

STRATEGIC PRIORITIES AND PLANNING PROCESS

Brunswick School District



Brunswick School District (BSD) is currently prioritizing strategic planning with a focus on Diversity, Equity, and Inclusion (DEI). The district is in the initial stages of the strategic planning process and is committed to providing a comprehensive framework to evaluate its performance and improve student outcomes across all student groups. To support this effort, BSD has partnered with Hanover Research (Hanover) develop a series of collaborative projects to engage the Brunswick community in the strategic planning process. The following timeline details the work done so far in the current strategic plan, along with the upcoming work the district is doing to prepare and hone the strategic plan across the next two years.

THE WORK WE'VE DONE SO FAR

OUR STARTING POINT STRATEGIC PRIORITIES DIAGNOSTIC WINTER 2022 January – March

KEY STAKEHOLDERS & DATA SOURCES



STAFF



DISTRICT LEADERS

QUESTIONS ANSWERED



What are key priority areas for Brunswick as identified by district leaders?



What is the perceived performance in each key priority area as identified by district staff and teachers?

FINDINGS FROM THE DIAGNOSTIC

With Hanover, BSD administered a staff survey throughout the district to identify the community's strategic planning priorities and develop a baseline of satisfaction with the district's performance. These first findings indicate what *district staff* feel the district currently prioritizes based on its current actions and policies. These are labeled below as the **top five overall priorities**. Additionally, the results indicate priority areas where *school and district staff* feel the district is currently performing well. These are labeled below as the **top five performing priorities**.

The following areas were identified as the district's top five overall priorities:



Expanding and updating facilities.



Developing district leaders.



Structuring the central office appropriately.



Setting strategic goals and objectives.



Staffing the central office appropriately.

The following areas were identified as the district's top five performing priorities:



Monitoring student graduation.



Communicating in languages spoken in our community.



Partnering with the community to provide supports.



Monitoring student retention.



Staffing the central office appropriately.

ADDRESSING STRATEGIC PRIORITIES WITH TEAMWORK

BSD has begun forming the following committees dedicated to addressing or maintaining the above priorities, executing the timelines listed on the following pages, and engaging with data throughout the strategic planning process.

EXECUTIVE COMMITTEE

5-7 Members

Guiding discussions and focus of the strategic planning process.

STRATEGIC PLANNING COMMITTEE

20-25 Members

Engaging in workshops to develop the Strategic Plan.

STRATEGIC PRIORITIES AND PLANNING PROCESS

Brunswick School District



2022

EQUITY SCORECARD

SPRING 2022

April – June

Using student data, BSD and Hanover will identify gaps and trends in student outcomes across the district and explore what differences, if any, exist in outcomes across various student groups and demographics.

QUESTIONS TO ANSWER



What are the trends in student outcomes?



What differences in academic outcomes exist across student groups?

KEY STAKEHOLDERS & DATA SOURCES



STUDENT DATA

STRATEGIC PLANNING SURVEY

SUMMER 2022

June – August

BSD and Hanover will gather stakeholder perceptions to identify key successes and challenges around district priorities and what the district's focus areas should be over the short term and long term.

QUESTIONS TO ANSWER



What are key successes and challenges around district priorities?



How should district leaders use the data gathered so far?

KEY STAKEHOLDERS & DATA SOURCES



STAFF



STUDENTS



COMMUNITY



FAMILIES



BOARD MEMBERS

STRATEGIC PLANNING WORKBOOK

SUMMER 2022

August – September

Hanover will develop tools for BSD's district leadership as they determine action steps for the Strategic Planning Process and identify how to use the information gathered so far.

QUESTIONS TO ANSWER



What are next steps for BSD regarding Strategic Planning?

KEY STAKEHOLDERS & DATA SOURCES



BOARD MEMBERS



DISTRICT LEADERS

WORKSHOPS

Strategic Planning
September

ACADEMIC PERFORMANCE BENCHMARKING

FALL 2022

October – December

Hanover will identify peer and exemplar districts and review their publicly available information on academic outcomes and performance metrics to provide BSD with points of comparison.

QUESTIONS TO ANSWER



How does BSD's performance on outcome measures compare to peer and exemplar districts?

KEY STAKEHOLDERS & DATA SOURCES



PEER DISTRICTS

WORKSHOPS

Goal Setting with Data
October

Executive Committee Consultation
December

2023

STRATEGIC PLANNING FOCUS GROUPS

WINTER 2023

January – March

BSD and Hanover will gather qualitative stakeholder perceptions to identify key successes and challenges around district priorities and areas of focus for Brunswick over the short term and long term.

QUESTIONS TO ANSWER



What should be Brunswick's focus over the short (1 year) and long (3-5 years) term?

KEY STAKEHOLDERS & DATA SOURCES



STAFF



FAMILIES

WORKSHOPS

Action Steps & Progress Monitoring
January

Executive Committee Consultation
February

DIVERSITY, EQUITY, AND INCLUSION DIAGNOSTIC

SPRING 2023

April – June

BSD and Hanover will gather perceptions of diversity, equity, and inclusion (DEI) within the district, the differences in perceptions within various stakeholder groups, and stakeholder priorities for DEI in the district.

QUESTIONS TO ANSWER



What are stakeholders' perceptions of DEI within the district?



How do perceptions differ across stakeholder groups?

KEY STAKEHOLDERS & DATA SOURCES



STAFF



STUDENTS



FAMILIES

CAPSTONE REPORT

SUMMER 2023

July – September

Hanover will summarize and synthesize findings from the work thus far on Strategic Priorities and identify key trends in the data surrounding this work.

QUESTIONS TO ANSWER



What trends are present in the data findings?



What areas need additional study to support Strategic Priorities work?

KEY STAKEHOLDERS & DATA SOURCES



BOARD MEMBERS



DISTRICT LEADERS

CLIMATE & CULTURE SURVEY

FALL 2023

October – December

BSD and Hanover will gather stakeholder perceptions of the district's current climate and culture, districtwide and within schools, specifically related to four key constructs (Academics, Social, School/Building, and Inclusiveness).

QUESTIONS TO ANSWER



What are stakeholders' perceptions of the district's climate?



How do perceptions differ across stakeholder groups?

KEY STAKEHOLDERS & DATA SOURCES



STAFF



STUDENTS



FAMILIES