

Peekskill City School District

Revisiting District Mission

What matters

What do we care the most about

Why do we exist

Agenda

- WHY REVISIT THE DISTRICT MISSION?
 - *What is the end game?*
- Commitments & Agreements
 - *Introductions*
- PERSPECTIVE: THOUGHTS ON EDUCATIONAL-CULTURAL TRANSFORMATION
- CORE VALUES AND BELIEFS
- DISTRICT MISSION
- STRATEGIC and/or TRANSFORMATIONAL PLANNING
 - *What is the difference?*
- CRITICAL ISSUES & CURRENT REALITIES
 - *Strengths & Weaknesses*
 - *Opportunities and Threats*
- IDEAS
 - *what do we need to measure and how do we go about getting there*
- NEXT STEPS

***Why do we exist?
Who do we serve?
What do we want to create?***

***Reasons for Revisiting the District Mission
(Phase 1: Preplanning for a Strategic & Transformational Plan)***

- To build a foundation for our mission. What are the fundamental core values and beliefs that support the mission?
- Determine whether the mission, as stated, is congruent with our values and if not, revise change the District mission.
- Determine the threats and opportunities (internally & externally) that may impact the mission.
- Identify measurable objectives that would inform the school community whether the mission is being met.
- Consider ideas and actions that the district can take, under the leadership of a new superintendent, to insure that the core values-beliefs and mission are embedded in the school-community culture.
- Board approves draft plan

Reaching your dreams and inspire others–

Reasons for Revisiting the District Mission (continued)

(Phase 2: Strategic Actions and Transforming)

- In the final phases of the interview process for the new superintendent, understanding the Core Values will be helpful in the final selection of a New Superintendent as well as inform a candidate what the hopes are for the school and community.
- Reconvening the Core Team with the new Superintendent to finalize core values, district mission, strategies, objectives and actions.
- Present Plan for Board Adoption
- Implement Plan

Core Planning Team (CPT)

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Work of the Core Planning Team (CPT)

- **OUR MISSION**—in one sentence
 - *A mission is a call to action.*
 - Right now we are perfectly designed to graduate the students that we are graduating right now (and those that we do not graduate).
- A mission addresses these two questions:
 - Who do we serve?*
 - What is our enduring core purpose?*
- **Results:** What are the measurements and results, we are committed to in determining progress toward the mission.
- **Actions:** what plans-paths (means) will be used to achieve desired results and the mission
- **Transformation Principles**
 - *What are the principles we will follow and what are the actions we will not accept to remain focused on the plan and core values.*
- **Core Beliefs & Values** (the foundation that supports the mission, who are we?)
 - *We believe that:*

OUR MISSION:

---IS TO EDUCATE AND EMPOWER ALL STUDENTS TO STRIVE FOR EXCELLENCE AS LIFE LONG LEARNERS WHO EMBRACE DIVERSITY AND ARE CONTRIBUTING MEMBERS OF A GLOBAL SOCIETY

■ Core Values: WE BELIEVE THAT:

- *all people can learn, contribute and have value*
- *embracing and understanding cultural diversity is imperative to strengthening and enriching a school community*
- *when a school community provides a respectful, safe, supportive, resource-rich environment, people thrive and meet their goals*
- *a school district excels when strong partnerships exist among families, schools and community.*
- *educating the whole child will develop life-long learners who are compassionate, confident, critical thinkers*
- *a school district is responsible for aligning and carrying out the conditions for learning, leadership and commitment*

Next Steps

1. Advance this draft plan, with focus on Core Beliefs and District mission to Board for adoption.
2. Board-School-Community needs to answer this question see b):
 - a) *Strategic and transformational change is not easy. If it was, everyone would do it!*
 - b) *Is the PCSD ready to engage in this type of work? Is there a sense of urgency and need?***
 - c) *If YES, then----*
3. CPT regroup with the new Superintendent and formally adopt an actual plan for transformation that details those strategies and strategic objectives that will bring the plan forward
 - a) *Educate the schools and community about the plan (Urgency and commitment, “everyone is watching”)*
4. School-community action teams are formed to develop what actions and what measurements to use to see how we are progressing (what are the ideas, purpose and plan)
5. DO (move from planning to doing to creating a new reality)
6. UPDATE & REFLECT (assess 2 times a year including an annual update)
7. LEARN AND ADJUST (use assessment to inform your upcoming actions---***learn, adjust, and do***)
8. REPEAT CYCLE