Findings of the Vision Retreat

Revising the SWOT Analysis Based on Feedback

Strengths Changes	Strengths Changes	Strengths Changes	Strengths Changes	Strengths Changes
• Staff Dedication & • Staff Retention	N/A	N/A	N/A	N/A

Final Strengths: Staff Dedication & Retention; Financial Health & Stewardship; Student-Teacher Relationships

Weaknesses Changes	Weaknesses Changes	Weaknesses Changes	Weaknesses Changes	Weaknesses Changes
• ~~Parental~~Stakeholder Involvement & Engagement • ~~Low~~Declining Student Achievement~~in~~, especially in Mathemati~~cs and on AP Exams~~cs	• ~~Parental Involvement & Engagement~~	• ~~Parental Involvement & Engagement~~		• ~~Parental Involvement & Engagement~~

Final Weaknesses: Collaborative Structures and Processes; **Declining** Student Achievement; Achievement Gaps (subgroups IEP/EL/SPED)

Opportunities Changes	Opportunities Changes	Opportunities Changes	Opportunities Changes	Opportunities Changes
• ~~Parental~~Stakeholder Engagement & Involvement	• Parental Engagement~~ &~~t/Involvement &	• Facilities • Sports at all levels		• Community SEL aware

• Upgrade facilities to compete with other districts. • Maintain current facilities.	Parent-Staff Relationship			

Final Opportunities: Parental Engagement & Involvement; Retention of Classified Staff (Paraprofessionals); Student SEL Supports; Focus on Small Number of Impactful Goals; Maintain Current Facilities

Threats Changes	Threats Changes	Threats Changes	Threats Changes	Threats Changes
• Teacher Recruitment	• Student & Parent Apathy/Respect	• Complacency • Student Apathy	• Limited Tax Base due to lack of industry in the community	

Final Threats: Low/Declining Enrollment; Increased SEL Needs; Limited Tax Base

NORTH BOONE SWOT ANALYSIS FINAL

STRENGTHS: What are we most proud of? What do we consider to be our results of our best work? What advantages do we have? What do others say about us in positive ways	WEAKNESSES: What do we consider to be our weaknesses? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well?
• Staff Dedication & Retention • Financial Health & Stewardship • Student-Teacher Relationships	• Collaborative Structures and Processes • Declining Student Achievement • Achievement Gaps (subgroups IEP/EL/SPED)
OPPORTUNITIES: What opportunities Do we know about, but have not addressed? Where with a little work could we change a weakness into a strength? What are we not doing currently that might be the opportunity for us to improve?	THREATS: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress? What do we have little control over that might impact our resources?
• Parental Engagement & Involvement • Retention of Classified Staff (Paraprofessionals) • Student SEL Supports • Focus on a Small Number of Impactful Goals • Maintain Current Facilities	• Low/Declining Enrollment • Increased SEL Needs • Limited Tax Base

Vision Draft: Graduate, Adult and System Portraits

Graduate Portrait	Graduate Portrait	Graduate Portrait	Graduate Portrait	Graduate Portrait
Passionate and Empathetic (6) Problem Solvers (6) Skilled Communicator (4) Growth Mindset (4) College and Career Ready (3) Engaged Communicators (1)	Passionate and Empathetic (3) Personally Responsible (3) Engaged citizens (2) Skilled communicators (2) College and Career Ready (2) Culturally Aware (2) Engaged Collaborators (2) Adaptive and Resilient Learners (2)	Team Player (4) Personally Responsible (4) Problem Solvers (4) Skilled communicator (4) Civic and Global Contributor (2)	Problem Solvers (4) Confident and Secure (4) College and Careeer Ready (2) Creators and Innovators (2) Compassionate and Empathetic (2) Personally Responsible (2) Adaptive and Resilient Learners (2)	Passionate and Empathetic (5) Growth Mindset/GRIT (3) Problem Solvers (2) Adaptive and Resilient Learners (2) Personally Responsibile (2) Empowered and Self-Sufficient (2) Skilled Communicators (2) Perseverant and Patient (1) Confident and Secure (1)

Adult Portrait	Adult Portrait	Adult Portrait	Adult Portrait	Adult Portrait
Compassionate and Empathetic (7) Team Player/Engaged Collaborator (6) Respectful of students and parents (6) Growth Mindset (6) Love of Teaching and Learning (4) Adaptive and Resilient Learner (3) Perseverant and Passionate (3) Forgiving (3) Culturally Aware (2)	Love Teaching and Learning (3) Compassionate and Empathetic (3) Adaptable and Resilient Learners (3) Personally and Collectively Responsible (3) Respectful of Students and Parents (2) Ethical and Trusting Character (2) Engaged Collaborator (2) Perseverant and Patient (2) Culturally Aware (2)	Personally and Collectively Responsible (5) Prepared (4) Team Player (4) Problem Solver (2) Ethical and Trusting Character (2) Love Teaching and Learning (2) Compassionate and Empathetic (2) Growth Mindset (2) Personally and Collectively Responsible (2)	Engaged Collaborator (4) Love Teaching and Learning (4) Respectful of Students and Parents (4) Confident and Secure (4) Adaptable and Resilient Learners (3) Personally and Collectively Responsible (3) Culturally Aware (2) Compassionate andd Empathetic (2) Display a Personal Touch (2) Team Player (2)	Values Relationships/Respectful of Students and Parents (4) Growth Mindset (3) Engaged Collaborator (3) Adaptive and Resilient (2) Team Player (2) Prepared (2) Skilled Communicator (2) Culturally Aware (1) Perseverant and Patient (1) Love Teaching and Learning (1)

System Portrait	System Portrait	System Portrait	System Portrait	System Portrait
Ensure Consistency around Policy and Procedures (5) Promote Continuous Improvement (5) Value Innovation and Risk Taking (4) Value Diversity and Be Culturally Aware (4) Develop Sense of Community and Belonging (4) Promote Cohesion-Working Toward Common Goal (4) Respectful of Students, Parents and Staff (4) Growth Mindset (3) Foster Collaboration (3)	Clear Purpose with Focus (5) Promote Continuous Improvement (4) Respectful of Students, Parents and Staff (4) Civic and Global Contributors (3) Ensure Consistency around Policy and Procedures (3) Develop Sense of Community and Belonging (3) Foster Collaboration (2) Value Diversity and Be Culturally Aware (2) Values Its Staff (2)	Values Its Staff (4) Respectful of Students, Parents and Staff (4) Growth Mindset (4) Ensure Consistency around Policy and Procedures (4) Foster Collaboration (4) Clear Purpose with Focus (3) Promote Continuous Improvement (2) Excellent Stewards of Resources (2) Develop Sense of Community and Belonging (2)	Values Its Staff (4) Clear Purpose with Focus (4) Value Ethical and Trusting Relationships (4) Ensure Consistency around Policy and Procedures (3) Promote Continuous Improvement (3) Develop Sense of Community and Belonging (3) Foster Collaboration (3) Value Diversity and Be Culturally Aware (3) Value Innovation and Risk Taking (2) Adaptable and Resilient Partners (2)	Clear Purpose and Focus (4) Promote Continuous Improvement (3) Develop Sense of Community and Belonging (3) Value Shared Decision Making (3) Value Ethical and Trusting Relationships (3) Values Its Staff (2) Respectful of Students, Parents and Staff (2) Accountable to Adult and Graduate Portraits (1) Foster Clear Communication (1) Repeatable (1)

The facilitator reflected on the 5 Table Portraits and presents a DRAFT of a consensus Portrait

Graduate Portrait	Adult Portrait	System Portrait
Passionate and Empathetic 14 Problem Solver 14 Skilled Communicator 12 Personally Responsible 11 Growth Mindset 7 College and Career Ready 7 Adaptive and Resilient Learner 6 Confident and Secure 5 Team Player 4	Respectful of Students and Parents 16 Passionate and Empathetic 14 Love of Teaching and Learning 14 Personally and Collectively Responsible 13 Engaged Collaborator 12 Growth Mindset 11 Team Player 11 Adaptable and Resilient Learner 11 Culturally Aware 7 Prepared 6	Promote Continuous Improvement 17 Clear Purpose with Focus 16 Develop Sense of Community and Belonging 15 Ensure Consistency around Policy and Procedures 15 Respectful of Students, Parents and Staff 14 Foster Collaboration 12 Values Staff 12 Value Diversity 9 Growth Mindset 7 Value Ethical and Trusting Relationships 7

Mission Draft

Table Draft	Table Draft	Table Draft	Table Draft	Table Draft
The mission of the North Boone educational community is to prepare students to be resilient for a future that is ever-changing, by fostering a safe & all-inclusive learning environment that develops strong, confident, capable learners who are responsible, respectful, compassionate, and trustworthy members of society.	Our mission is to develop and support the character and minds of all learners as they become empowered and self-sufficient members of the community.	The Mission of the North Boone School District is to grow students into lifelong learners who value diversity, empathy, critical thinking, and problem-solving to become exemplary contributors to society.	The Mission of the North Boone School District is to foster a safe, inclusive, learner-centered community which promotes the development of strong critical thinking skills, and innovative ideas while cultivating empathetic and resilient 21st-century learners able to exist in an evolving world and global economy.	The Mission of the North Boone educational community is to become a destination school district that supports students, families, and staff to innovate and inspire a culture that values education.

Facilitator: In reflection of the 5 Table Team Mission Key Words and Ideas, the facilitator presents these as Mission Statements to consider.

- The Mission of the North Boone educational community is to develop and support the character and minds of all learners.

- The Mission of the North Boone educational community is to develop and support the character and minds of all learners to become exemplary contributors to society.

- The Mission of the North Boone educational community is to grow students into lifelong learners able to ~~exist~~ thrive in an evolving world and global economy.

- The Mission of the North Boone educational community is to provide a safe & all-inclusive learning environment that prepares students to be resilient for a future that is ever-changing.

Core Values Draft

Table Draft	Table Draft	Table Draft	Table Draft	Table Draft
We will: • Cultivate a growth-centered learning environment • Embrace diversity • Encourage empathy and personal responsibility • Inspire greatness • Prepare students for college and/or career	• Be ethical and responsible • Be passionate and empathetic • Be problem solvers • Embrace change and evolution • Encourage student choice and voice • Have respect for self and all • Prioritize cultural differences and equitable opportunities for all	• Diversity • Empathy • Engagement • Growth Mindset • Passionate • Respect • Responsibility • Trust	• 21st century learner • Clear purpose and focus • Compassionate learning • Continuous improvement • Responsive and inclusive culture • Student Agency	• Clear Purpose and Focus • Develop Sense of Community and Belonging • Promote Continuous Learning • Value Ethical and Trusting Relationships • Value Shared Decision-making

Facilitator: In reflection of the 5 Table Team Core Values, the facilitator presents these as Core Values to consider.

Clear Purpose and Focus

Empathy and personal responsibility

Respect for self and all

Responsive and inclusive culture

Foster Student Agency

Ethical and Trusting Relationships

North Boone Preferred Future Statement

Mission		Core Values
The Mission of the North Boone educational community is to develop and support the character and minds of all learners to become exemplary contributors to society.		Commit to a Clear Purpose and Focus Encourage empathy and personal responsibility Have respect for self and all Promote a responsive and inclusive culture Foster Student Agency Value Ethical and Trusting Relationships

Vision

Graduate Portrait	Adult Portrait	System Portrait
Passionate and Empathetic Problem Solver Skilled Communicator Personally Responsible Growth Mindset College and Career Ready Adaptive and Resilient Learner Confident and Secure Team Player	Respectful of Students and Parents Passionate and Empathetic Love of Teaching and Learning Personally and Collectively Responsible Engaged Collaborator Growth Mindset Team Player Adaptable and Resilient Learner Culturally Aware Prepared	Promote Continuous Improvement Clear Purpose with Focus Develop Sense of Community and Belonging Ensure Consistency around Policy and Procedures Respectful of Students, Parents, and Staff Foster Collaboration Values Staff Value Diversity Growth Mindset Value Ethical and Trusting Relationships