

Good Afternoon! As you get settled in, enjoy some candy and on your name tag please record the following:

Ideal vacation location

What song can you not resist singing along to when you hear it?

Name

Relationship with CRSD

What is one word that describes how you feel about the next strategic plan?

If you had to eat one meal everyday for the rest of your life, what would it be?





CRSD Strategic Plan Steering Committee Meeting #5



September 13, 2022



Welcome!

Dr. Christine Alois
Superintendent



Get to know each other



Introduce yourself to your partners, share your relationship(s) with the district, and share your response to the following:

If you could wake up tomorrow having gained any one quality or ability, what would it be?

Today's Goal

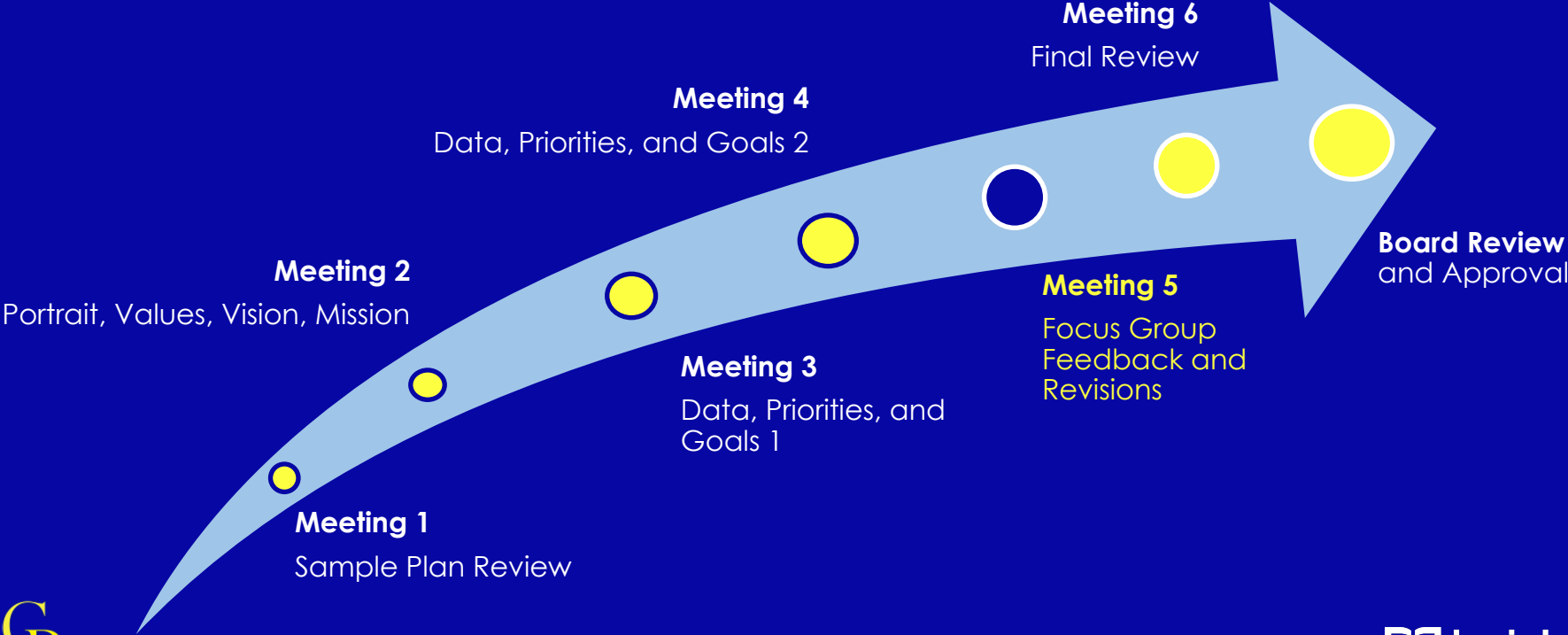
Review and react to focus group feedback and elevate considerations for final revisions to the plan.



Agenda

| | |
|----|----------------------------------|
| 01 | Welcome and Introductions |
| 02 | Goals, Agenda, and Session Recap |
| 03 | Focus Group Feedback |
| 04 | Considerations for Components |
| 05 | Wrap Up and Next Steps |



CRSD Process



Session #4 Recap



Feedback From Session #4

| I appreciate...  | I wonder...  |
|---|--|
| <ul style="list-style-type: none">• Collaborating with a diverse group that changes each time we meet.• Time spent looking closely at the data.• Working towards a common goal.• Pacing and the variety of activities during the sessions. | <ul style="list-style-type: none">• How the focus groups will inform our next steps.• How the priorities will look when it's presented.• How to understand the data from the pandemic.• How the draft is coming along |

Recap From Session #4

Priorities from Steering Committee:

- Invest and empower our people - 14
- Mental and Social Wellness - 13
- Early Childhood - 11
- Expanding resources for underperforming students - 8
- Diverse students need innovative supports - 5
- Encourage low-income students to take AP courses - 3
- Access and opportunities - 2
- Academics, mental health and equity - 2
- Evaluate and refocus resources - 1
- Academics - 1
- Effective strategies and methodologies
- Specific data set analysis
- ELA/Math intervention
- Supporting AA students to increase pass rate



Recap From Session #4

- Reviewed a number of data sets that provided comparisons to previous years.
- Based on the data, identified the emerging priorities.

Focus Group Feedback



Focus Group Debrief

Conducted 11 focus group meetings with a variety of stakeholders, including:

- Staff
- Students
- Parents
- Business and Community Leaders

Feedback Review

After reviewing the focus group feedback for each component, reflect on the following:

Are there any other considerations needed?

Core Values

Set of beliefs that drive all behaviors of the district

The Rider Community upholds a set of strong core values that drive our culture and actions towards ensuring that each Rider has access and opportunity.

- We are committed to putting students at the forefront of our decision-making and serving our community with respect, honesty, and sincerity.
- We celebrate the diversity of our community by ensuring that each individual has the unique resources and support they need to thrive in school and life.
- We embrace each individual and foster a sense of belonging and significance by recognizing their differences and unique perspectives.
- We bring positive energy to our work and into our schools so that we can create warm and welcoming environments for all.



Core Values - Suggested Edits

The Rider Community upholds a set of strong core values that drive our culture and actions towards ensuring that each Rider has access and opportunity.

- We **commit** to putting students at the forefront of our decision-making and serving our community with respect, honesty, and **sincerity**.
- We celebrate the diversity of our community by ensuring that each individual has the unique resources and support they need to **thrive in school and in life**.
- We embrace each individual and foster a sense of belonging and significance **by recognizing and supporting** their differences **and perspectives**.
- We bring positive energy to our work and into our schools so that we can create warm and welcoming environments for all.



Core Values

Likes

- Students are the focus
 - "Realignment didn't feel student focused; this feels much better"
- Inclusive of all students as individuals
- Focused on diversity, equity, community, positivity, and a sense of belonging
- Comprehensive
- Represents what we have been doing/trying to do in CR for a long time
 - "I want to get behind a district doing these things"
- Broad yet targeted
 - Can be taken on individually by every department and stakeholder group
- The phrase "thrive in life"

Considerations

- Bring student voice into the conversation more explicitly and more regularly
- Celebrating individuality is geared towards specific groups of people but not all students
- Support/inclusion of all students is inconsistent
- Positivity needs to be felt by the students, who can tell that the teachers are under stress
- Add commitment to safety - students having a safe place to learn
 - This might be implied but saying it explicitly would be impactful
- Might be too vague and/or generalized
- How is the district reaching out to other communities (especially parents/families less connected to the district) to get their feedback and input?



Portrait of a Rider

The characteristics, traits, and attributes the community would like Riders to have after finishing their schooling

Rider PRIDE means:

| | |
|------------------------|---|
| Problem-Solving | Riders use their academic skills, resourcefulness, innovation, and creativity to tackle challenges in their lives. |
| Responsibility | Riders act with a strong sense of purpose and self-regulation while holding themselves and others accountable. |
| Independence | Riders demonstrate the ability, confidence, and communication skills to navigate their world and the pressures that they face in life. |
| Determination | Riders have the resilience to overcome adversity and pressures that they face in life. |
| Empathy | Riders are compassionate individuals who see all sides of the problem and value others' perspectives before seeking a solution or acting. |



Portrait of a Rider

The characteristics, traits, and attributes the community would like Riders to have after finishing their schooling

Rider PRIDE means:

| | |
|------------------------|---|
| Problem-Solving | Riders use their academic skills, resourcefulness, innovation, and creativity to tackle any challenges they may face in life. |
| Responsibility | Riders act with a strong sense of purpose and self-regulation while holding themselves and others accountable. |
| Independence | Riders demonstrate the ability, confidence, and communication skills to navigate their world. |
| Determination | Riders have the resilience to overcome adversity and confront potential obstacles or barriers to success. |
| Empathy | Riders are compassionate individuals who see all sides of the problem and value others' perspectives before seeking a solution or acting. |



Portrait of a Rider

Likes

- The identification of empathy and determination as characteristics
- The use of resilience, sense of purpose, and innovation in descriptions
- PRIDE is such a strong representation of the community
- Really important that it is inclusive of all students
- Exemplifies and depicts the product we are trying to create in students
- Good overall

Considerations

- How is this going to be utilized?
- Schools use PRIDE for their PBIS programs and that may cause confusion - maybe use RIDER instead?
- Replace "self-regulation" with something else - maybe confidence - or remove it altogether.
- Consider using stronger characteristic words: compassion instead of empathy; resilience and innovation (listed in descriptions, but should be highlighted)
- Schools aren't just people-centered, they are part of a community - the verbiage here should speak to the connection to the world around our students and ensuring they have a locus of control
- Underwhelming
 - Generic
 - Heavy on buzzwords ("strong sense of purpose and self-regulation" - what does this mean?)
 - Being a CR graduate means something here - CR is big on pride, leadership, setting a good example...don't see or feel that here



Priorities

Broad focus areas for the district over the next 3-5 years

The Caesar Rodney School District is committed to focusing on the following impactful areas to provide all students with quality educational opportunities.

- **Meeting the Needs of the Whole Child**
 - School safety
 - Student wellness, restorative practices, Social and Emotional Learning (SEL), code of conduct, Multi-Tiered Systems of Support
- **Educational Equity for All Students**
 - Access to programming
 - Resource allocation
 - Early childhood
 - Evaluate programs
 - Create conditions for all students to have the support they need to thrive in CRSD
- **Engaging the CRSD Community**
 - Elevate stakeholder voice
 - Increase transparency and accountability
- **Investing In and Empowering Our People**
 - Recruitment and Retention Efforts
 - Leadership pipeline
 - Professional development
 - Input into decisions
- **Aligning Programs, Facilities, and Resources**
 - Strategic use of facilities and staffing
 - Facilities assessment for programming use
 - Evaluate Immersion Re-organization / staffing / bus



Priorities

Overall Feedback

- Generally, the five main areas shared are the right ones
- Consider focusing on building more meaningful connections with various stakeholder groups
 - Students reported that connections are lacking with staff
 - Community members felt there's not much/enough about reaching out, forming broader, 2-way connections to the outside and that engaging the community is important.
 - Parents highlighted a need to more explicitly call out welcoming, encouraging, and fostering their involvement
- Communication was highlighted in multiple groups
 - Website needs to be more user friendly
 - Update and streamline communication with families through new technology (currently feels patchwork and antiquated - yellow cards, inconsistent calls, etc.)



Vision

What the district aspires to do

Option One

Caesar Rodney will provide a safe, equitable, and nurturing learning environment to foster the intellectual, social, emotional, and physical development of all students. We will create a community of learning where our students feel valued, supported, challenged and respected, and where differing needs are acknowledged, accepted and met.

Option Two

The CRSD is committed to creating a safe, engaging learning environment that provides all students with the skillsets to achieve their full potential.

Vision - Feedback

Like what Option 1 says but it's too long for a vision - and while Option 2 is shorter, it doesn't seem to get there in terms of what we want to do

| Option 1 Feedback | Option 2 Feedback |
|--|--|
| <p>Likes the first half - just use first sentence Likes focus on various types of development More focused on the here and now work Feels like it is trying too hard A lot of good stuff, but it is a lot First instinct was not to read all of it because it is so long Longer, but gives more detail Similar to ideas in core values Even though it is wordy, it says it all</p> | <p>Short and sweet Gets right to the point - right where it needs to be Not specific enough; maybe include types of development, respect, strong individuals More future-focused; where we are trying to get students Feels vague and a bit generic Need to name the skillsets Succinct, but missing some things More community-friendly</p> |

Powerful Words/Phrases

full potential; engagement; community of learners; all students; social development; skillsets to achieve their full potential; where differing needs are acknowledged, accepted and met



Vision

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Option Two

The CRSD is committed to creating a safe, engaging learning environment that provides all students with the skillsets to achieve their full potential.

New - Based on feedback

CRSD is committed to creating a safe and engaging learning community, where all students will feel valued, supported, challenged and respected.



Mission

What is unique about who the district is, what it does, and who it serves

Option One

The Caesar Rodney School District is proud to serve a diverse community and is passionate about empowering confident, well-rounded, and lifelong learners through a focus on relationships, belonging, high expectations, and opportunities for intellectual, social, emotional, and physical development.

Option Two

The Caesar Rodney School District is dedicated to preparing all students for a successful, purposeful, productive life by providing quality educational opportunities for all students to achieve their full potential academically, socially, and emotionally.



Mission - Feedback

| Option 1 Feedback | Option 2 Feedback |
|--|--|
| <p>Wordy and not as easy to understand Doesn't feel like a mission statement Mirror the use of physical development in Option 2 More focused on the here and now work Like this because of the focus on building relationships and empowering students</p> | <p>More succinct and flows better More professional More future-focused; where we are trying to get students More foundational - what the district is trying to do Likes the focus on well-rounded development Vague</p> |

Powerful Words/Phrases

proud; passionate; well-rounded citizens; empowering; academic, social, and emotional; empowering confident, well-rounded, and lifelong learners; high expectations; dedicated; serve



Mission

What is unique about who the district is, what it does, and who it serves

Option One

The Caesar Rodney School District is proud to serve a diverse community and is passionate about empowering confident, well-rounded, and lifelong learners through a focus on relationships, belonging, high expectations, and opportunities for intellectual, social, emotional, and physical development.

New - Based on feedback

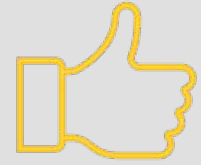
The Caesar Rodney School District is a proud and passionate district, dedicated to preparing all students for a successful, purposeful, productive life by providing quality educational opportunities for all students to achieve their academic, social, and emotional potential.



Option Two

The Caesar Rodney School District is dedicated to preparing all students for a successful, purposeful, productive life by providing quality educational opportunities for all students to achieve their full potential academically, socially, and emotionally.

Session Feedback



I appreciate...



I wonder...

Questions & Answers





Next Session:

September 28th (4:30pm-6:30pm)

Focus:

- **Provide reactions to completed plan**
 - **Review goals aligned to the priorities**
 - **Discuss next steps**
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