

**Strategic Plan Core Team Meeting**  
August 30, 2007

**In Attendance:**

Ken Benny  
Tammy Edmonson  
Mike Fuchs  
Trisha Garlock  
Anna Lazzarini  
Betsey Nelson  
Paula Reynolds  
Jane Ritter  
Michele Rollins  
Steve Sell  
Judy Sherman  
Leslie Thornton  
Jim Brown, Facilitator  
Margaret-Ann O'Connor, Note taker

**Absent:**

Dick Swanson  
Hilary Hyde  
Dee Treshnell

The Strategic Plan Core Team met to review the Strategic Plan goals drafted in June along with a review of Core Team feedback received since. Over the summer, a sub-committee of the Core Team worked on the "hedgehog" statement for the District. Staff identified specific initiatives and projects for the three year plan. Those are yet to be finalized or prioritized over the three year span of time. Also, the core team suggested we develop a map or diagram that can visually represent the plan including mission, hedgehog, process goal, and the 4 primary goals of the plan.

**Hedgehog Statement**

The Sub-Committee presented the following hedgehog statement.

**"As a community, we inspire, engage, and empower our students to do their best by demonstrating our best everyday."**

The Core Team strongly supports this statement. Discussion concerned itself with the question of what "community" might mean to the public. Some suggested "As a learning community..." or they suggested removing "As a community..." and begin the statement with "We inspire...".

**Overarching Goal**

The Core Team agreed in June we should have an overarching goal and it should focus on Student Learning. This evolved over time from our first discussions about the word 'achievement'. We have now arrived at stating that overarching goal through a "Profile of a Successful Mill Valley Student". This profile would define what we would expect our students to fully acquire or master upon their exit from our system and moving on to their next step in education. We toned down some of the statements because there was realization we were talking about students graduating from middle school not high school or university.

**(Draft Profile) Our students...**

1. Master essential academic content and demonstrate critical thinking skills
2. Exhibit a passion for learning
3. Develop a sense of personal competence and confidence
4. Acquire a commitment to civic and social responsibility

## Strategic Plan Process Goal

Success of the strategic plan will be dependent upon strong district leadership and an engaged and supportive learning community. We will strengthen the strategic planning process with continuous improvement plans, indicators of success, and regular evaluations of progress that guide us toward achievement of our district goals.

We will:

- Establish a compelling vision for our students' futures
- Create core values that define our culture and commitment to success
- Achieve our strategic goals with focus and discipline
- Measure our progress through indicators of success
- Involve our community in the plan's ongoing evaluation
- Communicate and celebrate our successes.

## Goals

The goals were revised from 7 to 5 by combining the Finance Goal and Infrastructure goal; and Communication and Community Inclusion goal. The culture goal, which focused on kindness, respect, character, responsibility is addressed as part of the overarching goal, now student profile.

### **1. High Levels of Student Learning:**

We will strengthen and continuously improve instructional programs and practices that enable all students to be successful in rigorous academic programs, the arts, and character development.

- Clear expectations for success
- Academic and social-emotional Intervention and support
- Quality Professional Development
- Assessment that measures success and informs instruction

### **2. Excellent Staff:**

We will attract and retain excellent staff.

- Target total compensation in top quartile of comparable county districts
- Establish norms, beliefs and practices that encourage collaboration, creativity and continuous improvement systems that are results focused
- Continue to strengthen evaluation and support systems

### **3. Communication and Community Inclusion:**

We will strengthen and improve staff, parents, and broader community support for our District and schools.

- Improve communication systems between parents and staff, and between classrooms at the school and district level
- Consistently engage community in achievement of district academic, financial and infrastructure goals
- Strengthen partnerships
- Improve internal communication processes

### **4. Sound Finance and Infrastructure:**

Secure sustainable sources of operating and capital funding to allow the District to:

- Provide a high quality education
- Maintain prudent levels of reserves for a basic aid district
- Provide modern, well maintained facilities that support our educational program
- Build and maintain the technology infrastructure necessary to support the district's teaching, communication and administrative objectives