



SIAC

October 13, 2021

# Norms

- Be present
- Assume positive intent
- If you think it, say it
- Internally we challenge one another and push thinking; externally we support team decisions
- What's discussed here, stays here; what's learned here leaves here
- Think system ~ focus on WE and not ME

## Meeting Monsters

1. Overly talkative
2. Highly argumentative
3. Rambler
4. Obstinate/Rigid
5. Griper/Whiner
6. Side Conversation
7. Definitely Wrong
8. Off the Subject
9. Silent



# Agenda

1. Introductions
2. Great Things Happening
3. Goals and Purpose of SIAC
4. Learning - How mission, vision, values, goals relate
5. Learning - High Reliability Schools
6. Level 1 Survey Data Review
7. Strategic Plan - VALUES

# What is SIAC? What does it do?

## UNIFORM SCHOOL REQUIREMENTS, §280.12 280.12

### *School improvement advisory committee.*

The board of directors of each public school district and the authorities in charge of each nonpublic school shall do the following:

1. Appoint a school improvement advisory committee to make recommendations to the board or authorities.

**Utilize the recommendations from the school improvement advisory committee to determine the following:**

- a. Major educational needs.
- b. Student learning goals.
- c. Long-range and annual improvement goals that include, but are not limited to, the state indicators that address reading, mathematics, and science achievement.
- d. Desired levels of student performance.
- e. Progress toward meeting the goals set out in points “b” through “d”.
- f. Harassment or bullying prevention goals, programs, training, and other initiatives.

# Why have a SIAC committee?

*Shared leadership  
produces  
sustainable school  
improvement.*



# Ad·vi·so·ry

*adjective*

1. having or consisting in the power to make recommendations but not to take action enforcing them.

*"an independent advisory committee"*

# How you can help advise us today...

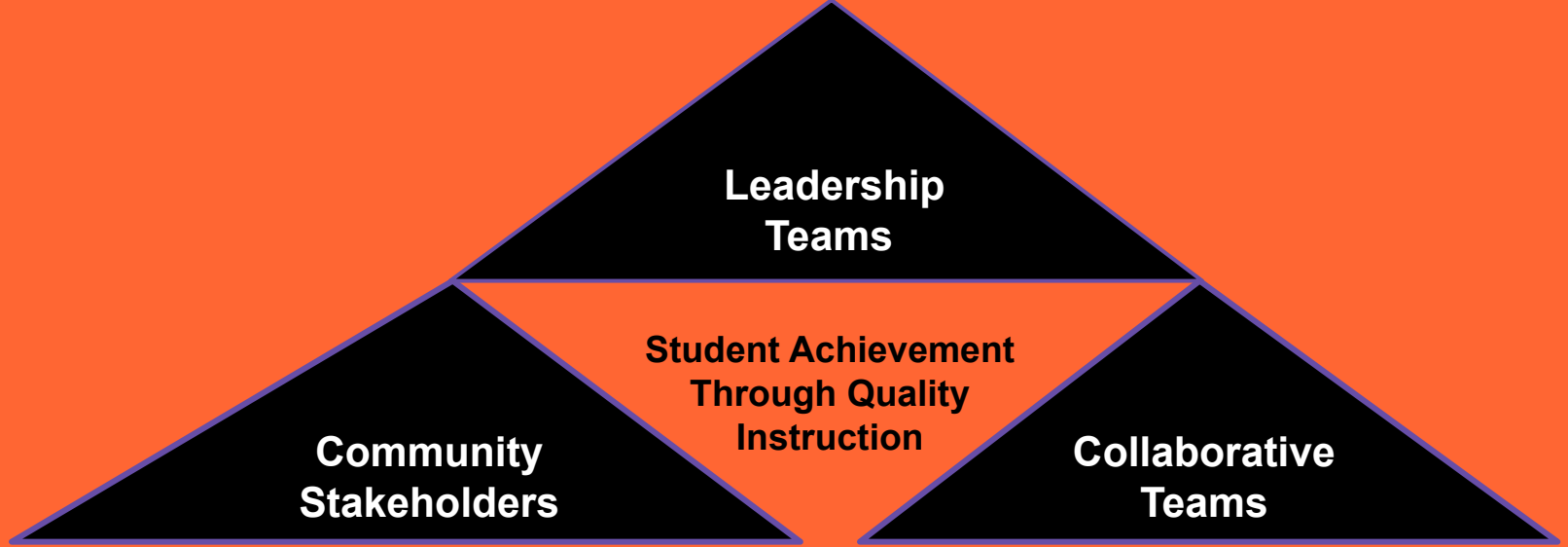
## First:

- Build an understanding of the Colfax-Mingo School shared leadership structure.
- Reflect on community survey input

## Second:

- Provide input for the development of the Colfax-Mingo mission, vision, and core values that will guide us in all of our endeavors.





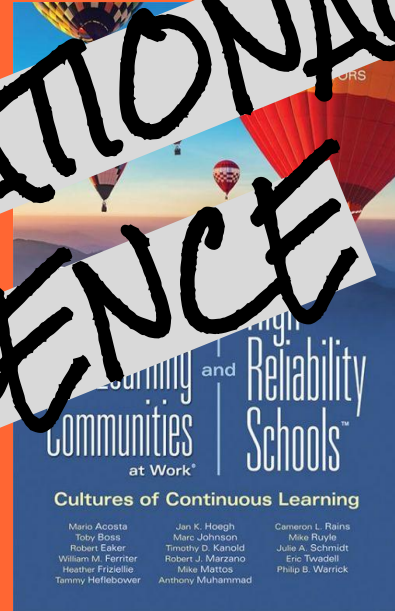


ACTION

TIGERHAWKS

# High Reliability Schools

ORGANIZATIONAL  
EXCELLENCE



*ACTION*

*TIGERHAWKS*

# PROVE or IMPROVE

Competency-Based Education

Standards-Based Grading

**Guaranteed Viable Curriculum**

**Effective Teaching in Every Classroom**

**Safe and Collaborative Culture**



*ACTION*

*TIGERHAWKS*

## Organizational Excellence

~ the ongoing efforts to establish an internal framework of standards and processes to be highly reliable and effective in their operation.

~ Every student, every classroom, every day

## Leading and Lagging indicators

~ Leading indicators come first to create the conditions critical for school effectiveness

~ Lagging indicators provide the evidence that the leading indicators are in place and healthy



## Safe and Collaborative Culture ~ *Leading Indicators*

- 1.1 The faculty and staff perceive the school environment as safe and orderly.
- 1.2 Students, parents, and the community perceive the school environment as safe and orderly.
- 1.3 Teachers have formal roles in the decision-making process regarding school initiatives.
- 1.4 Teacher teams and collaborative groups regularly interact to address common issues regarding curriculum, assessment, instruction, and the achievement of all students.
- 1.5 Teachers and staff have formal ways to provide input regarding the optimal functioning of the school.
- 1.6 Students, parents, and the community have formal ways to provide input regarding the optimal functioning of the school.
- 1.7 The success of the whole school, as well as individuals within the school, is appropriately acknowledged.
- 1.8 The fiscal, operational, and technological resources of the school are managed in a way that directly supports teachers.



# Level 1 Survey Data

**Lens:** How does this information help us think about what we want for our school?

## **Think, Pair, Square & Share**

- **Think:** Look over the data provided from the survey and jot some notes.
- **Pair:** Match up and use the organizer to fill in Wonders, Patterns, & Questions you have.
- **Square & Share:** Match up with another pair and narrow down to 2-3 Wonders, Patterns, & Questions. Share them out ONE to the large group.

*\*The product of this activity will be shared with the CIA and board for future work.*

## Second Task for today:

- Provide input for the development of the Colfax-Mingo mission, vision, and core values that will guide us in all of our endeavors.



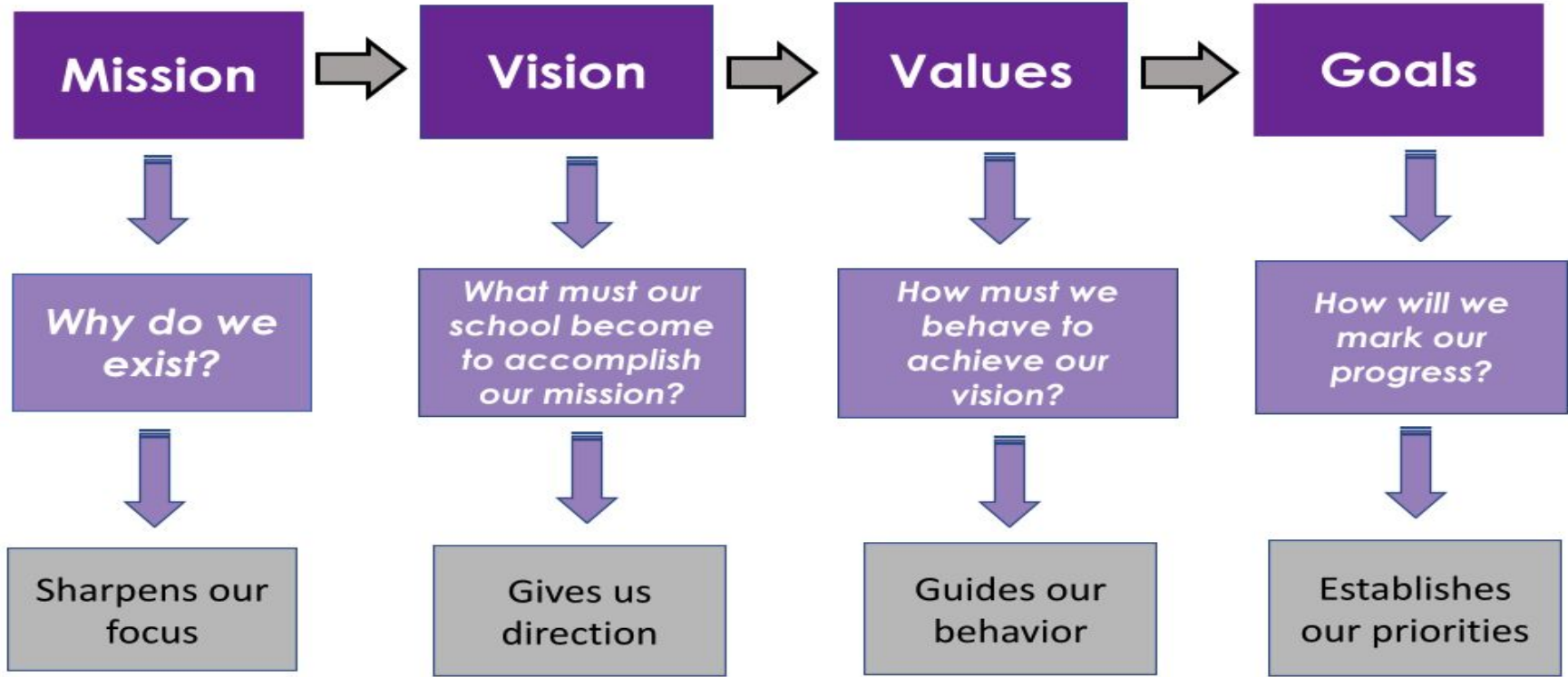
# Why do we need them?

*If we do not know why we are here and where we want to go, how will we know if we get there?*

- Guide
- Inspire
- Align
- Create a sense of belonging to an organization



# What are Mission, Vision and Core Values?







## Uber Mission Statement

*Uber's mission is to bring transportation — for everyone -- everywhere.*

## Uber Vision Statement

*Smarter transportation with fewer cars and greater access. Transportation that's safer, cheaper, and more reliable. Transportation that creates more job opportunities and higher incomes for drivers.*

## Uber Values

- We build globally; we live locally.
- We are customer-obsessed.
- We celebrate differences.
- We do the right thing.
- We act like owners.
- We persevere.
- We value ideas over hierarchy.
- We make big bold bets.



## **Our Mission**

To improve the learning outcomes and well-being of all children and youth by providing services and leadership in partnership with families, schools, and communities.

## **Our Vision**

To nurture learners, empower choice, and enrich lives.

## **Our Values**

Caring – Proactive – Collaborative

# Neighboring Schools

## Mission Statements

**"We inspire and develop all students to be responsible, life-long learners."**

**Ensuring a Culture of Excellence for Every Student.**

*Successful Learners Today,  
Future Leaders Tomorrow.*

**Build futures one student at a time.**

**"Striving for excellence — no exceptions, no excuses."**

## Vision Statements

Create classroom and school environments that develop:

- critical and reflective thinking
- complex communication
- creativity and innovation
- collaboration and community
- flexibility and adaptability
- productivity and accountability

**"Foster individuals who are connected to their communities, confident in themselves, excited about living, learning, and contributing to our world."**

## Core Values

- **Community** – Learn and work together experiencing belonging, respect and collaboration
- **Challenge** – Develop high expectations and rigor with accountability
- **Excellence** – Pursue passionately world-class learning and continuous improvement
- **Inspiration** – Nurture the diverse aspirations of all learners
- **Leadership** – Model accountability to the district strategic road map, by acting intentionally, disciplined, and compassionately in words and action

# Colfax-Mingo Mission Statement

## **Our Mission**

**To develop lifelong learners,  
independent thinkers, and productive  
citizens of character.**

# Colfax-Mingo Vision Statement



## **Our Vision for Learning**

**To ensure curriculum, instruction, and assessment are student-centered and focused on continuous improvement. Meaningful learning is achieved through collaboration, technology integration, and high expectations for all.**

# Your work today...

## In small groups of 2-3:

- Review the current C-M vision statement and commitments document.
- Discuss the following:
  - What did we learn from our community survey responses that we can use here?
  - What key components do you think are important to keep?
  - What parts are you unsure about?
  - What do you think is important to add?
- Record key phrases and ideas on the Mission, Vision and Core Values sheet that you would like to pass on to the district leadership team.
- Add any additional recommendations on the back of this sheet.

<b>Mission</b> <i>Why do we exist?</i>	<b>Vision</b> <i>What must our school become to accomplish our mission?</i>	<b>Core Values</b> <i>How must we behave to achieve our vision?</i>

# Next steps in this process...

The district leadership team will meet to review SIAC recommendations and develop mission, vision, and values.

October 26, 2021

The leadership team will share with SIAC team for input. The team will then share with school board for final approval.

Spring 2022



The leadership team will share mission, vision, and values with staff for feedback, revisions, and consensus.

January 2022

Spring-Summer 2022

The leadership team will use the newly adopted mission, vision, and values document to identify goals and create a district action plan.

*Thank  
You!*

