

Work Session on Resolution 2122R-008 - Strategic Planning

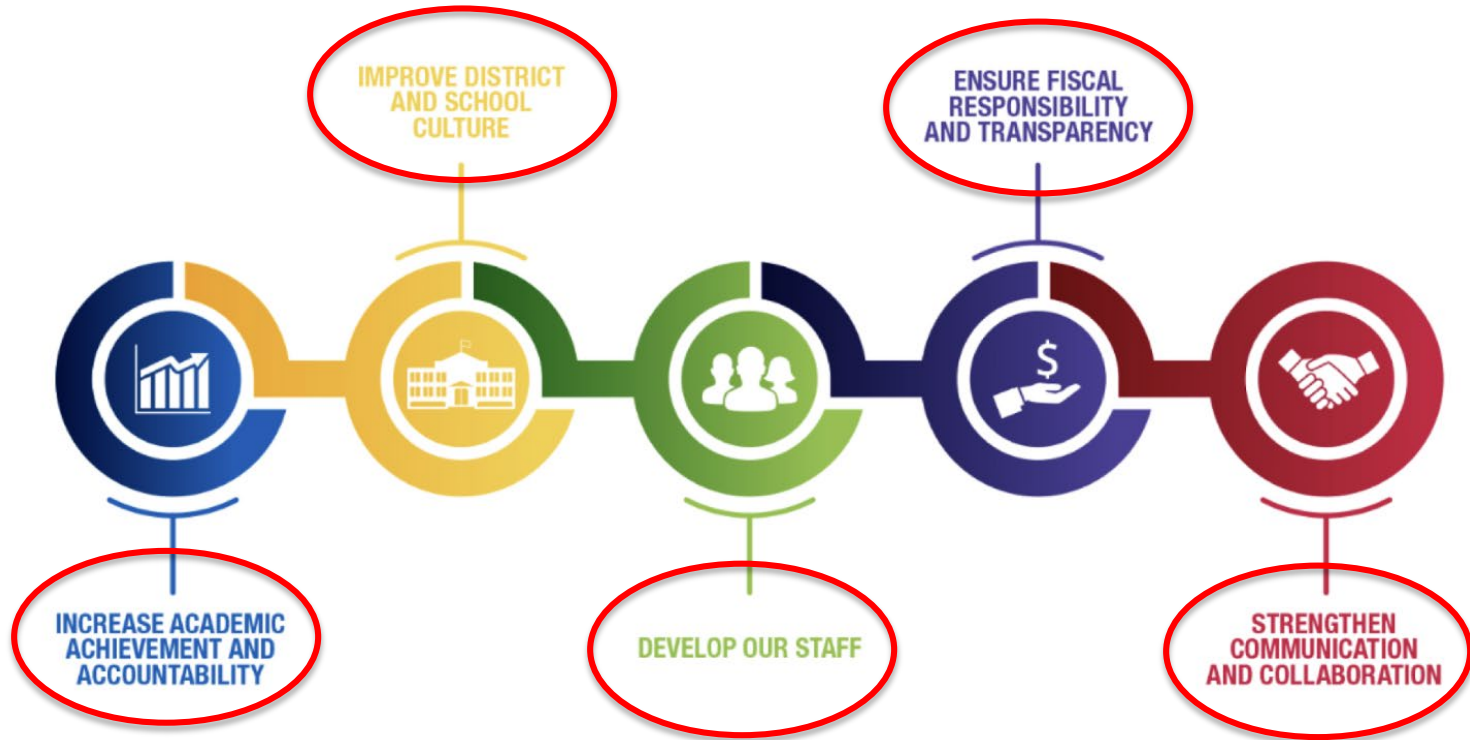
August 23, 2022



Presenters: Melanie R. Stewart, Ph.D., Director Research, Assessment and Data

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



Resolution

- October 2021 - Resolution 2122R-008 was approved by the Board of Directors
 - Timeline of process needs posted
 - Community wide input
 - Plan covers a specific timeframe
 - Includes a mission statement, goals and objectives
 - Includes accountability measures and annual performance targets



MPS Mission

Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship.



2021-2022 Baldrige Framework Overview



From Baldrige Performance Excellence Program. 2021. *2021–2022 Baldrige Excellence Framework: Proven Leadership and Management Practices for High Performance (Education)*. Gaithersburg, MD: U.S. Department of Commerce, National Institute of Standards and Technology. <https://www.nist.gov/baldrige>.

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WISCONSIN CENTER *for*
PERFORMANCE EXCELLENCE
Better Organizations, Better Results

Team

- Data Metrics - Melanie Stewart and Natalie Collins
- Technology & Communications – Chad Meyer and Earl Arms
- Senior Leadership – Eduardo Galvan
- Human Resources – Pepper La Mothe and Alexandra Kestner
- Finance – Shelley Perkins and Brian Terrell
- Academics – Felicia Saffold and Lorena Gueny
- Equity and Inclusion – Patricia Ellis
- Operations – Michelle Lenski and Ryan Elbert
- Governance – Jacqueline Mann and Nita Farrow

- Widespread input from other stakeholders will be critical to the process.



The Work

- Answer the questions throughout the framework from our perspective and from stakeholder feedback
- Collect our results throughout the district and compare to benchmarks.
- How does the data impact our perspective?



Process

- Collaboration across offices and departments to create the Organizational Profile:
 - All district offices have at least two representatives
 - Board Governance is also represented.
- Meetings are twice a month with work assignments and sessions to gather data between each session.

Where to Begin?

- Organizational Profile
 - Who are we?
 - What do we do?
 - How do we operate?
 - How do we measure results?
 - Identify gaps and focus on key performance requirements and results.

Organizational Profile

- Organizational Description
 - Organizational Environment
 - Organizational Relationships
- Organizational Situation
 - Competitive Environment
 - Strategic Context
 - Performance Improvement System



Activity

- Review one of the five Organization Profile Requirements (pages 4-6)
- What is KEY?
- Read and provide questions/comments



Results - Activity

- Review the data and criteria
- Data are organized by section
 - **7.1 Student Learning and Process Results (p. 25)**
 - **7.2 Customer Results (p. 26)**
 - **7.3 Workforce Results (p. 27)**
 - **7.4 Leadership and Governance Results (p. 27)**
 - **7.5 Budgetary, Financial, Market and Strategy Results (p. 28)**



Results - Activity

- Review data in each section
- Note 2-3 observations that are KEY to future strategic planning from reviewing each section of the data

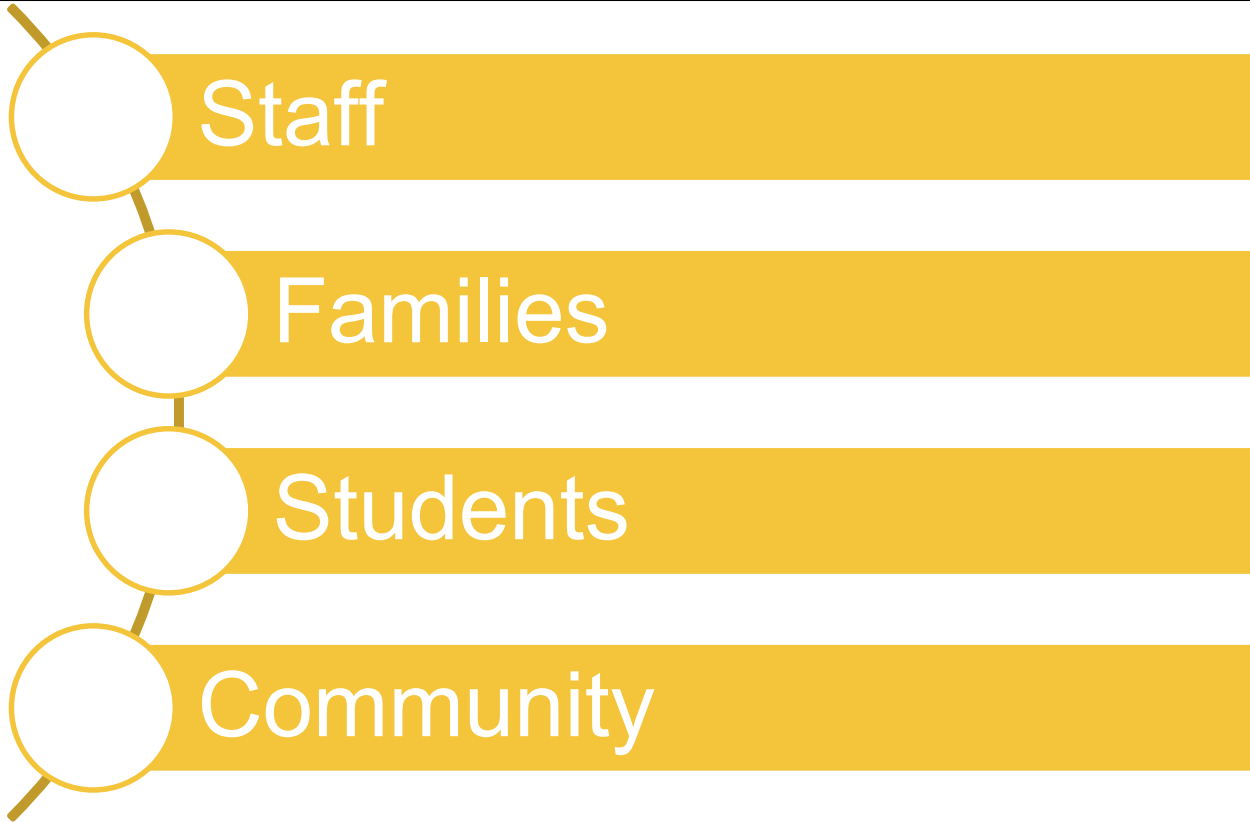
Gathering Feedback

- August – Complete Organizational Profile
- Fall – Survey Development
- Winter to Spring – Surveys and Community Engagement Sessions
- June 2023 present findings and recommended action plans to the board

Engaging the Community

- Search for a strategic planning firm to assist in engaging the community in the process
- Report back to the board in October with the possible firms

Stakeholder Feedback - Activity



Thinking about the criteria and data, what are 2-3 questions you would like to ask each group?

Strengths and Opportunities

- Every session we reflect on the strengths we find across the district.
- We also identify opportunities for improvement that we find.



Reflections

- The work is a heavy lift.
- A challenge to synthesize all the input from departments and offices to a district perspective.
- Collaboration is illuminating as we learn about each other and from each other.



Reflections

- The process is reassuring as we see everyone from our diverse jobs across the district is doing their work for one purpose – the students.

Thank you.



Dr. Keith P. Posley, *Superintendent*

