

Strategic Planning Process Proposal March 4, 2020



Background Information

- March 2019 – December 2019 Superintendent Engaged in Entry Plan
 - Phase I: Preparing for Transition
 - Phase II: Listening and Learning
 - Phase III: Analyzing, Synthesizing, Planning and Reporting
- January 15, 2020 Findings Presented to Board of Directors
 - *Intentionally and systematically engage all stakeholders (i.e., the community members, parents, staff, and students) in a process to develop a strategic framework that details our vision, core values, and priorities that will guide the specific actions we will take as a district.*

Strategic *Plan*
vs.
Strategic *Planning*

What is a strategic plan?

- ***Roadmap*** for district success
- ***Living*** document
- Written communication of district ***priorities*** and ***goals*** and a way to meaningfully ***measure*** progress
- Includes both the ***academic*** and ***operational*** aspects

What is strategic planning?

- **Collaborative** process of discovery
- **Multi-phase** approach
- **Inclusive** of all stakeholders (i.e., community members, parents, students, teachers, staff, administrators)
- **Engaging** dialogue, learning, and critical thinking
- Designed to develop a **shared**, community-wide **vision** for our district
- **Comprehensive** process to establish priorities and connect needs with resources

*“Strategic planning is **not** about writing an ideal document called a strategic plan. It is about shaping and crafting strategies that achieve intended results... strategy, like innovation, is not about what you say or believe. It is about what you do.”*

-Williams, 1994

The Process

From Vision....to Action

The Timeline

- Frames the work with targeted dates
- Is flexible
- The process will take as long as the process takes.

Board of Directors

Opportunities for Input

- 4 members – Strategic Planning Workgroup
- Attendance at Community Stakeholder Meetings
- Updates at Board of Director Meetings
- Thorough review and discussion of Draft Strategic Plan Document
- Approval/Adoption of Strategic Plan

Action Steps

Establish Strategic Planning Workgroup

- Target Date: *September 4, 2020*
- Membership
 - 4 Board Members
 - 3 Building Administrators (1 per school)
 - 3 Teachers (1 per school)
 - 1 Community Member
 - 1 Parent
 - Director of Curriculum, Instruction and Assessment, Co-Chair
 - Superintendent, Co-Chair

Strategic Planning Workgroup Meeting

- Target Date: *September 18, 2020*
- Process Kick-Off Meeting:
 - Framing the work
 - Identifying stakeholder groups
 - Participating in the input gathering process

Data Gathering

- R.S.U. No. 67 Teacher Input Meeting – Professional Development Workshop, *October 9, 2020*
- R.S.U. No. 67 Staff Input Meetings – October 2020 – November 2020
- Stakeholder Input Meetings – October 2020 – December 2020
- Student Input Collection – *October 2020 – November 2020*
- Online Community Surveys – *October 2020 – December 2020*

Data Organization

- Target Date: *January 2021-February 2021*
- Responsibility: Superintendent and Director of Curriculum and Instruction

Strategic Planning Workgroup Meetings

- Target Date: *March 2021 – April 2021*
- Work to Be Completed:
 - Findings, Themes and Strategic Direction
 - Mission and Vision: What is our why? What do we believe? Where do we want to be?
 - Goals: What do we want to accomplish?
 - Objectives: What are the steps to reach our goals? How will we measure success?

Feedback Loop with R.S.U. No. 67 Staff

- Target Date: *March 2021 – April 2021*

Strategic Planning Workgroup Meetings

- Target Date: *March 2021 – April 2021*
- Finalizing the Strategic Plan Document

Meetings of the Board of Directors

- Review Strategic Plan – *May 2021*
- Adoption of Strategic Plan – *June 2021*

*“If you don’t where you are going, any road
will take you there.”*

-Lewis Carroll (1898)