

PCSD Board of Education
Strategic Planning
Continuation of Defining the PCSD Values
October/November 2017

WHO - Park City Board of Education is reaching out to four individual groups; staff, community, administration and the Latino community.

WHAT- listen to and incorporate any additional comments, thoughts or ideas that should be included in the final outcome of the district's values.

WHEN & WHERE - for staff only Oct. 23 and 27, for the administration only Oct. 25, for the community only Nov. 1. Latino outreach is happening via Eric Esquivel and his team, feedback, and suggestions will be reviewed and included with the final values.

WHY - as part of our commitment to collaborate and listen to the community and district, the PCSB is asking and listening to input on the values that define our district and inform all of the decisions we make as well as Master Planning.

HOW - we will be hosting these meetings in the schools and collectively asking for additional input on the five tenets we heard the community say they valued. We also heard the groups ask to have more private and segregated meetings so they felt more open to sharing without their child's teacher or principal seated next to them.

THIS MEETING - the board members will share the condensed outcome of the two prior meetings regarding Strategic Planning. The first was with the community on Oct. 2 and the follow up on Oct. 12 with just the board.

Here are the five values/pillars that reflect the overarching PCSD goals of a student-centered culture promoting a safe, healthy, challenged, supported and engaged child. Everything we as a board, administration, and district do must uphold these values as communicated to us by the community:

1. Communication
2. Community Involvement/Partnerships
3. Excellent Personnel
4. Leadership Accountability
5. Academic Engagement



TODAY'S MEETING - confirm the bulleted points below (each of these 5 values) - add further clarification, and/or edit anything that does not resonate.

We value:

1. Communication:

- Trust and transparency.
- Frequent and easy to understand.
- Two ways.
- Listening to feedback/suggestions and communicate back how it is to be used.
- Explain why we are doing things, what is the outcome and how does it affect me and my child?
- Consistency in how information is communicated.
- Inclusion of non-English speakers.
- Inclusion of the entire community.

We value:

2. Community Involvement:

- Inclusion of the whole community in all ways to better understand the direction and needs of the district.
- Collaborating with our partners to uphold our mission of supporting the whole child.
- Outreach to local support first, including the community and local talent base.
- Creating opportunities for the community to engage with the schools and staff.

We value:

3. Excellent Personnel:

- Consistently hiring the best and the brightest for all positions.
- Recruiting outside the district.
- Always hiring personnel in a transparent, fair, equitable and consistent manner.
- Building trust and respect for all employees.
- An inclusive, talented, collaborative and diverse talent pool.
- Training and support to set every position up for success.

We value:

4. Leadership Accountability:

- Holding everyone no matter their position or status accountable for their actions.
- Tangible goals that are established then monitored and measured starting with the Board, Superintendent, Administration and all-staff.
- Clear processes and procedures that are transparent, free of favoritism, by the book and available for all to review, participate in and measure.
- Leadership's commitment to honor their word and deliver the expected level of service on time.
- Consequences for those not upholding their goals.

We value:

5. Academic Engagement:

- Engaging all students, no matter where they are in their academic journey.
- Creating a culture of inclusiveness and respect for the rich diversity of our community.
- Meeting the child where they are and accommodating for their type and speed of learning.
- Equity for all learners.