



# **Snohomish Strategic Planning Process: Committee Meeting #3 (2/13/23)**

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# Tonight's Agenda

- **Welcome/Check-In/Land Acknowledgement**
- **Community Agreements/ Equal vs. Equitable**
- **Timeline Review**
- **Finalize Core Values**
- **Revisions to Mission & Vision Statements**
- **Intro Plan Categories Task**
- **Next Steps/Homework for 2/27/2023 meeting**

# United Way of Snohomish County Land Acknowledgement

<https://www.uwsc.org/land-acknowledgement>

*We acknowledge that we occupy the ancestral lands of the Coast Salish Peoples, in particular the Tulalip, Snohomish, Stillaguamish, and Sauk-Suiattle Tribes. We see you, respect your right to sovereignty and self-determination, and are committed to being better listeners, learners, and in lifting indigenous voices.*



*1914 – Snohomish Women @ the Tulalip Federated Tribes reservation (Photo by J.A. Julien; Courtesy of Everett Public Library)*

### August-Sept

Board/Supt/LT workshop re: the what, why & how.

Meet with Core Planning Team (CPT).

Develop draft communication plan for the strategic plan process.

Draft list of focus groups. And identify dates/times to conduct focus groups.

Start district gap/ disproportionality data collection.

Set regular check-in times with CPT.

### October

Communicate strategic planning process to all stakeholders.

Issue invitations to participate in focus groups.

Conduct focus groups & compile results.

### Nov.-Dec.

Draft list of participants for the Strategic Plan Team (SPT).

Communicate SP progress to stakeholders.

Provide update to School Board.

Complete district data collection related to gaps and disproportionality.

### January

(1) Strategic Plan Committee meets to review and discuss district and community data and focus group input; identify root causes; start brainstorming/identifying areas to include.

(2) Strategic Plan Committee meets to identify core values and review district mission & vision.

Provide update to Board.

Communicate SP progress to stakeholders.

### February

(3) Strategic Plan Committee meets to make recommended revisions to the mission & vision identify categories and what they should be called.

(4) Strategic Plan Committee meets to complete any of the remaining items from prior meetings; start writing the narratives for each category to support the work to be developed under each area of focus with their writing teams.

Communicate SPT progress to stakeholders.

### March

(5) Strategic Plan Committee meets to complete writing the narratives and providing feedback to the other teams.

Draft plan recommendations are presented to School Board for discussion & approval.

Final plan delivered to Superintendent.

### April-August

District Staff meet to:

\* Identify the Action Plan Items (strategies and measurements);

\* Determines the lead person for accountability to an item and timelines (Year 1-5);

\* Determines focus areas and resources needed for Year 1 implementation.

# Community Agreements for Our Discussions:

(Adapted from Glenn Singleton's *Courageous Conversations About Race*)

- **Speak Your Truth**
- **Stay Engaged (Lean In; Be Curious)**
- **Expect to Experience Discomfort at Some Point**
- **Be Aware of Intent; Own Your Impact**
- **Accept and Expect Non-Closure**
- **Learn Together**

# Equality vs. Equity

(Graphic by Robert Wood Johnson Foundation)

## Equality



## Equity





# Core Values

# VALUES:

*The principles that guide our thinking, behavior, and choices.*

## Types of Values:

- CORE = *Who you are (current actions) and who you want to be*
- ASPIRATIONAL = Not there yet, but want to be and working towards
- ACCIDENTAL = What is valued in a specific community (ie. school spirit; sports; the outdoors)
- PAY TO PLAY = Ethical/Moral standards (ie. honesty)





# Mission & Vision



# What Are Mission & Vision Statements?

## VISION (The "WHAT")

Our desired future/outcome  
for our students.

## MISSION (The "HOW")

What we are doing to achieve  
our desired future/outcome  
for our students.

# Vision Revisions Exercise

- With your table groups, review the compilation of suggestions from the homework responses document.
- Discuss what is resonating with you based on the *Core Values* selected.
- Record your group's suggestions/thoughts on sentence strips and hang them on the wall.
  - If you see similar thoughts/ideas from other groups, place them together.

# Mission Creation Exercise

- With your table groups, review the compilation of suggestions from the homework responses document.
- Discuss what is resonating with you based on the *Core Values* and *Vision* selected.
- Record your group's suggestions/thoughts on sentence strips and hang them on the wall.
  - If you see similar thoughts/ideas from other groups, place them together.



# **Intro Categories Task**

# Next Steps

- Homework (*DUE by Tues. Feb. 21*):
  - 1) Name the Strategic Plan categories - choose 3 that resonate with you from the list provided on the worksheet.
  - 2) Plan categories: Review the categories homework responses and choose up to 5 category labels that align with the Core Values (= you see Core Values reflected in the items you choose).
- Check Out: Share 1 word or phrase to describe how you are leaving our time together
- *Next Meeting: Feb. 27, 2023 from 6:00 – 9:00 p.m.*