



**MILWAUKEE
PUBLIC SCHOOLS**

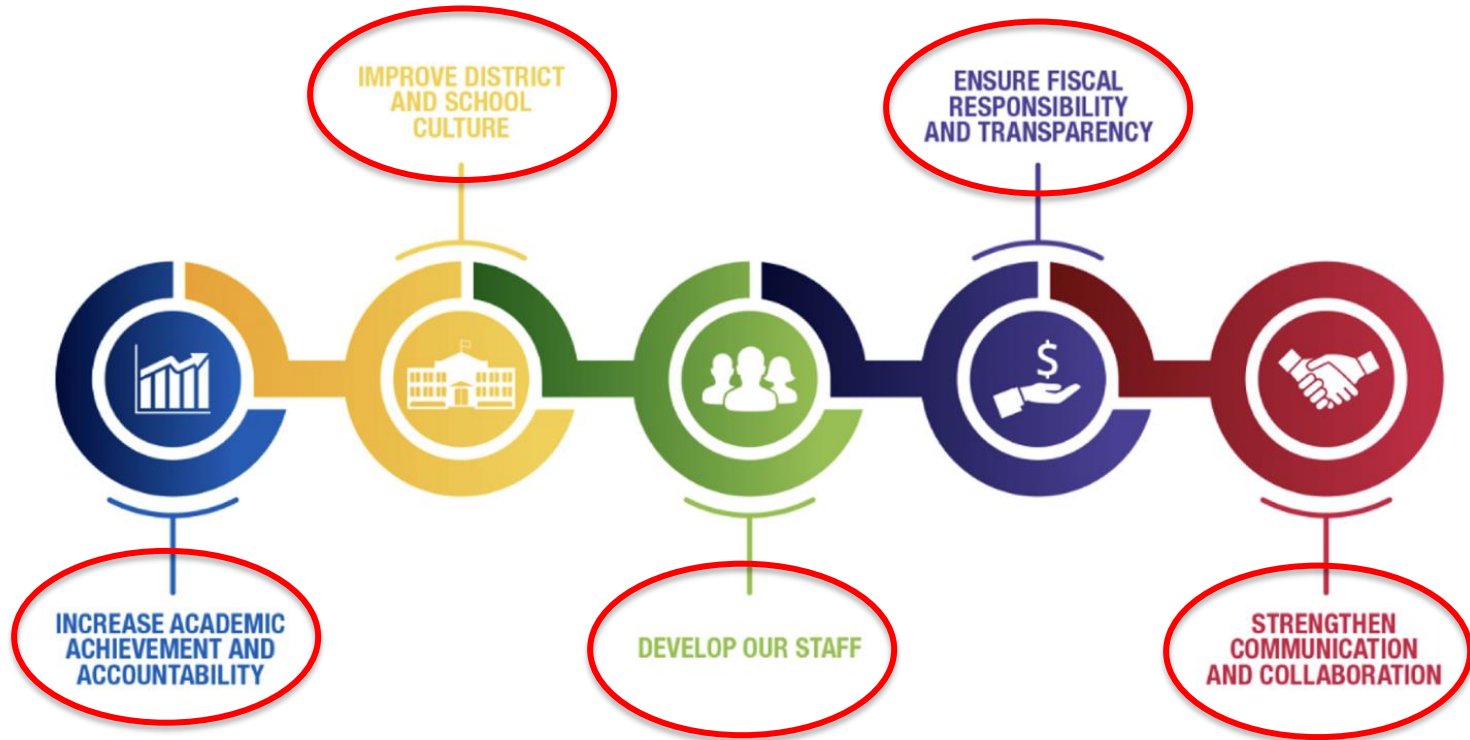
Work Session on Resolution 2122R-008 - Strategic Planning

Melanie R. Stewart, Ph.D., Director
Research, Assessment, and Data

December 20, 2022

Dr. Keith P. Posley
Superintendent

Five Priorities for Success



Resolution

- October 2021– Resolution 2122R-008 was approved by the Board of Directors
 - Timeline of process needs posted
 - Community-wide input
 - Plan covers a specific timeframe
 - Includes a mission statement, goals, and objectives
 - Includes accountability measures and annual performance targets



MPS Mission

Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-education opportunities, work, and citizenship.



2021–2022 Baldrige Framework Overview



From Baldrige Performance Excellence Program. 2021. *2021–2022 Baldrige Excellence Framework: Proven Leadership and Management Practices for High Performance (Education)*. Gaithersburg, MD: U.S. Department of Commerce, National Institute of Standards and Technology. <https://www.nist.gov/baldrige>.

Team

- Data Metrics – Melanie Stewart and Natalie Collins
- Technology and Communications – Chad Meyer and Nicole Armendariz
- Senior Leadership – Eduardo Galvan
- Human Resources – Pepper LaMothe and Alexandra Kestner
- Finance – Shelley Perkins and Brian Terrell
- Academics – Felicia Saffold and Lorena Gueny
- Equity and Inclusion – Patricia Ellis
- Operations – Michelle Lenski
- Governance – Jacqueline Mann and Nita Farrow
- Strategic Partnerships – Christy Stone

- Widespread input from other stakeholders will be critical to the process



The Work

- Answer the questions throughout the framework from our perspective and from stakeholder feedback
- Collect our results throughout the district and compare to benchmarks
- How does the data impact our perspective?



Process

- Collaboration across offices and departments to create the Organizational Profile:
 - All district offices have at least two representatives
 - Board Governance is also represented
- Meetings are twice a month with work assignments and sessions to gather data between each session

Organizational Profile

- **Our Story**
 - Who are we?
 - What do we do?
 - How do we operate?
 - How do we measure results?
 - Identify gaps and focus on key performance requirements and results



Organizational Profile

- **Organizational Description**
 - Organizational Environment
 - Organizational Relationships

- **Organizational Situation**
 - Competitive Environment
 - Strategic Context
 - Performance Improvement System



Feedback

- Review the Organizational Profile compared to the Baldrige requirements
- What is KEY?
- Send questions or comments

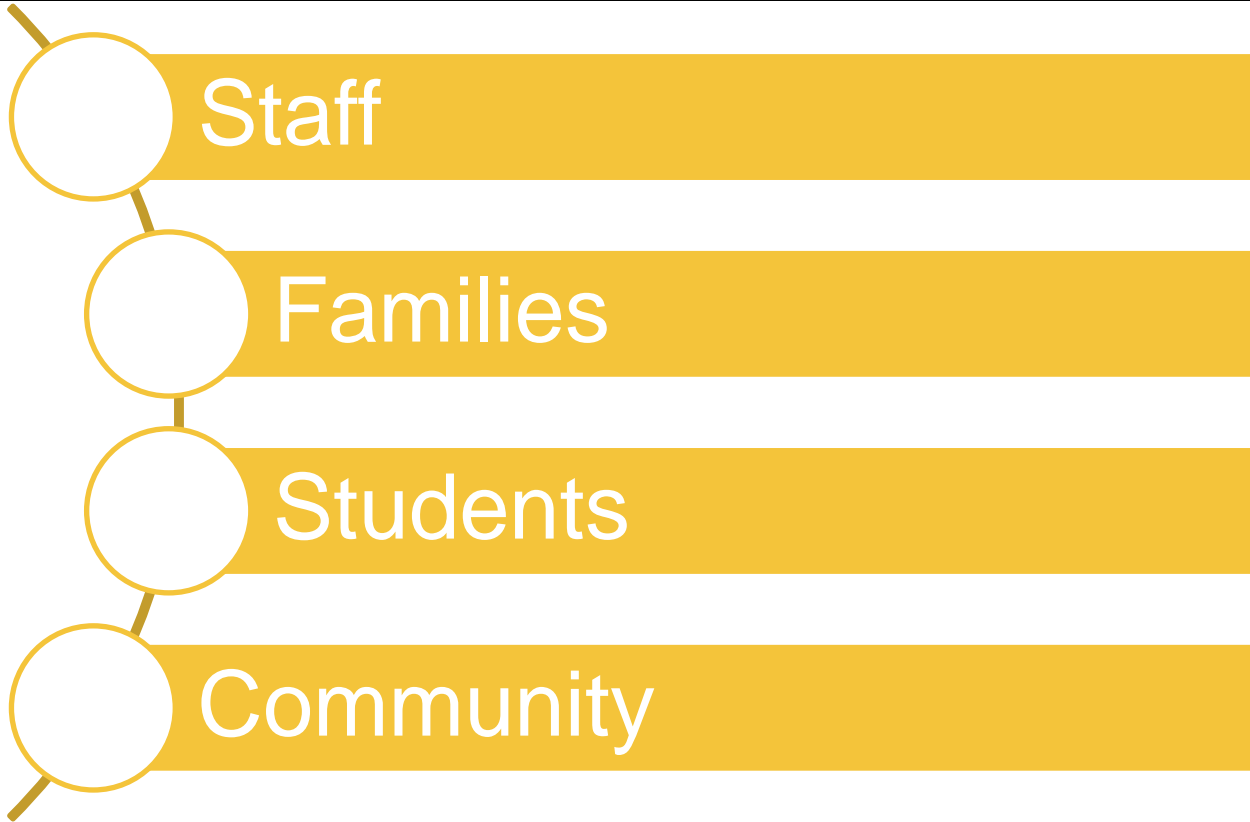


Results – Activity

- Overview of the data and criteria
- 7.2 Customer Results
- Share 2–3 observations that are KEY to future strategic planning from this data



Stakeholder Feedback – Next Steps



Engaging All

- Surveys have been drafted
- Now that you have reviewed the questions...
 - Are we missing important question topics?
 - Should questions have additional options?

Surveys

- UW–Milwaukee will host the student and staff surveys
- We will host the family and community surveys



Timeline

November 2022 – January 2023	<p>Gather stakeholder feedback: community sessions, website, social media, in schools for student, through offices for staff, etc.</p> <p>Survey data collection may continue through February</p>
January 2023	Update to the Board of School Directors
February – March 2023	<p>Continue completion of Baldrige framework</p> <p>Analyze data collected for reporting</p>
March – May 2023	Develop report: findings and recommendations
June 2023	Update to the Board of School Directors

Communicating MPS's Strategic Plan

- Strategic Plan Kick-Off: January
- Survey Launch: Mid- to Late January
- Results Rollout: Spring 2023

Communicating MPS's Strategic Plan

Strategic Plan Kick-Off

- **Goals:**
 - Provide overview of process and purpose
 - Prepare stakeholders for survey launch
 - Share important dates
- **Elements:**
 - Press release announcement
 - External channels: web, social media, newsletters
 - Internal channels: meetings, emails, Thursday Updates



Communicating MPS's Strategic Plan

- **Survey Launch**
 - News release
 - External channels
 - Internal channels
 - Email campaign
 - Key community groups
 - Targeted demographic outreach



Communicating MPS's Strategic Plan

- **Survey and Focus Groups Results Rollout**
 - **Internal Plan:**
 - District-wide results rollout
 - School-level results rollout
 - Department-level results rollout
 - **External Plan:**
 - News release
 - Public report and FAQ document



Thank you.



Dr. Keith P. Posley, *Superintendent*

