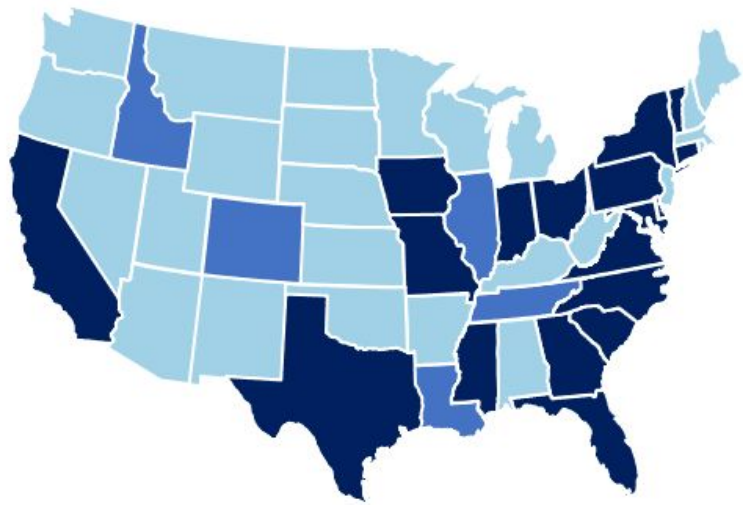


STRATEGIC PLAN BOARD UPDATE

DECEMBER 1, 2022





Insight's impact on education in the US and internationally

20+

States & DC

250K

Educators

4M

Students

\$500+M

Grants Won for Districts

Shaping public education to help every student realize their amazingness.



Maplewood Richmond Heights School District

Today's Big Goals

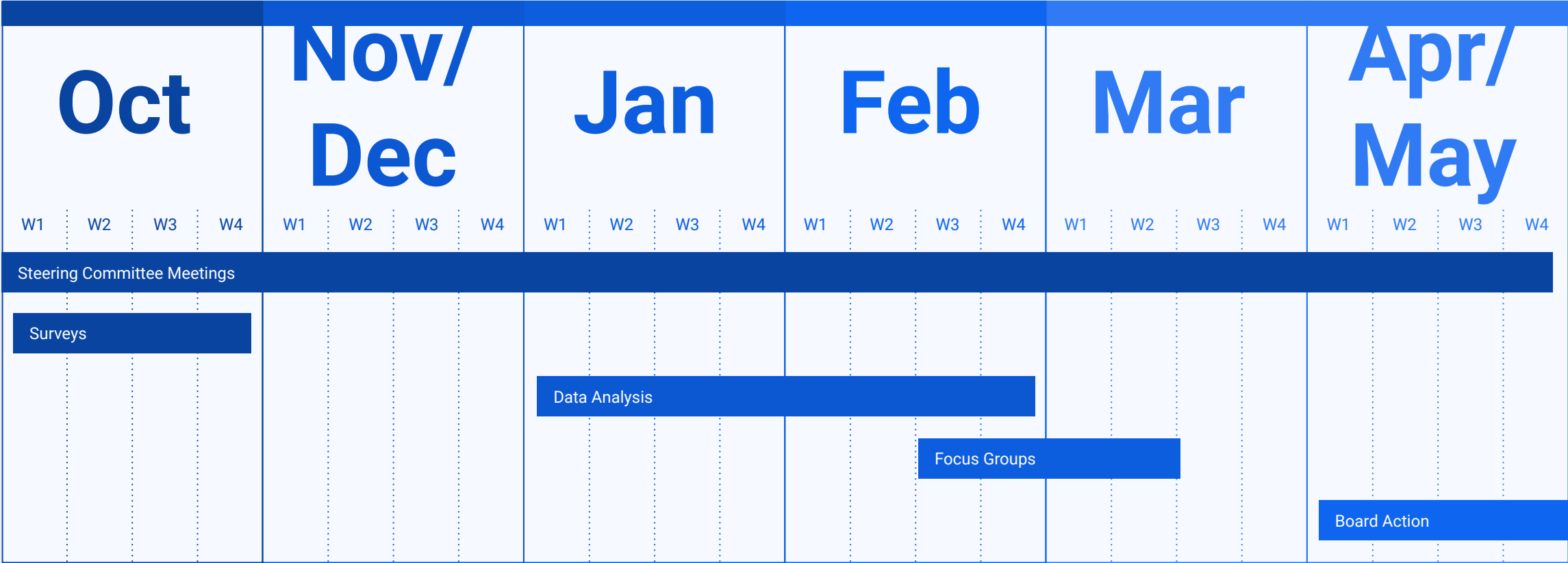
Provide an update on the strategic planning process.

Refine the draft core beliefs, vision, and mission for the Maplewood Richmond Heights School District.



Strategic Planning Process Update

Strategic Plan Timeline



▲ LOREM



Strategic Planning Stakeholder Survey Results



MRH Strategic Planning Stakeholder Survey Findings

Participants	
Community Member	16
MRH Employee and Parent/Caregiver/Guardian	17
MRH Employee	91
Parent/Caregiver/Guardian	205
Student	216
Total	545



MRH Strategic Planning Stakeholder Survey Findings

What should MRH prioritize in the next 3-5 years as part of their next strategic plan?

1. Mental Health/Social Emotional Wellness
2. Educational equity for all students
3. School safety
4. High school readiness, graduation and post-graduate success
5. Employee recruitment and retention



MRH Strategic Planning Stakeholder Survey Findings

MRH Hopes and Dreams (Students)

- A place where every student can learn regardless of their background
- For all graduates to find success after graduation (career or college)
- All students have access to the same learning opportunities
- High quality and helpful teachers
- Equitable and safe schools
- Quality education and educational programs



MRH Strategic Planning Stakeholder Survey Findings

MRH Hopes and Dreams (Non-students)

- Achieve academic excellence (increased rigor and innovation, high achieving students)
- Equitable, inclusive learning environment developing the whole student (Social-Emotional Learning)
- Increased district diversity
- Resource support for students and teachers for success
- High quality teacher recruitment and retention
- School building safety
- Access to academic opportunities for all students
- Source of pride for graduating students



Core Values

What is a Core Value?

A value is a way of being or belief that we hold most important. Living into our values means that we do more than profess our values, we practice them. We walk our talk – we are clear about what we believe and hold important, and **we take care that our intentions, words, thoughts, and behaviors align with those beliefs.**

- Brené Brown



What is a Core Value?



Accessed online from [Futures Without Violence](#)

Core values direct the behavior and decision-making of an organization's employees.

Feedback from Steering Committee



MRHSD Draft Core Values

- Courage
- Inspiration
- Success
- Belonging
- Integrity

*Equity will be embedded in all core values.



Feedback on the MRH Draft Core Values

What they liked:

- Courage
- Belonging
- Equity not being called out explicitly, but showing how it is woven into everything the district does
- Integrity
- Belonging / Diversity
- Belonging
- Courage
- Equity being interwoven
- Belonging



Feedback on the MRH Draft Core Values

Ideas for Strengthening:

- Define what you mean by success, courage, integrity, etc.
- Success can be subjective
- Show how and where we need courage
- Consider combining integrity and courage into the term “leadership”
- Add descriptors for each term
- Belonging should not be perceived to mean conforming
- Celebrate individuality and consider weaving that into “belonging”
- Students first
- Joy
- Wellness
- Excellence



MRHSD Draft Core Values

- **Courage**
- Inspiration
- Success
- **Belonging**
- **Integrity**

***Equity will be embedded in all core values.**

Bolded items are items the Steering Committee really liked.

Ideas for Strengthening:

- Add definitions - some of these words can be subjective (success)
- Could combine Courage and Inspiration into “Leadership”
- Consider adding Students First, Joy, Wellness, or Excellence

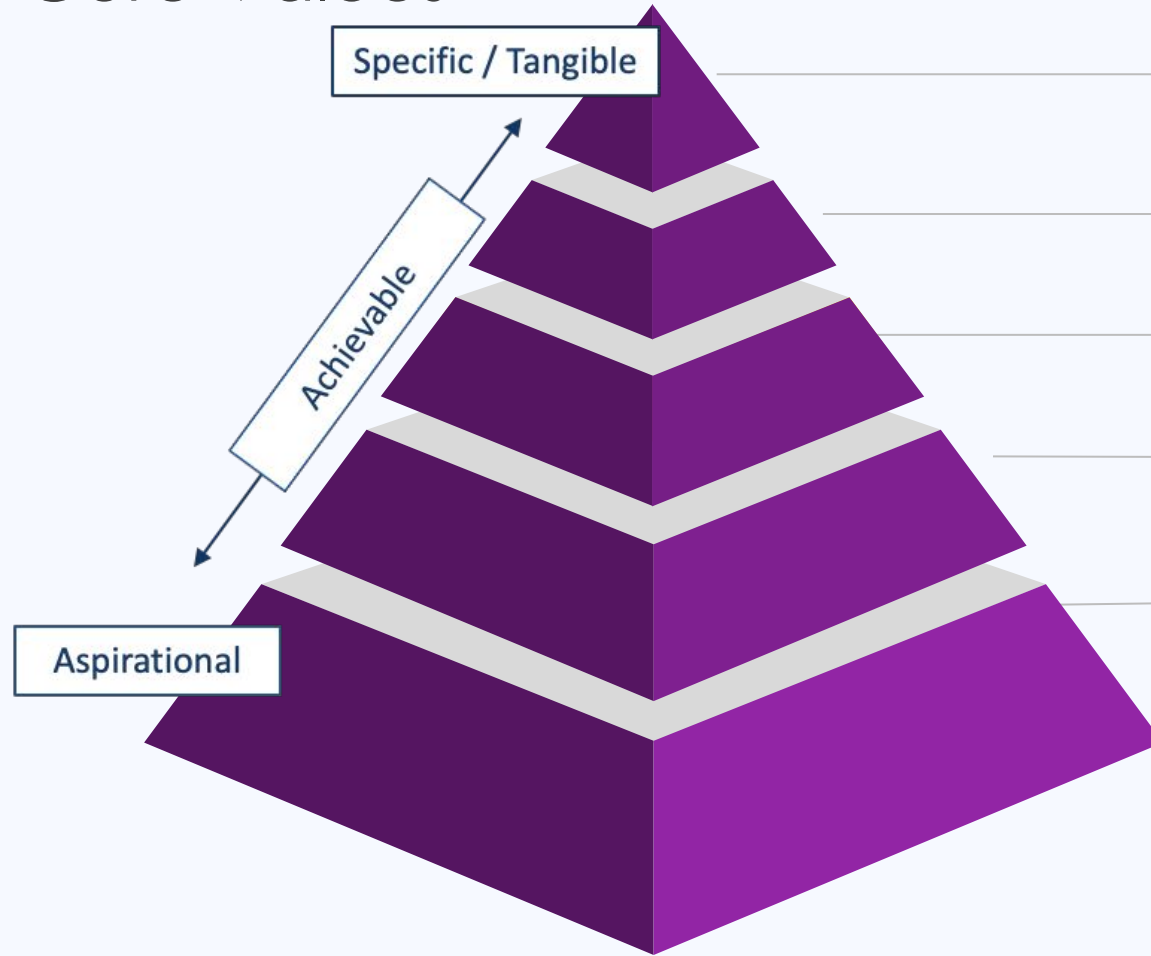


What revisions might you consider for the MRH Draft Core Values based on the feedback from the Steering Committee?



Vision

Building on Core Values



Action

What do we have to do? How do we know?

Strategic Plan

How are we going to progress?

Mission

What do we do? Who do we do it for?

Vision

Where are we going? What do we aspire to achieve?

Core Values

What do we stand for?



Focus on Vision and Mission

Vision

Describes what the organization hopes to achieve or be in the future

Mission

Describes who the organization is, what it does, and who it serves



MRHSD Draft Vision

The vision of the Maplewood Richmond Heights School District is to inspire and prepare students as leaders, scholars, stewards, and citizens for a diverse and changing world.



Feedback from Steering Committee

What they liked:

- “Inspire and prepare”
- “thrive in life” no matter what journey a student takes
- leaders, scholars, stewards, citizens
- “Every student feels loved”, but how do you make sure the impact matches the intent
- Preparation
- Stewardship and citizenship are really important in our current climate/culture
- Use of the cornerstone words (leaders, scholars, stewards & citizens)
- “for a diverse and changing world”



Feedback from Steering Committee

Ideas for Strengthening:

- Consider using “empower” instead of “prepare”
- Define what leadership means
- Do the cornerstone words still reflect where we are and what we hope for the future?
- Connect the core values to the vision
- Very similar to what has been used in the past
- Sounds sterile and common / could be any district’s vision
- Think broader than just students
- Consider deleting “for a diverse and changing world”
- Is steward the best word? Is it redundant with citizens?



Feedback from Steering Committee

Ideas for Strengthening:

- Consider using “inspire and empower”
- Consider adding the word “challenged”
- Consider using a word that’s stronger than “prepare”
- Challenging each student to reach their potential
- Consider adding that we want our students to be advocates and empower them to create a better society



MRHSD Draft Vision

The vision of the Maplewood Richmond Heights School District is to **inspire and prepare** students as **leaders, scholars, stewards, and citizens for a diverse and changing world.**

Items in bold are items the Steering Committee really liked.

Ideas for Strengthening:

- Consider using “empower” instead of “prepare”
- Connect core values to the vision
- Is steward the best word? Is it redundant with citizen?
- Consider adding “challenging each student to reach their potential”
- Consider adding that we want students to become advocates and empower them to create a better society



What revisions might you consider for the MRH Draft Vision based on the feedback from the Steering Committee?



Mission

Focus on Vision and Mission

Vision

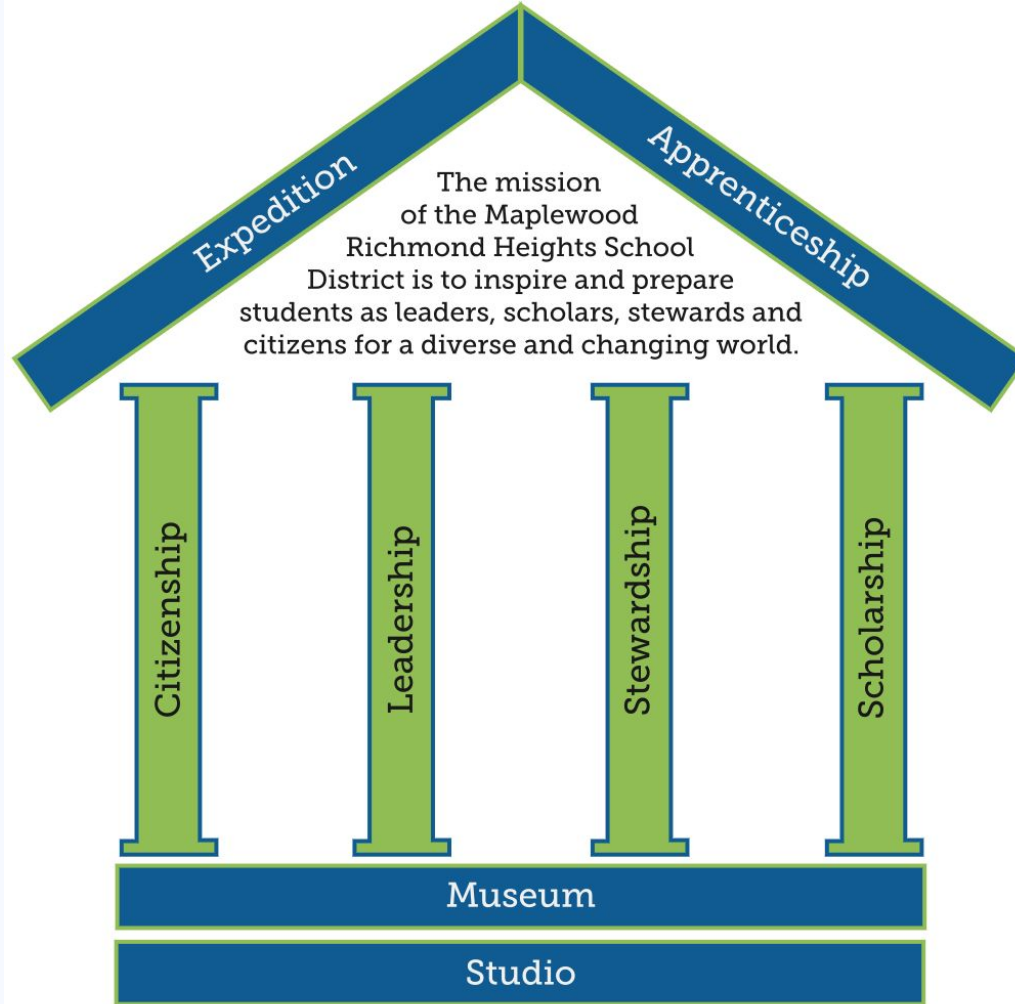
Describes what the organization hopes to achieve or be in the future

Mission

Describes who the organization is, what it does, and who it serves



Ensuring Educational Equity and Excellence



Mission Statement

Describes what is unique
about
who we are

Describes what is unique
about
who we serve

Describes what is unique
about
what we do

How would you respond to these three prompts
for Maplewood Richmond Heights School District?



MRHSD Draft Mission

MRH is a small, inclusive school district that is invested in the creation of safe and welcoming spaces where students, staff, families, and community members feel seen, heard, and valued for their unique backgrounds, culture, talents, and beliefs. We nurture, educate, support, and challenge all students to reach their full potential.



Feedback on the MRH Draft Mission

What they liked:

- Valued for their unique backgrounds, culture, talents and beliefs
- Small, inclusive school district
- Students, staff, families and community members are all included
- Nurture, educate, support, and challenge all students to reach their full potential
- Including what makes our district unique



Feedback on the MRH Draft Mission

Ideas for Strengthening:

- Seen and heard could be changed to appreciated and valued
- “Invested in the creation of safe and inclusive spaces”
- Add “we compassionately nurture...”
- Add something about teaching students to create those safe and inclusive spaces for other people as well as those spaces being created for them
- “Seen, heard, valued” - Is there a word that ties all of this in?
- Add in something about helping students find their place in the world and feel productive and happy
- Are we moving away from the metaphor “system” – studio, museum, expedition, etc?



Feedback on the MRH Draft Mission

Ideas for Strengthening:

- Best lives over full potential
- How can we highlight the eclectic nature of our district – students, families, staff (at the heart of belonging)
- Are we working on safe and welcoming or are safe and welcoming



MRHSD Draft Mission

MRH is a **small, inclusive school district** that is invested in the creation of safe and welcoming spaces where **students, staff, families, and community members** feel seen, heard, and **valued for their unique backgrounds, culture, talents, and beliefs**. We **nurture, educate, support, and challenge all students to reach their full potential**.

Items in bold are items the Steering Committee really liked.

Ideas for Strengthening:

- “Seen and heard” could be changed to “appreciated and valued”
- “Invested in the creation of safe and welcoming spaces” - take out or add in something about teaching students to create them for others
- Consider “we compassionately nurture...”



MRHSD Draft Mission

MRH is a **small, inclusive school district** that is invested in the creation of safe and welcoming spaces where **students, staff, families, and community members** feel seen, heard, and **valued for their unique backgrounds, culture, talents, and beliefs**. We **nurture, educate, support, and challenge all students to reach their full potential**.

Ideas for Strengthening:

- Add something about helping students find their place in the world and feeling productive and happy
- Are we moving away from the metaphor “system” - studio, museum, expedition, etc?
- Consider changing “full potential” to “best lives”
- Are we working on creating safe and welcoming spaces, or are our schools already safe and welcoming spaces?
- Add in more to highlight the eclectic nature of our district



What revisions might you consider for the MRH Draft Mission based on the feedback from the Steering Committee?



Thank you!

