



2020-2025

EGRPS Strategic Plan

Board of Education Presentation
Monday, May 11, 2020

Mission Statement

*Educating and inspiring each student to
navigate successfully in a global community*



Vision

To provide an exceptional education for every student so that they may pursue their dreams, maximize their potential, and positively contribute to the world.



Belief Statements

To support this vision we will:

- *Establish an effective district infrastructure to ensure that policies, programs, and systems are in place that support student achievement.*
- *Integrate evidence-based best practices from educational systems throughout the world.*
- *Develop a staff with diverse skills and experiences who model outstanding instructional practices.*
- *Provide each learner with experiences that are inclusive, relevant, rigorous, interdisciplinary, and individualized.*



Our Journey . . . Three Phases

Data Collection

Data Analysis

Strategic Plan Development

Our Journey . . . Framing the Work

Data Collection

Team Members

- Dr. Kattula
- Jenny Fee
- Anthony Morey
- Doug Jenkins

Data Types/Framing the Work

- | | |
|-------------------------|----------|
| • Academic Data | October |
| • Demographic Data | October |
| • Focus Groups | November |
| • Survey Creation | November |
| • Survey Implementation | December |

Our Journey . . . Stakeholder Input

Data Collection

Student, Parent & Staff Focus Groups

Dr. Kattula met with every student who signed up to share their voice.

Collected student thinking and input on:

- Survey design
- Questions and areas to add
- Overall impressions on what we need to focus on as a district

Our Journey . . . Stakeholder Input

Data Collection

Collecting Voice - Focus Groups

- November 11 Staff focus group
- November 12 High school student focus groups
- November 13 Parent focus group
- November 14 Middle school focus group

Our Journey . . . Survey Administration

Data Collection

Response Rate

- Parent/guardian Survey - 26%
- Staff Survey - 37%
- Student Survey - 79%
 - Grades 6-12 only
 - (Elementary surveys were administered in February to 4th & 5th grade students.)

Our Journey . . . Digging In

Data Analysis

Team Members

- Dr. Kattula
- Jenny Fee
- Anthony Morey
- Doug Jenkins
- Jeff Dykhouse
- Craig Weigel
- Stephanie Thelen

- Academic Data November
- Demographic Data November
- Survey Data January

Our Journey . . . Collective Understanding

Strategic Plan Development

- Create a diverse team of all constituents
 - Parents, Students, Staff, & Community Members
- Identification of 3 areas of Focus and Priorities
- Subgroup work on Goals and Strategies
- Three scheduled meetings, two meetings held

Our Journey . . .The Team

Strategic Plan Development

Dr. Heidi Kattula	Superintendent	Steve Achram	Parent - Lakeside
Jenny Fee	Asst. Supt. of Instruction	Jennifer Bruce	Parent - High School
Anthony Morey	Asst. Supt. Finance & Operations	Anthony Odarczenko	Parent - Wealthy / Middle School
Doug Jenkins	Dir. Technology & Assessment	Kerry Wisner	Parent - BD / High School
Jeff Dykhouse	MS Administration	Tracy Wolford	Parent - BD/ Middle School
Stephanie Thelen	EL Administration - Lakeside	Tobin Moo	Student - 6th Grade
Craig Weigel	HS Administration	Tony Sweigart	Student - 7th Grade
Natalie Bernecker	BOE	Rahshona Saydazamova	Student - 10th Grade
Beth Milanoski	BOE	Tali Deaner	Student - 11th Grade
Mike Reid	BOE	Maggie Edison	HS Teacher
Abby Sorota	BOE-Alternate	Sarah Park	MS Teacher
Amy Stuursma	EGRSF	Megan Cornett-Wright	Elementary Teacher - Breton
Doug LaFave	City of EGR	Kaitlin Merpi	Elementary Teacher - Lakeside
		Deanna Allchin	Support Staff

Our Journey . . . Data & More Data

Achievement Data

- M-STEP
- SAT Suite
- Alternate Credit
- Post-Secondary

Perception Data

- 1,295 student responses (79%)
- 115 staff (37%)
- 484 parents (26%)

Demographic Data

- Staff
- Student
- Parent
- Community
- Disaggregated all of the above

Demographic Link

<http://bit.ly/DemographicPDF>

Achievement Link

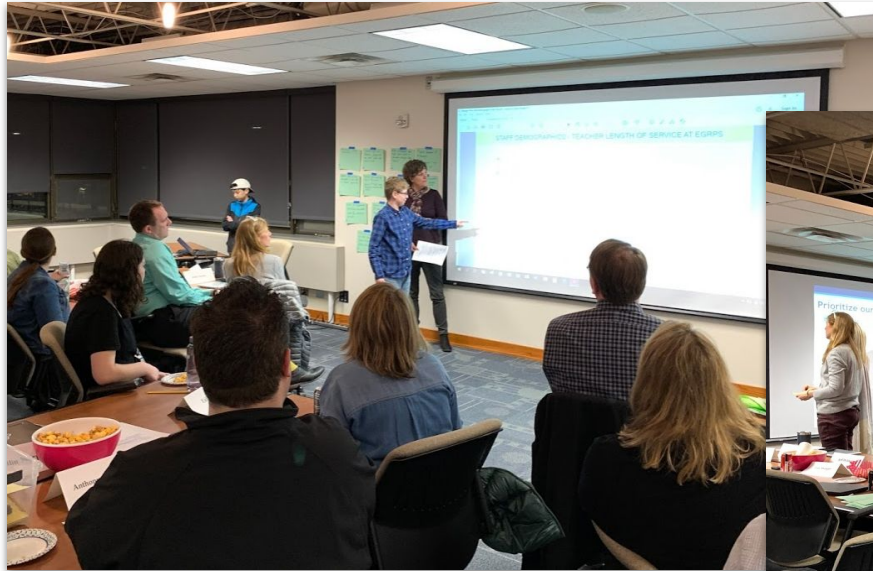
<http://bit.ly/AchievementPDF>

Perception Link

<http://bit.ly/PerceptionDataPDF>

Our Journey . . . Strategic Planning Design Team

Strategic Plan Development



Strategic Plan Development

Notice	Rank	Achievement (A) Demographic (D) Perception (P)	Celebration (C) Opportunity (O)	Whole Child (WC) Teaching/Learning (TL) Resources (R)
Median Home value in EGR is \$303,400 which is \$175,000 above Michigan Median Home Value	2	D	O	R
EGR is experiencing declining enrollment and thus declining dollars	14	D	O	R
School Supports: Better communicate or support systems - Counselors - Interventions	1	P	O	R
EGR has much higher median household income than state. \$118,000 vs. \$50,803. Male median earning in EGR are higher than female	0	D	O	R

Notice	Rank	Achievement (A) Demographic (D) Perception (P)	Celebration (C) Opportunity (O)	Whole Child (WC) Teaching/Learning (TL) Resources (R)
SEL - Social Emotional Learning: Vertical Articulation K-12	0	P	O	WC
DEI - Diversity, Equity, Inclusion: Normalized teasing - how do we undue? - Not supporting on another	7	P	O	WC
SEL - Social Emotional Learning: Proactive supports around Anxiety/Whole Child. - Stress Reduction	12	P	O	WC
SEL - Social Emotional Learning: Managing Conflict - Peer-to-peer. - Student responses to bullying	3	P	O	WC
Classrooms: - How we talk to students - Microaggressions - Bldgs-transition	6	P	O	WC
African American students, economically disadvantaged and Special Education students perform worse than white and non-economically disadvantaged students. But, gap is smaller at EGR than in the state as a whole	10	A	O	WC
Schools are not diverse, though they are more diverse than City of EGR	0	D	O	WC

Moving Forward - THREE GOALS

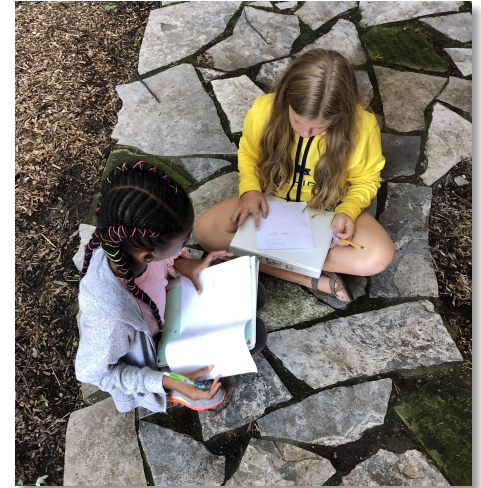
Teaching & Learning

Whole Child

Resources

Goal #1: Teaching & Learning

Develop a diverse, equitable, and inclusive curriculum framework that fosters dispositions and critical thinking that prepares learners for the future.



Goal #1: Teaching & Learning

Some examples of our current and future work:

- Supporting a rigorous and aligned curriculum framework
- Providing ongoing implicit-bias training
- Increasing diversity within the district
- Increasing globally-minded collaborative opportunities (IB, partnerships, robotics, etc.)
- Fostering a culture where we expect, promote, and model diversity, equity, and inclusion.
- Fostering a culture of timely feedback to inform instruction

Goal #2: Whole Child

Strengthen and solidify a district-wide environment that supports the whole child in social emotional learning.



Goal #2: Whole Child

Some examples of our current and future work to support the social, emotional, and physical needs of all learners:

- Stress and anxiety management
- Restorative Practices to build and repair relationships
- Diversity, Equity, and Inclusion
- Trauma-informed schools and practices
- Safe Schools for Sexual Minority Youth (LGBTQ+)

Goal #3: Resources

Maximize resources for student learning.



Goal #3: Resources

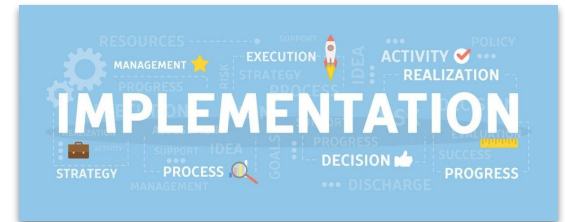
Some examples of our current and future work:

- Reduce costs
- Increase enrollment
- Optimize class sizes
- Create enrollment opportunities in our land-locked, high-market rate community
- Seek long-term lending solutions to weather the financial turmoil we are about to endure

Next Steps

Implementation Plan

- Timeline with resources
- Key performance indicators/outcomes
- Progress monitoring and evaluation



Questions?

