

EMID Guiding Change Document

Phase II Strategic Planning Process

EMID Vision: To Create integrated communities in which all learners have the knowledge, skills, and attitudes necessary for success in an increasingly diverse and interdependent world.

EMID Mission: To provide and promote integrated opportunities for students, families, and staff that expand cultural understanding and support academic achievement.

Current Context and Reality:

- ❖ **The model primarily serves the students attending the two schools, Harambee and Crosswinds. EMID does not fully serve the greater 120,000 of all member districts.**
- ❖ **In phase I of the Strategic Planning Process the board decided to continue operating the two schools, but to redefine their funding structure to enable significantly greater funding of shared services to benefit all member district students.**
- ❖ **Member districts send the majority of state integration funds to EMID.**
- ❖ **The current integration statute sunsets on June 30, 2013. Allocation and purpose of future integration aid is unknown after June 30, 2013.**
- ❖ **Harambee and Crosswinds currently do not function as lab sites.**
- ❖ **Involvement of integration specialists vary by district. Some endorse and others are indifferent about participation.**
- ❖ **Districts participation varies based upon value and interest by district and Superintendent.**
- ❖ **Communication among EMID member districts is inconsistent.**
- ❖ **Currently the two schools are the centerpiece to EMID.**
- ❖ **The alignment between OEI (Office of Equity and Integration) and Shared Services is unclear.**
- ❖ **The model is siloed (schools, OEI and Shared Services)**
- ❖ **No cycle for continuous improvement exist.**
- ❖ **Need for clarity of purpose and mission of EMID.**

Unacceptable Means: In preparing options we will not:

- ❖ Stay with the status quo
- ❖ Violate law, policy or contracts.
- ❖ Work outside of board established budgetary guidelines
- ❖ Assume incremental funding increases for base operations.
- ❖ Hold any program, service or structure harmless.
- ❖ Compromise current levels of health and safety.
- ❖ Identify options without considering stakeholder input.

Results: The options established will:

- ❖ Enhance integration and achievement service to benefit the broader 120,000 student membership from all member districts.
- ❖ Ensure that member districts see a greater direct mutual benefit as a result of the greater collaboration and alignment across programs, districts, participation and roles.
- ❖ Operate within the board approved budget provided.
- ❖ Operate within the most current statute and rules.
- ❖ Align with the mission and vision established for EMID
- ❖ Provide EMID students with a challenging academic curriculum and personally relevant instruction that enables each learner to meet state academic standards and prepares them for future learning and success.
- ❖ Comprehensively focus on raising achievement for all students while simultaneously eliminating the racially predictable achievement gaps.
- ❖ Incorporate strategies that are research based.
- ❖ Incorporate defined strategies that engage students, staff and parents so that The EMID vision and mission are fully realized.
- ❖ Include key measures for success and continuous improvement.
- ❖ Systemized communication across all member districts.