

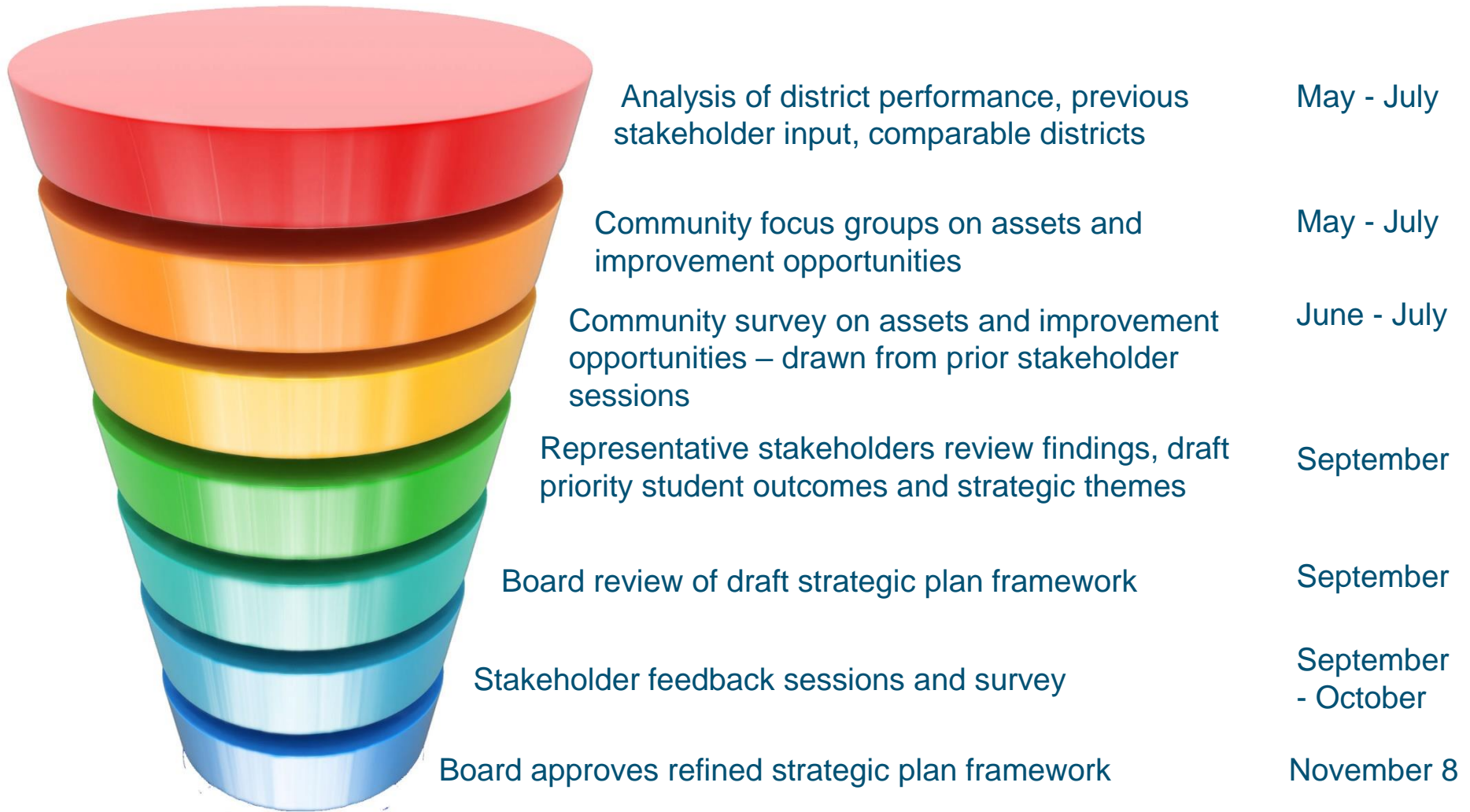


Strategic Plan Framework Community Input

November 5, 2021



How Did We Get Here?



GRPS Input Sessions

Date	Location	Employees	Community/ Parents
September 28	Ottawa Hills High School	12	12
October 6	GRPS University	4	23
October 12	Southwest Middle High	12	20
October 14	Neighborhood Associations	2	John Ball Area / SW Area
October 14	Virtual	~26	~50
October 21	Union High School	5	13
October 26	Ottawa Hills High School		10
October 26	Virtual Employee Meeting	8	
November 2	Grand Rapids Association of Educational Office Personnel	10	
November 2	Tribal Council Leaders		13

Additional Community Survey with 120 Respondents

Partner Input Sessions

Date	Location	Total	Participant Type
October 14	Hispanic Center of Western Michigan (2)	14, 10	Latino
October 19	LINC UP	4	Adults and students
October 22	Southwest Community Campus (Elementary, Middle, High)	10	Latina mothers
October 23	Treetops Collective with Youth	~10	Students
October 26	LINC UP	10	Adults
October 26	National Association for the Advancement of Colored People	10	Adults
October 27	Garfield Park Neighborhood Association	9	African American / Latino parents, grandparents, employees, community
October 28	Padres Fuertes/Strong Fathers	8	Fathers including GRPS alumni
October 28	Grandville Avenue Arts and Humanities	15	Latino adults and students
October 30	Garfield Park Neighborhood Association		Latino community

Middle and High School Student Groups

Date	Location	# of Students
October 14, 2021	Bridge Street Ministries – Middle School	20
October 20, 2021	Ottawa Hills	~30
	Southeast Career Pathways	6
	Southwest Middle/High	~30
	UPREP	~30
	Museum	~30
	Union	~30
October 21, 2021	CA Frost Middle/High	~30
	City	~30
	Grand Rapids Learning Center	~30
	Montessori High School	~30
	Innovation Central	~25
October 29, 2021	Boys and Girls Club	5

What works well?

Category	Times Mentioned
General Positives	62
Equity Vision Statement	28
Value All School Options	27
Student Focus	26
Inclusive Practices	25
Equity for Students and Schools	23
Diverse Workforce	14
Holistic Needs	13
Programming / Curriculum	13
Post-graduate Success	12
Staff Support	11
Cultural Understanding	9
Community Engagement	8
Diversity	8
Parent Engagement	8
Discipline Issues	7
Student Voice	7

What do you disagree with?

Category	# Mentions
No Disagreement	31
Lack of Implementation Details	25
Academic Disparities	5
Outcome Ordering	5

What's missing?

Category	# Mentions
Staffing Issues	43
Student Support	38
Equity and Access Among Schools	37
Support for Current Staff	28
Parent Engagement	22
Trust and Culture	21
Professional Development	18
Implementation Details	17
Specific Programs / Activities	17
Special Education	16

Category	# Mentions
Specific Curriculum Areas	13
Community Engagement	13
Partnerships	12
Communication	11
Transportation Issues	11
Disciplinary Practices	10
Multilingualism	10
Accountability	9
Elements of Equity Statement	9
Career Preparation	7
Funding	7
Pandemic Effects	7
Post-graduate Support	7



DRAFT

Strategic Plan
Framework
11.5.21

Priority Outcomes

1. Increase literacy proficiency
2. Increase math proficiency
3. Reduce academic disparities for Black and Latino students
4. Reduce Black students exclusionary discipline
5. Increase student empowerment, belonging, and agency
6. Increase successful transitions from high school to college or career

Themes	Objectives
<p>Strategic Theme #1 Meet holistic student needs</p>	<ol style="list-style-type: none"> 1. Increase student engagement and influence 2. Empower families to support students needs 3. Expand direct supports and services aligned to student academic and non-academic needs for student success and wellness
<p>Strategic Theme #2 Optimize and value all school options</p>	<ol style="list-style-type: none"> 1. Ensure all GRPS schools are valued options for families
<p>Strategic Theme #3 Ensure equitable access and outcomes</p>	<ol style="list-style-type: none"> 1. Create equitable systems to distribute resources to schools based on student needs 2. Incorporate anti-racist and inclusionary practices that advance student participation in programs and opportunities
<p>Strategic Theme #4 Enhance curriculum and program opportunities</p>	<ol style="list-style-type: none"> 1. Ensure all students experience an aligned, culturally responsive curriculum at or above grade level 2. Ensure curriculum and academic programs align with college and career readiness 3. Expand applied, hands-on opportunities that align with student interests
<p>Strategic Theme #5 Cultivate an engaged, impactful productive, more diverse workforce</p>	<ol style="list-style-type: none"> 1. Increase effectiveness of hiring processes with an emphasis on diversity 2. Create a culture that demonstrates value of all employees 3. Establish employee roles and competencies for effective district programs and services
<p>Strategic Theme #6 Strengthen community collaboration</p>	<ol style="list-style-type: none"> 1. Expand partnerships aligned to community and student success

GRPS Strategic Planning Process and Timeline



Objectives

- The objectives represent the greatest opportunity for improvement within this strategic theme, in order to drive achievement of the priority outcomes of the strategic plan.

Success indicators

- If this objective is achieved, how will we know?
- What changes in behavior will we observe in students, staff, families?
- What results will improve?

Strategic Initiative Checklist

- Results in sustained changes in practices and approaches
- Targets observable, tangible changes in district staff behavior
- Not episodic events or activities
- Not reliant upon a specific, externally marketed product
- Generally require cross-functional, multi-year efforts to full implement
- Sufficient impact to transform district practice and improve one or more priority outcomes