

Strategic Planning Update

June 14, 2021

Emerging Themes

Sample of questions being asked:

- What do we do well?
- Describe the culture.
- What are the top 2 or 3 priorities over the next 3-5 years?
- What should never be changed?
- Summarize your expectations for the school district.



Original Proposed Timeline

- May 10 June 25 <u>Inquiry</u>: Focus Groups
- First Week of July Synthesis:
 - provide a synthesis document to the Board of patterns, themes, observations and findings.

- July 1 August 15 Strategy Map Development
 - Identification of elements of "strategy map": 3 to 4 primary pillars, stakeholder groups, draft strategic objectives
- August 15
 - Board reflection, feedback and input on first iteration of strategy map

Updated Timeline

- May June <u>Inquiry</u>: Focus Groups
- June 28 Synthesis
 - Synthesize findings
 - BOE reflection/feedback/input
- July <u>Test/Verify</u>
 - Surveys to test/verify findings of focus groups
- August BOE reflection/feedback/input
 - Survey findings
 - o Core team identified
- September <u>Strategy Map Development</u>
 - Expand core team
 - Identification of elements of "strategy map":
 - pillars, stakeholder groups/outcome measures, draft strategic objectives/definitions



Further Support of Initial Stage

Additional Data Sources Beyond Focus Group Information

Process to Test and Verify Focus Group Findings



Educational Example: Strategy Map

STAKEHOLD EP

Students / Parents:

S1. "The educational experience is engaging and offers choices for the future"

Community:

S2. "The educational system increases the value of my community"

Board of Education:

S3. "Educational leader and forward-thinking, high achieving district"

Teaching and Learning

P1. Cultivate whole child development

P2. Develop a dynamic & engaging curriculum

P3. Provide the highest quality instruction

Continuous Improvement

P4. Design internal processes with a focus on feedback loops

P5. Actively communicate individual and district performance

P6. Modernize facilities with learning spaces

Innovation

P7. Stimulate innovative instructional methods

P8. Celebrate exemplary practices

P9. De-privatize leadership and instructional practices

TALENT

INTERNAL

T1. Excel at professional learning with a focus on continuous improvement

T2. Foster intrinsic motivation of students and staff

T3. Develop leadership capacity at all levels of the district

RESOURCES

R1. Use transparent financial practices

R2. Allocate resources to fund high yield efforts

Educational Sample of Strategic Objective, Measure, Initiative

1. Strategic Objective: Develop a dynamic & engaging curriculum

Definition

- Why is it important?
 - Curriculum development is the responsibility of the system. A guaranteed and viable curriculum is the variable most strongly related to student achievement at the school level.
- What are we trying to accomplish?
 - As a result of creating and implementing a curriculum that is developmentally responsive, students will experience deep levels of engagement. Students will apply their understanding to become critical and creative thinkers, strong communicators and collaborators.
- How are we going to accomplish it?
 - The district will develop and implement a dynamic and engaging curriculum by employing a curriculum renewal cycle, reallocating staff and funding to serve this purpose. Teachers are co-authors of district curriculum that is aligned to the district vision and system's beliefs about learning.
- 2. **Primary Measure**: # of units per discipline approved by CRC and BOE adopted
- 3. **Primary Initiative**: Curriculum cycle