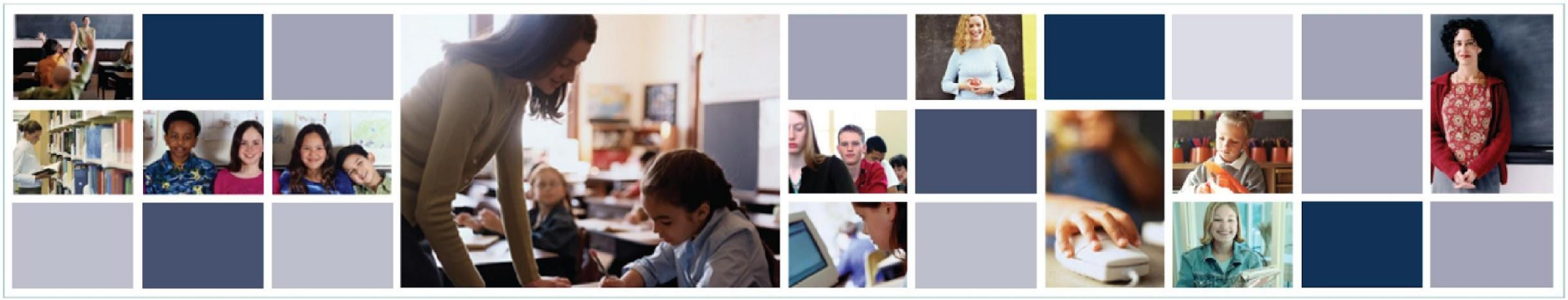
TMI Education

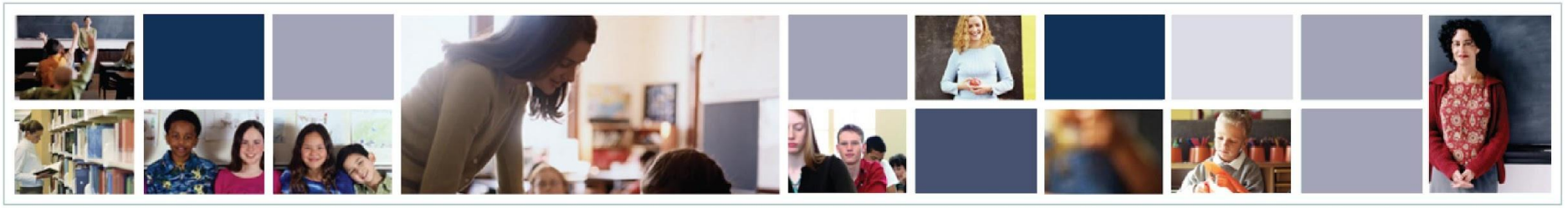


Glen Ridge Public Schools

Session 2: Drafting our Mission

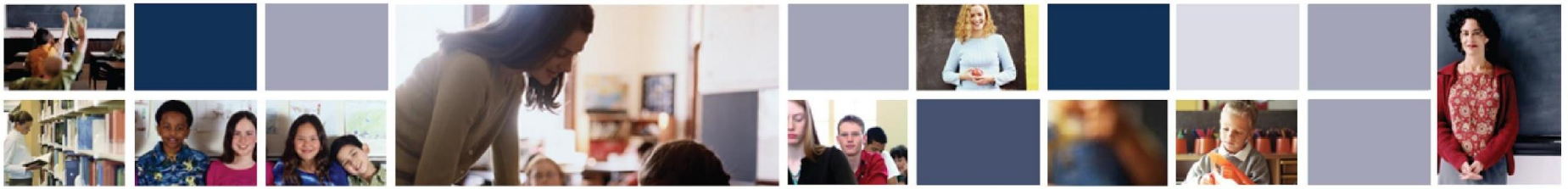
Rich Panicucci and Christine Lion Bailey

November 10, 2021



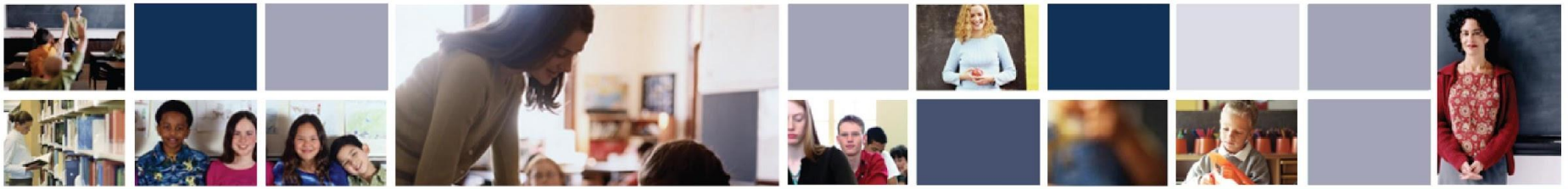
Warm-up

- Take a minute to review the value statements that were collected at our last session
- Focus on the "Definites" list first
- Think about whether or not this represents what's important to this school community



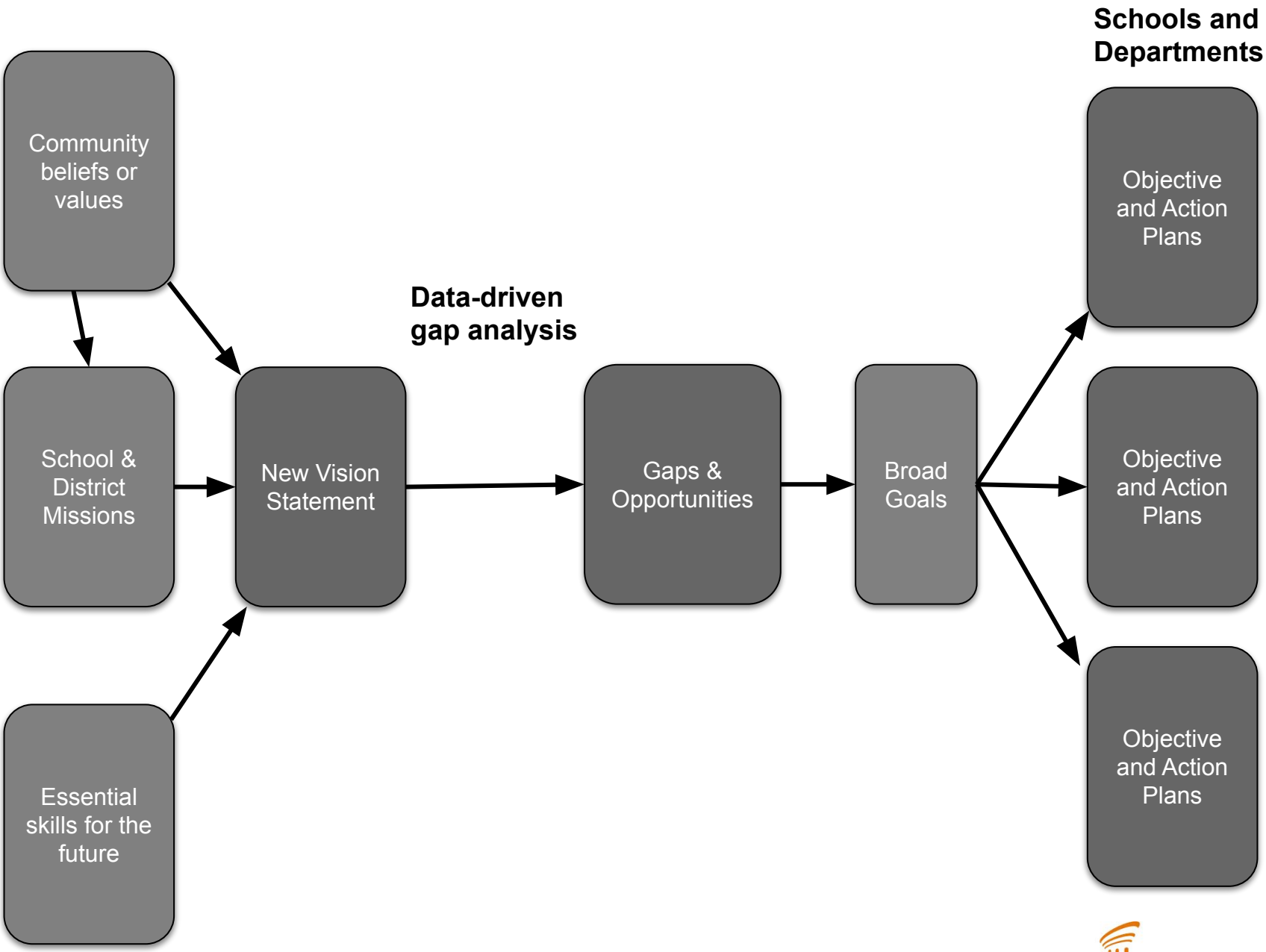
Our goals for today

- Confirm our values
- Draft our district mission
- Review our key data sets
- Begin exploring our data sets



Our norms...

- Start and end on time
- Be honest about the current reality
- Actively listen and participate
- Voice and respond to concerns openly, and nonjudgmentally
- Love the idea of possibilities first
- Commit to consensus actions and individual responsibilities



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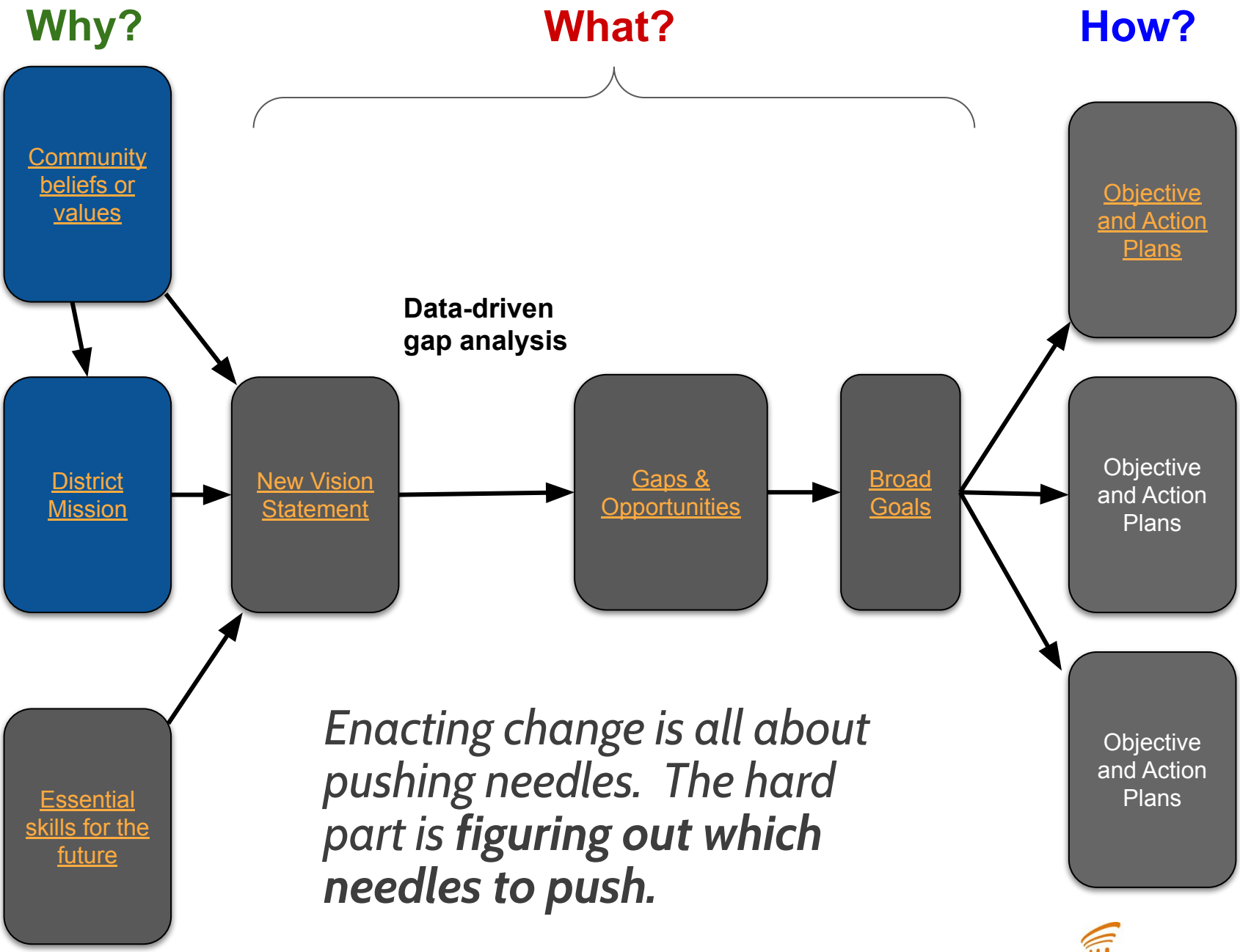

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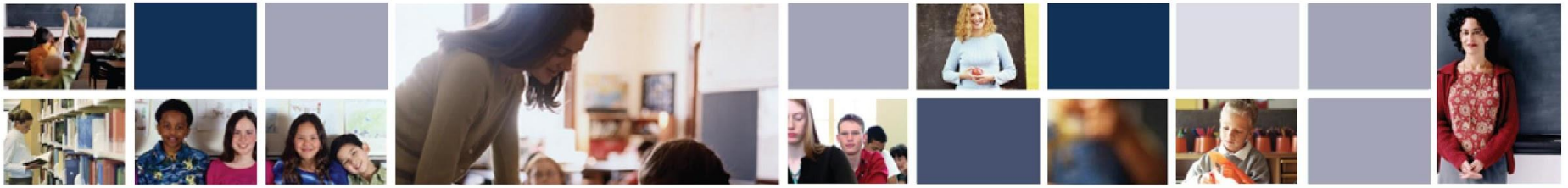

Our definition of consensus

- Looking for critical mass
- Everyone has time to process individually
- Everyone's voice is heard
- Proposed alternatives are explored
- Search for solutions that most like, and all can live with

WARNING: Try not to fall into the "wordsmithing trap"

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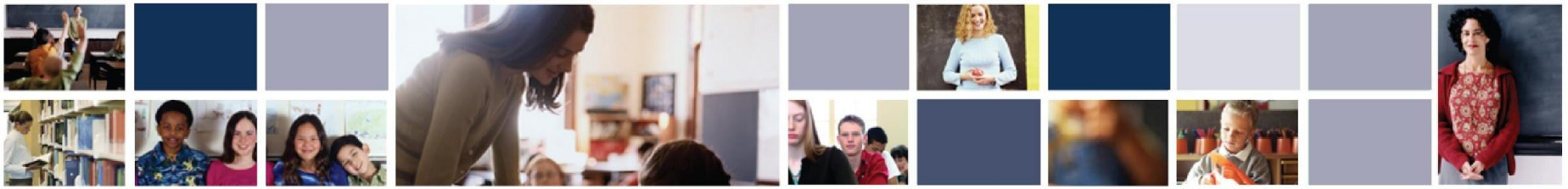

Confirming our values

- Take minute to review draft
- Round robin comments (30 sec)
- “Rule of Thumb” consensus tool
  - Up: Like it
  - Sideways: Can live with it
  - Down: Can’t live with it
    - **Must have proposed solution to vote thumbs down**
    - Need a “second” and a “third” to put proposed solution to a new thumb vote
    - Keep going until no down votes (time permitting)

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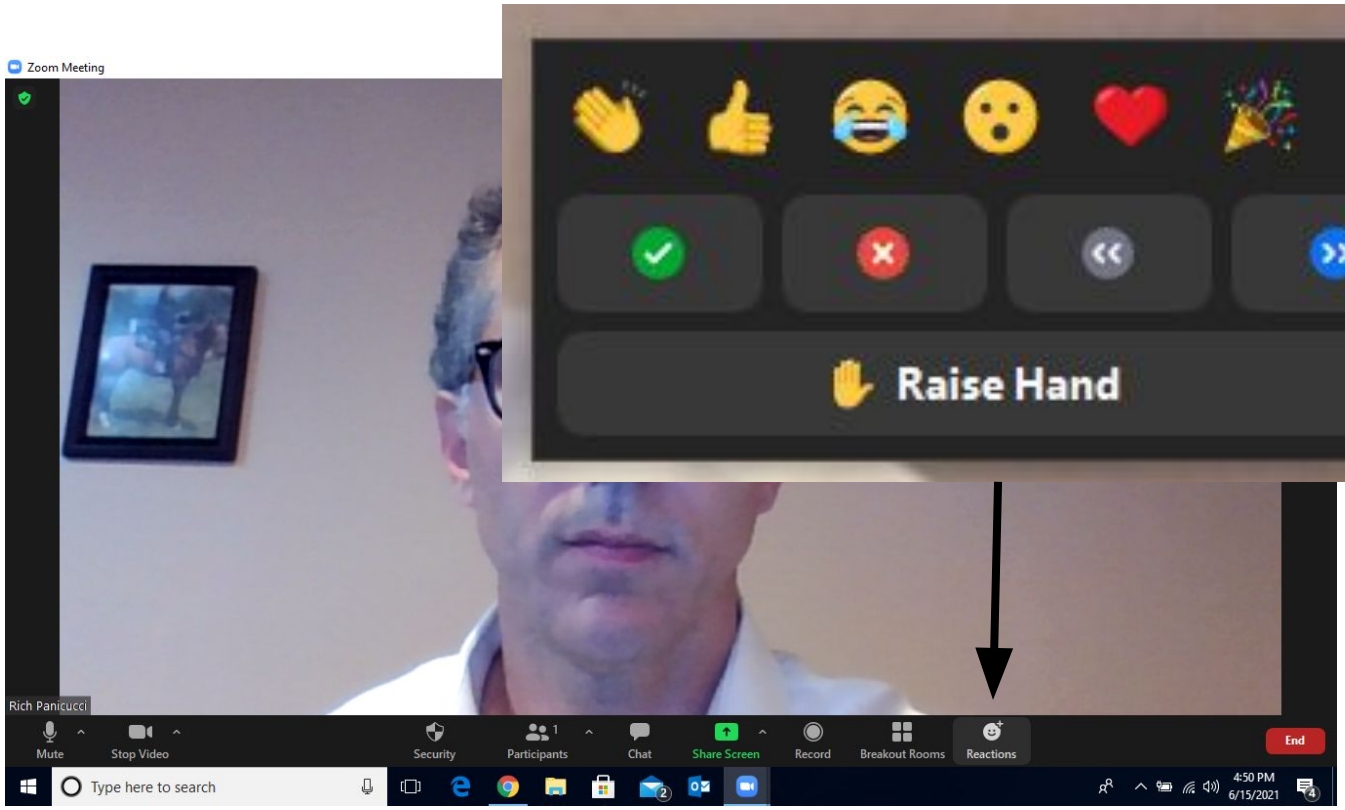

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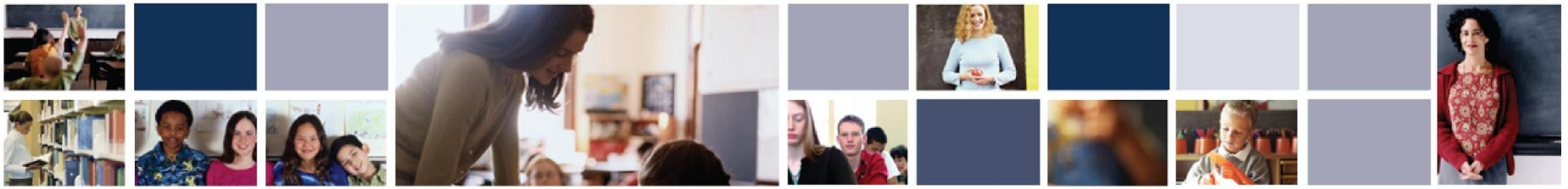

What is a mission statement?

- Something that puts what you **value into practice**
- Why you come to work each day
- A **communication** tool

Educational Example:
To prepare students to live, learn, and lead in a global society

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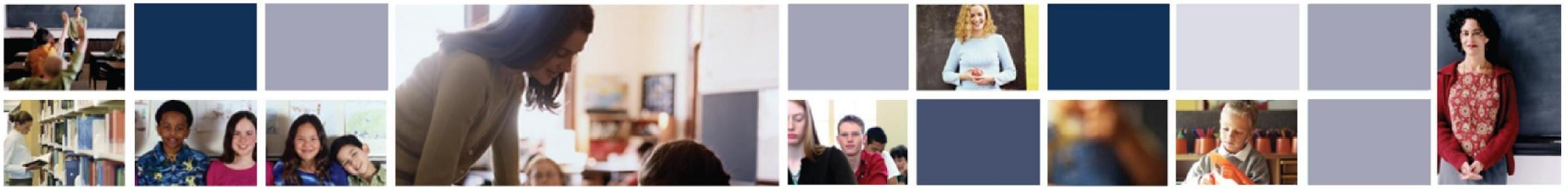

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Action verb

Who you serve

Values

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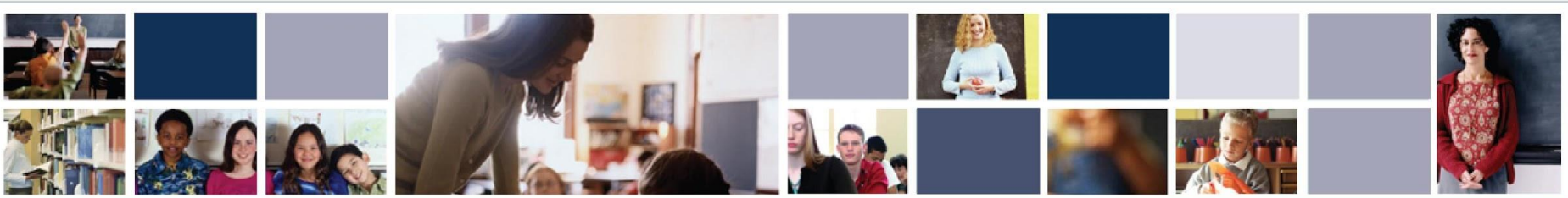

Values into practice

Action verbs

Groups served

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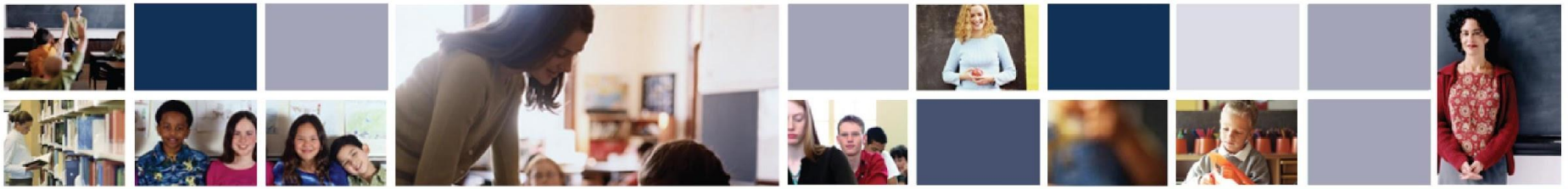
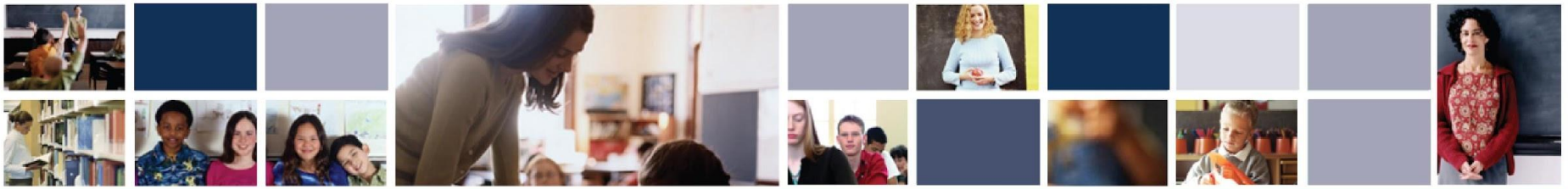


Confirming our mission

- ❑ Review our drafts
- ❑ Round robin comments (30 sec)
- ❑ Multivoting: everyone chooses three
- ❑ Second round for comments
- ❑ Vote for two
- ❑ Repeat down to one

To create happiness for people of all ages, everywhere.



The role of data…

Let's say that a district could increase the percentage of students who felt comfortable approaching their guidance counselor from 25% to 75%.

What impact might that have?

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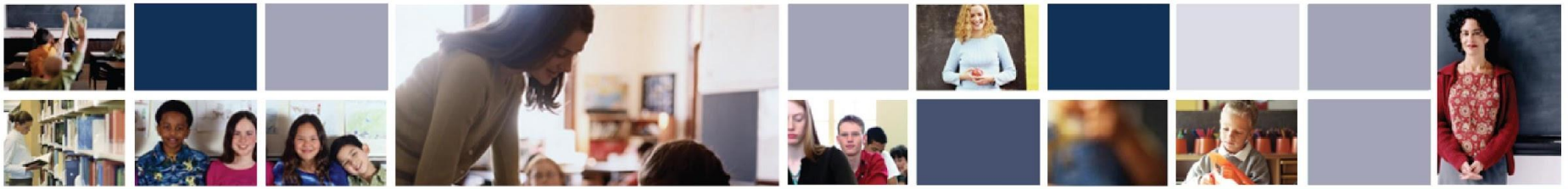
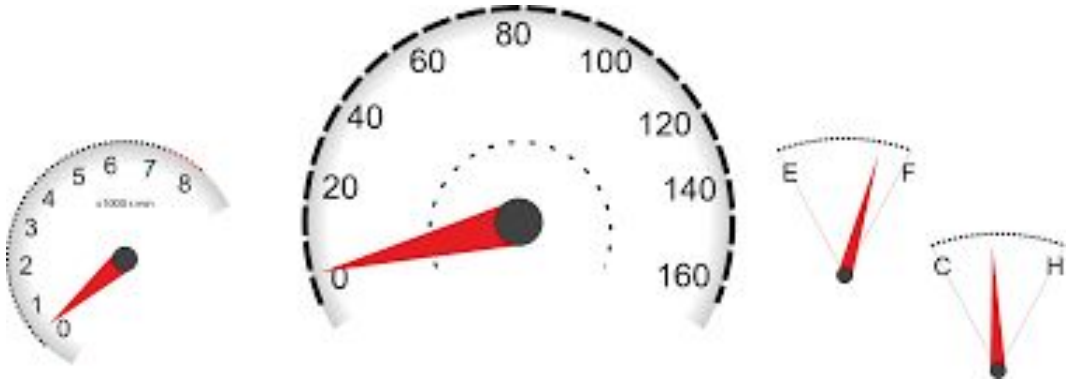


The role of data…

Enacting change is all about pushing needles. The hard part is figuring out which needles to push.



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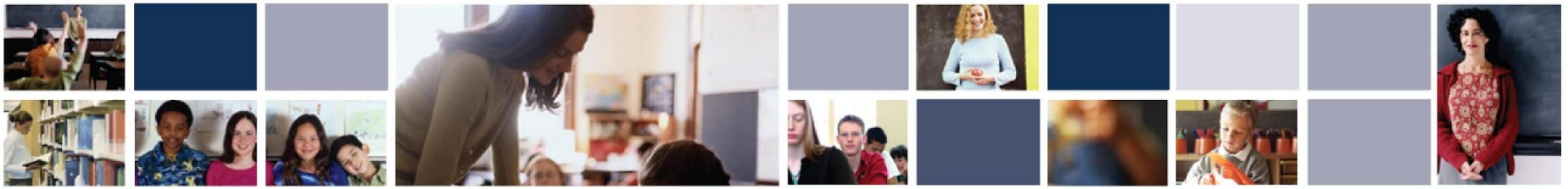

The role of data...

- Student Learning
- Stakeholder perspectives
- School Process

What do we have so far?

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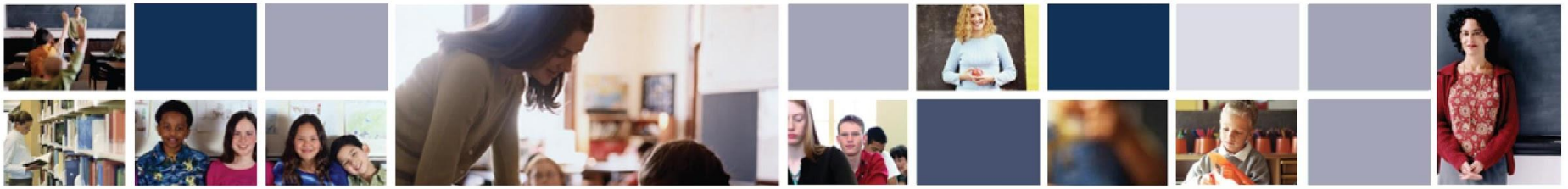

What do we have?

Student Learning	Stakeholder Perspectives	School Process
State Testing (NJSLA) Interim Assessments PSAT/SAT/ACT AP Reading/Writing Levels Attendance College Admissions	Student Survey Staff Surveys Parent Survey Community Survey	Curriculum Professional Development Equity Initiatives Student Supports Budget Overview Technology Plan

Link to Our Data Sets

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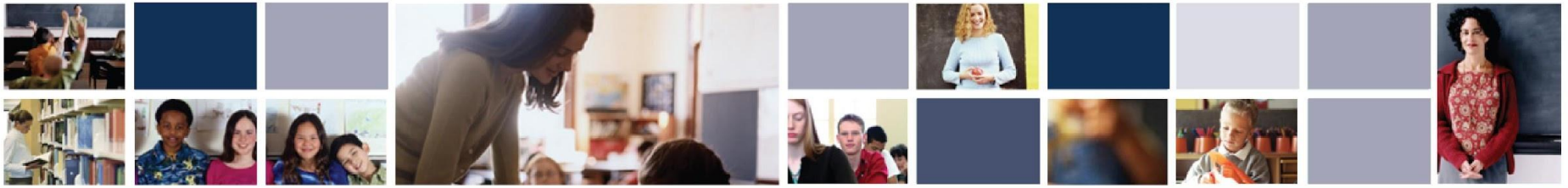
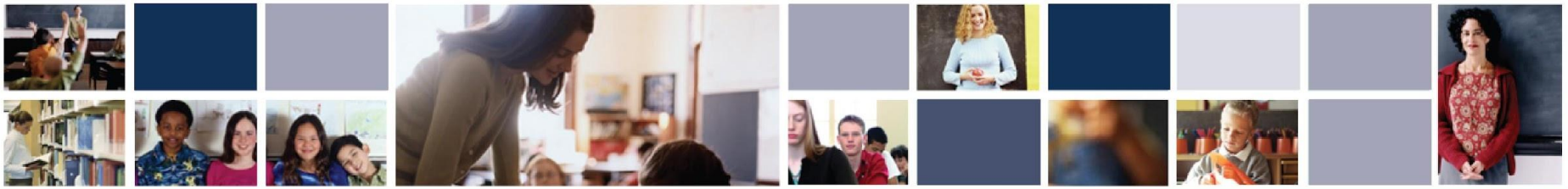


Group 1	Group 2	Group 3	Group 4	Group 5
Winnie Boswell	Jack DeWitt	Dirk Phillips	Betsy Ginsburg	Barbara Murphy
John Lawlor	Mike Donovan	Joe Caravela	Matt Murphy	Keisha Harris
Colin Pennington	Sean Quinn	Mary Lynn Savio	Erica Schwerin	Michael Zichelli
John Sarcone	Georgia Frazier	David Campbell	Mike De Leeuw	Mike Salvatelli
Jarrad Nardiello	Cluny Mendez	Eric Goldman	Paul DiCicco	Carol Florczak
Tiricia Akinwande	Fran Wong			



Scavenger Hunt

Can you name the "bucket" for each?

- Working in groups
- Use the available data sets to find three things:
  1. Three unit topics of the 5th/6th Synergistics Science course
  2. The percentage of students who feel that their teachers care about them
  3. The percentage of 4th Graders who met or exceeded expectations in English Language Arts on the NJSLA
  4. A non-AP high school course that allows students to earn college credit

Link to Our Data Sets

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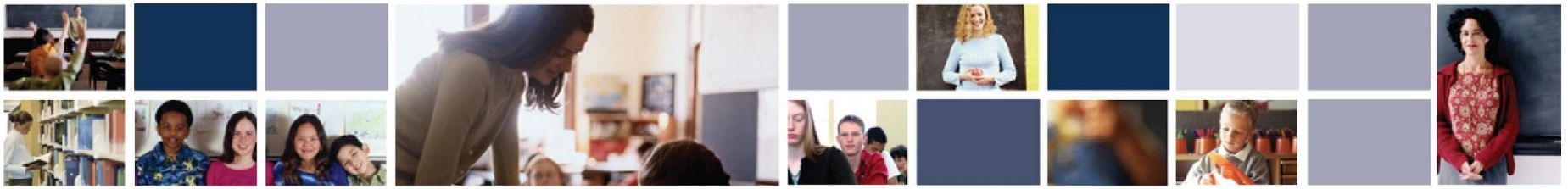

Next Steps: What is your vision for 2026?

- What trends will shape our students' futures?
- What skills will they need to succeed?
- How can we shape their education accordingly?

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