November 5, 2021

Association of Metropolitan School Districts

Strategic Plan Discussion
Strategic Planning Goal & Process

To ensure all stakeholders are aligned towards the Vision/Mission and that resources are allocated only towards activities that will achieve that goal.

**Planning**
- Gather and analyze data

**Create Strategic Plan**
- Operationalize

<table>
<thead>
<tr>
<th>May/June</th>
<th>June/July 15</th>
<th>July 16 - September</th>
<th>October - ongoing</th>
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<tbody>
<tr>
<td>✓ Overview of the strategic planning process</td>
<td>✓ Conduct Interviews with AMSD Executive and Legislative Committee and other key stakeholders</td>
<td>✓ Refresh Vision and Mission</td>
<td>• Create metrics to assess progress</td>
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<td>✓ Develop timeline</td>
<td>✓ Survey Members</td>
<td>✓ Develop strategic Priorities</td>
<td>• Develop one year goals</td>
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<td>✓ Conduct audit of the current strategic plan and current state analysis (AMSD Staff)</td>
<td>✓ Analyze interview, survey and data sources</td>
<td>✓ Discuss belief statements</td>
<td>• Implement process to assess progress</td>
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<td>✓ Identify Data sources</td>
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<td>✓ Develop implementation plan, including communication and approval</td>
<td>• Communicate progress on a regular basis</td>
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<td>o Member district involvement</td>
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<td>• Assess quarterly</td>
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<td>o Public education legislative action</td>
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<td>o Other</td>
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Strategic Alignment

**Vision**
Why you do it
Lofty - Your aspirations
What the organization is reaching for
Attached to core values
Rarely changes
Board Responsibility

**Mission**
What you do
The core of the organization
Everything you do must attach to the mission
May revisit & change the mission
Board and staff responsibility

**Strategic Priorities**
How you do it
Fuel of the organization
They propel the organization forward
Operational plan is organized around these
Tactical plan
Staff Responsibility
What does AMSD Believe?

Current

• Minnesota’s future prosperity is dependent upon the success of each and every student
• Public education must be the highest priority of state government
• State education policy and resource allocation must recognize and support the unique needs of member districts
• The collective and consistent voice of member districts is critical to achieving our mission.

Pending Board Approval

• Public Education is foundational to Minnesota’s future prosperity.
• Public education must be non-partisan and the highest priority of state government.
• State education policy and resource allocation must recognize and support the unique needs of member districts.
• The collective and consistent advocacy of member districts is critical to achieving our mission.
• Minnesota’s education system is unjust and inequitable and does not provide sufficient resources to ensure all students thrive.
Vision: Why does AMSD exist?

Current
AMSD Intends to create:
• A highly engaged, fully informed, and knowledgeable membership acting as a collective voice for each and every student
• Education-friendly policy and funding improvements that enable each and every student to achieve and will end the opportunity and achievement gaps.
• Proactive, strategic legislative efforts that result in:
  o Adequate funding and decreased mandates
  o Improvement in education policy with more local control and flexibility in resource allocation
  o Elimination of policies that are not effective or useful to districts
• Increased access and efficiency through technology to disseminate information and advocate for AMSD’s mission.

Pending Board Approval
Reimagine Public Education
Mission: What does AMSD do?

Current

The mission of AMSD is to advocate for metropolitan school districts and advance legislation that supports student achievement.

Pending Board Approval

Advocate for member school districts so they can lead the transformation of public education.
Strategic Directions: How does AMSD Support its Mission?

Current

- Advocate and lobby for funding and policies that respect local-control and enable districts to successfully meet the needs of each and every student
- Develop internal connections and a collective voice, while fostering external partnerships, to provide for local control and flexibility in resource allocation.
- Develop and engage members in our mission, utilizing technology, innovation and AMSD resources to provide research-based information and tools.
- Support the work of Reimagine Minnesota to ensure that each and every student has the opportunity to attend a school that provides an equitable and excellent education that allows them to reach their full potential

Pending Board Approval

- Advocate for funding and policies that respect and empower local districts to meet the needs of each and every student.
- Create opportunities for school district leaders to collaborate, innovate, generate solutions, and share best practices.
- Generate nonpartisan research, data and legislative updates that assist AMSD members to effectively advocate for our school districts and students.
- Advance the work of Reimagine Minnesota.
Timeline for Board Approval & Implementation

- **November 5:** Introduce Strategic Plan changes, break into small groups using Executive and Legislative Committee members as facilitators asking: What are your thoughts regarding the:
  - ✓ Belief Statements
  - ✓ Vision
  - ✓ Mission
  - ✓ Strategic Priorities

- **December 3:** Revisit Strategic Plan changes, break into small groups using Executive and Legislative Committee members as facilitators asking:
  1. What do you expect to be different after adapting this strategic plan?
  2. How would you measure our progress on our strategic priorities?
  3. How will this plan change the way we advocate for Public Education?

- Vote December or February – based upon feedback and small group discussion.
AMSD Believes . . .

Public education is foundational to Minnesota’s future prosperity.
Public education must be non-partisan and the highest priority of state government.
State education policy and resource allocation must recognize and support the unique needs of member districts.
The collective and consistent advocacy of member districts is critical to achieving our mission.
Minnesota’s education system is unjust and inequitable and does not provide sufficient resources to ensure all students thrive.

Why we exist, our Vision, is to . . .

Reimagine Public Education

What we do, our Mission, is to . . .

Advocate for member school districts so they can lead the transformation of public education.

How we support our mission, our Strategic Priorities, are to . . .

Advocate for funding and policies that respect and empower local districts to meet the needs of each and every student.
Create opportunities for school district leaders to collaborate, innovate, generate solutions, and share best practices.
Generate nonpartisan research, data and legislative updates that assist AMSD members to effectively advocate for our school districts and students.
Advance the work of Reimagine Minnesota.