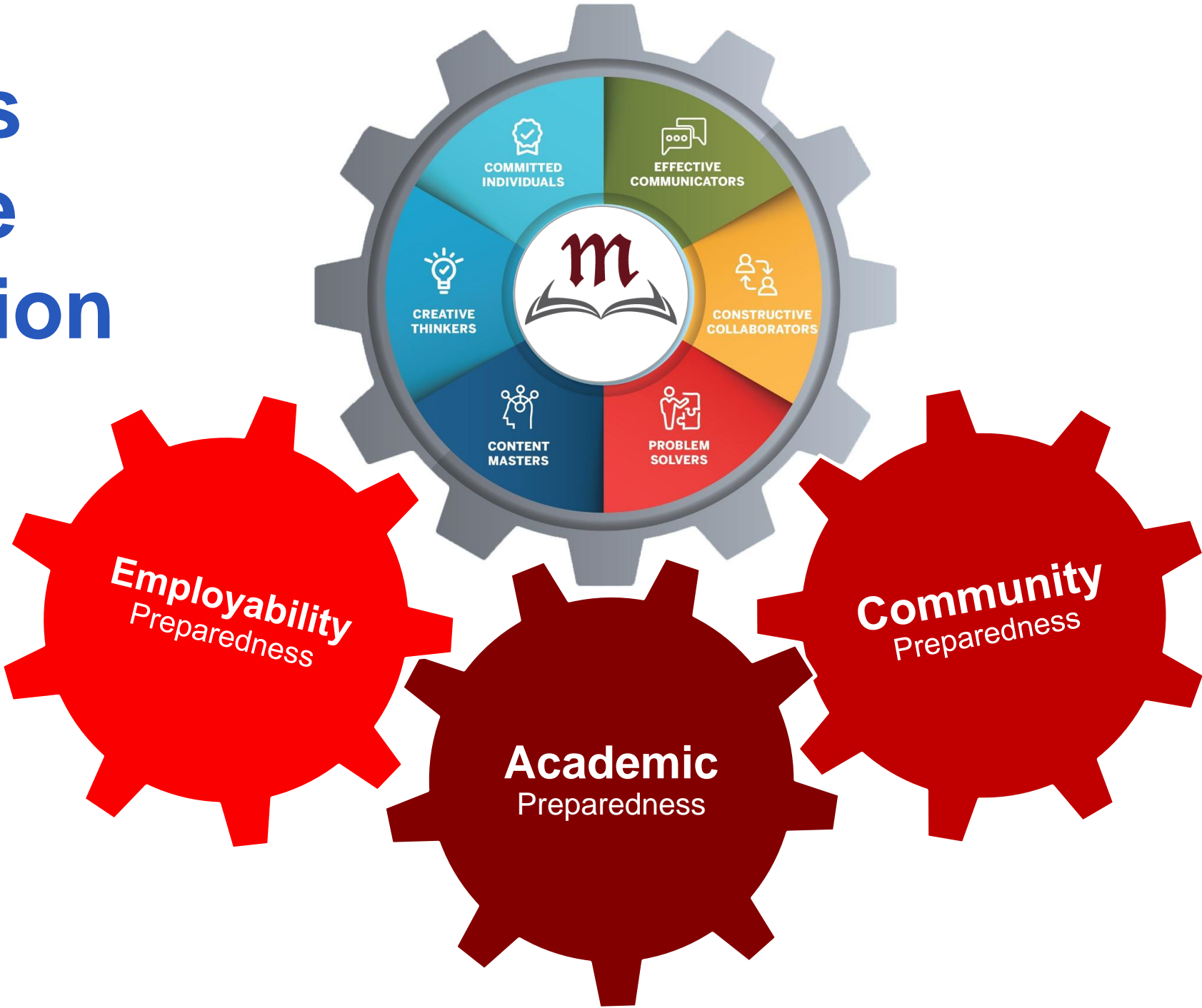
## Constructive Collaborators

- A contributing member of a team
- Gives and receives feedback
- Accepts responsibility

## Committed Individuals

- Exhibits good behavior in all environments
- Self awareness and advocacy
- Community awareness and projects

# Priorities Form the Foundation



# Next Steps

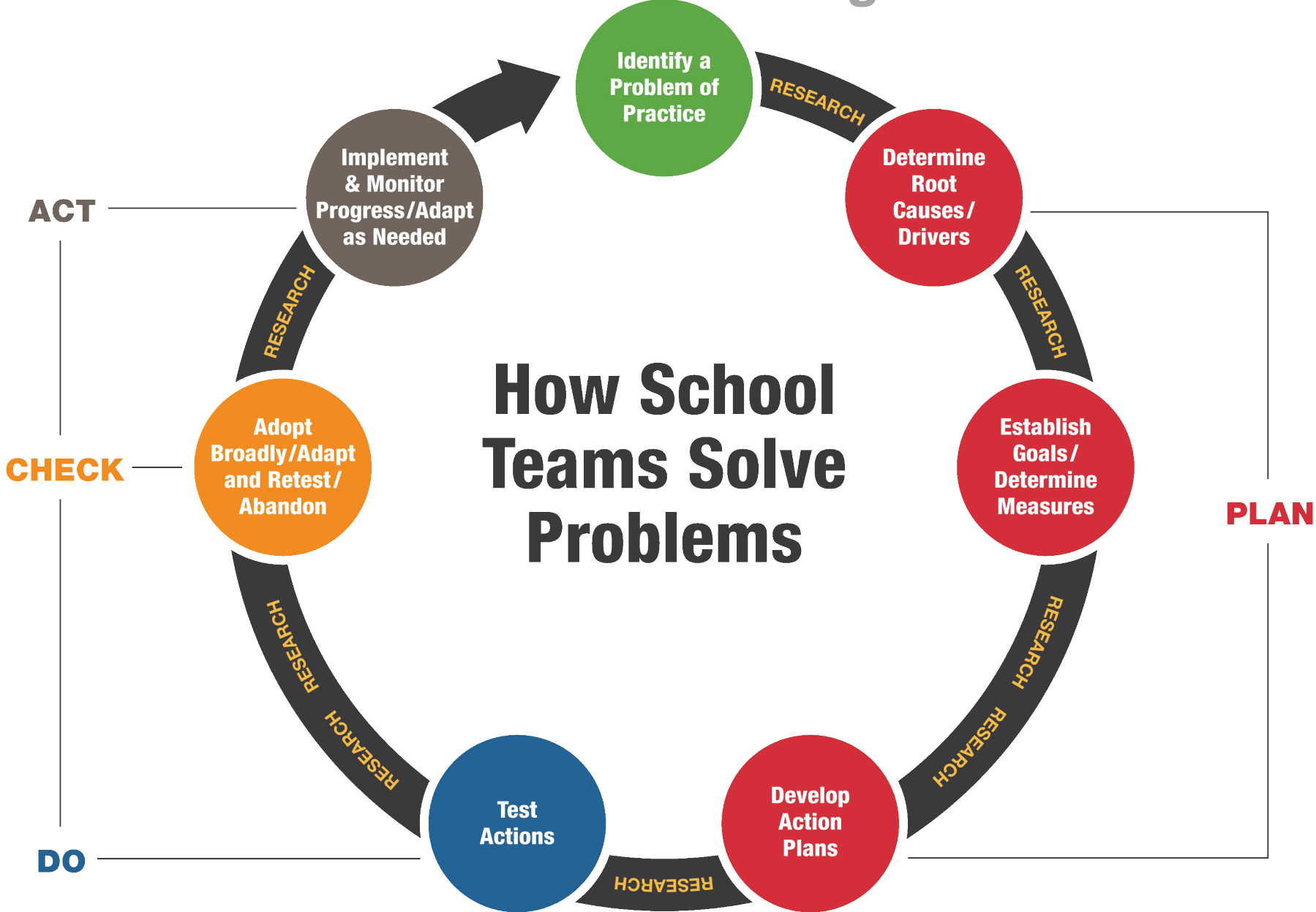


# Communicate the Goals of the Priorities

Clarify the intention of the priority and make connections to the Mission.

- Create an overview of each priority.
  - Describe what successful implementation of each will look like at each grade band (including post-graduation).

# SREB Problem-Solving Process



# Final Tips

- Schools that make the greatest gains continue the process
- Leaders and Building Leadership Teams set expectations for the process
- Don't jump straight to actions; Use the problem-solving process
- It is OK to test and abandon

SREB

Thank You

For More Information:

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