



Engagement Plan 2018-19

Year 1 Implementation as of 3/19/19

SPPS is committed to working with stakeholders throughout implementation of SPPS Achieves.

Engagement Goal¹: To provide stakeholders with objective and timely information to assist them in understanding the implementation of SPPS Achieves.

Engagement Objectives:

- Provide regular, understandable updates about the implementation of SPPS Achieves
- Consult with and involve stakeholders in planning and implementation as much as possible

Public Promise: We will keep you informed.

Engagement During the Planning Process

The strategic planning process began by looking at past surveys, community feedback, reports and student data. The information was used to develop an initial framework for a strategic plan. Over 700 community members provided valuable feedback on the plan, which led to several changes to the initial framework. Then, strategic initiatives were created under each focus area, which defined the work we must do to make a difference in student learning and achievement. Each initiative includes an action plan with stakeholder engagement throughout implementation.

Ongoing Engagement in SPPS Achieves

These are the ways stakeholders will be engaged in the implementation of the whole plan.

Districtwide Parent Advisory Council (DPAC)

DPAC will serve as a community council for SPPS Achieves and will receive an update on selected initiatives three (3) times per year.

Board of Education Meeting

The Board will receive quarterly updates and a full report on the implementation of SPPS Achieves at their October Board Meeting.

SPPS Communications

Frequent updates on the progress of SPPS Achieves will be included in SPPS communications such as the Happening Now newsletter and the Bridge newsletter for staff.

¹ SPPS is adopting a framework for engaging stakeholders. The framework will identify engagement goals and objectives. It will also include a public promise to build trust and transparency. Adapted from IAP2 © 2014 (iap2.org).

Engagement in Year One Implementation

These are the ways stakeholders will be engaged in specific projects as the action teams are working on the initiatives. The action teams will be inviting stakeholders to participate. For more information, visit spps.org/strategicplan or call Family Engagement and Community Partnerships at 651-767-8347.

Date	Stakeholder Group	Action Step and Key Questions	Strategies	Partners	Responsibility
February - April, 2019	SPPS Principals	Updates on all initiatives	Community Dialogue	Principals PD	Project Mgr Action Teams
February - June 2019	Foundations Task Force	Updating the foundations curriculum	Meetings, email updates, and collaborative documents	Middle School Leaders and Teachers	5b Action Team
March 2019	SPPS employees and partners	Does the career fields and pathways graphic align with the district and schools' vision?	Dynamic Survey	Employer, Industry, and Higher Education Partners	7a Action Team
March 2019	District Wide Administrators	Define "organizational culture"	Dynamic Survey in Schoology Course	Division of Schools	2a Action Team
March 2019	Academics Staff	What considerations and supports need to be in place so all students can participate in career pathways?	Comment Wall using Padlet	District Departments	7a Action Team
March 2019	High School Counselors	Seek feedback on personalized learning plan (PLP) model and mode	Comment Wall using Padlet	OCCR	6a Action Team
April 2019	District Departments Principals SPFE Students	Seek feedback on draft description of "effective and culturally relevant instruction"	Meeting in a Box	Departments SPFE	3a Action Team
April - May 2019	Student Groups	Seek feedback on personalized learning plan (PLP) model and mode	Dynamic Survey - Students will engage in a simulated PLP and provide feedback	OCCR	6a Action Team
April 2019	PAC Members	Questions TBD by Action Teams	Idea Doc at All PACs	OFCEP	Action Teams

Date	Stakeholder Group	Action Step and Key Questions	Strategies	Partners	Responsibility
April 2019	Staff of Color (Bilingual and staff of color who are in the EA, TA, and SCSP bargaining groups) Operations Staff Senior Leadership Team	Seek feedback on draft 1 of positive organizational culture - Describe an experience where you have felt supported to thrive and deliver exceptional outcomes. - What are consistent triggers that interrupt your sense of feeling supported to thrive?	Community Dialogue	Bargaining Groups District Departments	2a Action Team
April 2019	District Department Leaders	Seek feedback on draft stakeholder engagement guide	Community Dialogue	SLT	8a Action Team
May 2019	Teachers Principals Students Senior Leaders Board Members SPFE Reps. District Departments	CASEL Readiness Assessment - What do you know about Social Emotional Learning (SEL)? - How will you support SEL? - How do you prioritize SEL? - What SEL programs and practices exist in your school?	Small group interviews, conducted by a team from the Collaborative for Academic, Social, and Emotional Learning (CASEL) School visits	CASEL School visits: Four Seasons Johnson Sr. Capitol Hill Middle School TBD	1a Action Team
May 2019	Families and community members	Questions TBD by Action Teams	Mobile Outreach at Cinco de Mayo	OFECPP	Action Teams
May 2019	DPAC Members and guests	Questions TBD by Action Teams	Seminar + Meeting in a Box	OFECPP	Action Teams
May 2019	All stakeholders who participated in sessions on draft 1	Seek feedback on draft 2 of positive organizational culture	Email Subscription	OFECPP	2a Action Team
May 2019	Employees	Seek feedback on draft 2 of positive organizational culture	Web Forum	OFECPP	2a Action Team

Engagement Strategies

These are the ways that initiative action teams will be engaging with stakeholders as they do their work. These opportunities will be in person and online, and will happen throughout the school year according to each team's plan. Action teams will document their engagement work, including notes on how the input influenced the implementation of the action plan.

Online

- **Dynamic Survey** - Survey that includes learning opportunities and questions for stakeholders to answer. For example, a dynamic survey that seeks feedback on a draft would share the draft document, include a video, audio, or written explanation, and then ask for feedback.
- **Email Subscription** - Targeted email list. For example, at a community dialogue meeting, the action team may collect email addresses so that they can communicate updates directly with stakeholders.
- **Idea Doc** - Process used for stakeholders to submit online new ideas for projects or improvements, which are then reviewed and selected for implementation by an action team or district department
- **Tweet with a Team** - Twitter chat led by action team members, scheduled in advance for a specific time, and including planned questions
- **Web Forum** - Interactive, monitored web page inviting posts from stakeholders

In Person

- **All PACs Meeting** - Parent Advisory Councils (PACs) collaborative event for members of the PACs.
- **Comment Wall** - Invitation for stakeholders to submit responses, which are then posted for the public to view. This can include using technology, such as Padlet, to gather feedback in many venues, organize it, and post in one place.
- **Community Dialogue** - A meeting for stakeholders, which is facilitated by a staff member. The staff member includes interactive opportunities and has a clear agenda and goal for the meeting time.
- **Meeting in a Box** - Materials including discussion guide to be used at meetings. For example, an action team will develop a draft document, provide background information, and ask each member to present at one meeting.
- **Mobile Outreach** - Games and outreach to be used at community events to invite conversation about a specific topic.
- **Seminar** - Interactive learning opportunity that provides information about a topic.

The SPPS Family Engagement and Community Partnerships selected strategies that are:

- Consistent with SPPS Achieves objectives and engagement goals
- Able to be used by multiple teams at the same time, in multiple languages
- A responsible use of resources