

The Strategic Plan: *Charting Our Future* ©

PLC ASSOCIATES, INC.

Building People and Organizations

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Why Strategic Planning?



“Good fortune is what happens when opportunity meets planning”

Edison



Agenda Review

Outcomes for today:

- To ensure that all Core Team members are clear about our charge and the work ahead
- To begin to build an understanding of the current state in Cazenovia CSD – academic data
- To determine next steps in refining and sharing the District Vision and Mission Statements
- To begin thinking about the Desired State for Cazenovia CSD

What do we hope for..



Maître d' Protocol

Party of Three: What is great about CCSD?

Party of Two: What would be a great outcome of this planning process?

Party of Three: What will you contribute to this process so that our hopes and dreams are met?

Collaborative Norms

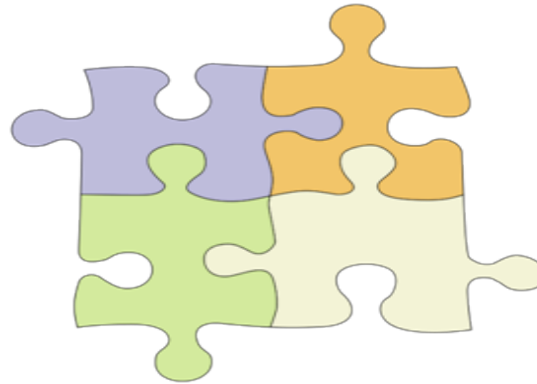


Systems Thinking: Big Picture

High performing schools and districts connect the critical components of goals, structures and practices into an integrated, sustaining system.

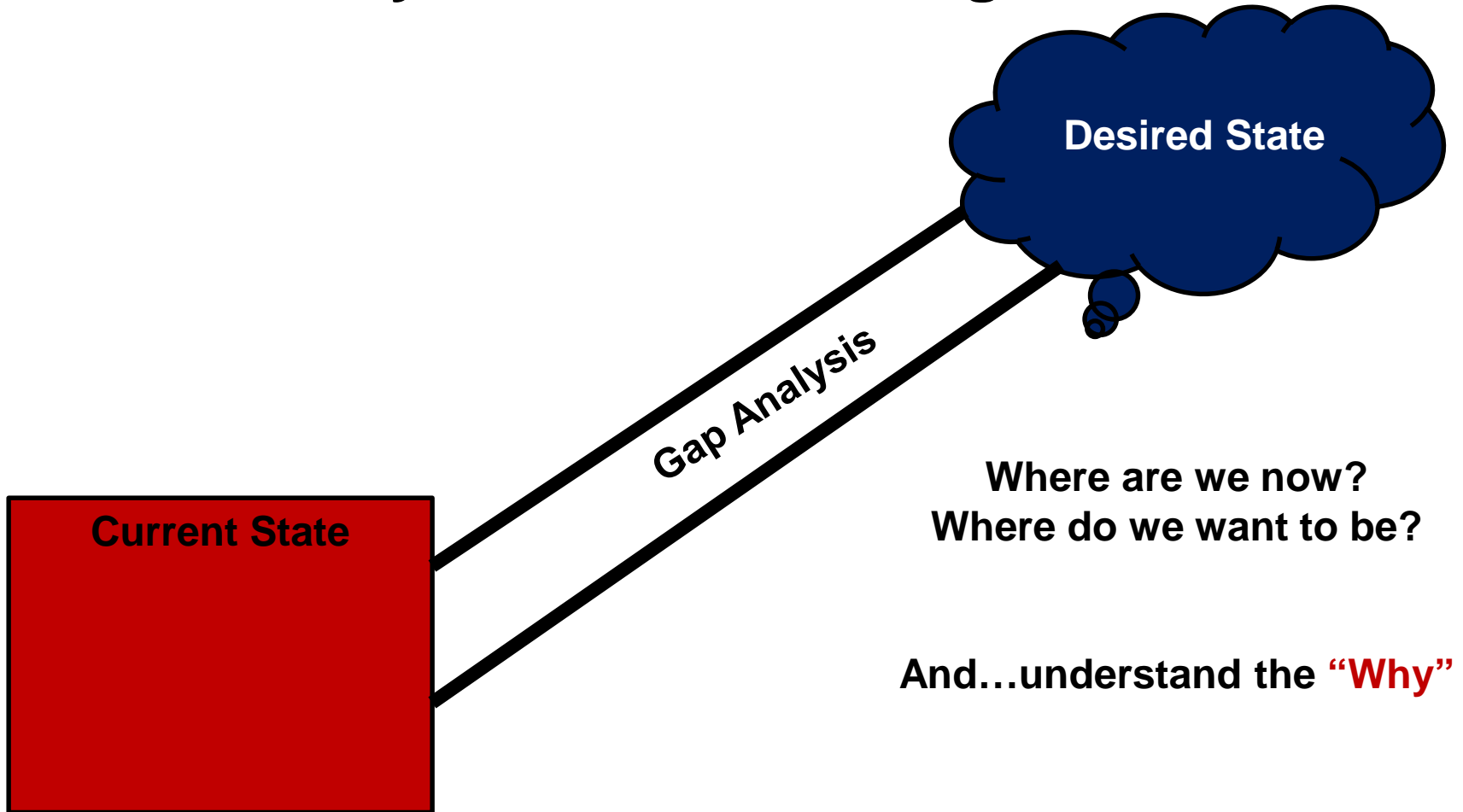
They fully align all resources – human, financial and material for predictable impact.

They connect all the pieces important to the puzzle – leadership, curriculum, instruction practices, professional development, family engagement...



Not only do well-structured strategic plans provide the blueprint for our path forward, they rally the community and build the supportive coalitions needed for success.

Where Do We Want To Be? Why We Need a Strategic Plan!



Building Our Strategic Plan

Clear Strategic Intentions (What)

Includes five-year targets across a number of areas.

Strategies/Action Plans (How)

Includes the activities/projects which are implemented.

Successful strategic planning not only builds an outstanding blueprint for success – it also unites the entire community in implementation.

There is room for everyone!





It Takes Teamwork!

Core Team

- Diverse cross section of stakeholders
- Size ranges: 15-40

Task Forces

- Based upon expertise and/or interest
- Size ranges: 8-15

Core Team Co-Facilitators - PLC Associates

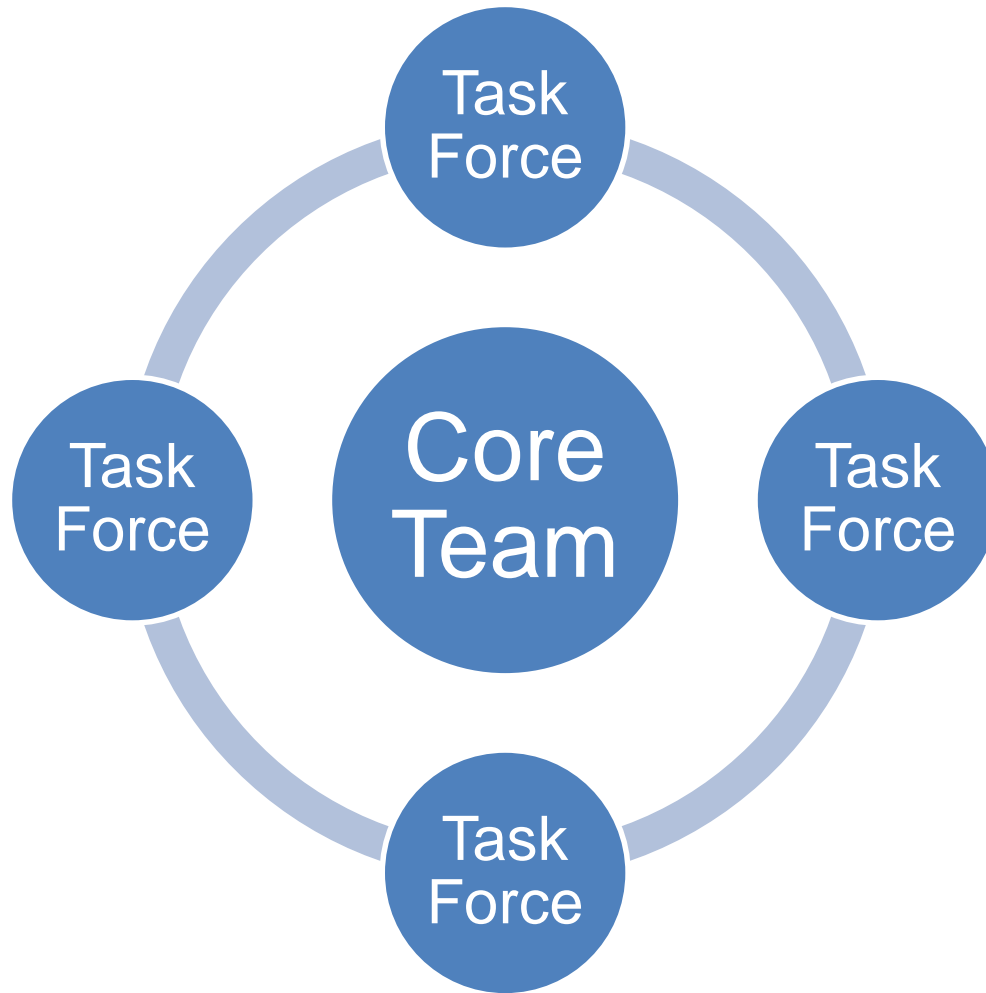
Task Force Co-Facilitators - Selected

Lead the discussions, monitor work, report out.

Internal Coordinator

Assists in ongoing logistics, communication, organizing data.

Core Team and Task Forces: Interdependent



The District decides the number and nature of Task Forces. May include:

- Teaching and Learning:
Academic High Performance
- Family/
Community Partnerships
- Student Engagement

On To The Work!

Core Team



- 6-8 Strategy Sessions
- Conduct Force Field Analysis
- Draft WIP Strategic Intents; Determine Vision, Mission, Beliefs, Parameters
- Respond to work of Task Forces
- Prepare Strategic Plan for presentation

Task Forces



- 6-8 Strategy Sessions
- Clarify the Charge
- Conduct SWOT/Analyze data
- Refine/Build Strategic Intents
- Build Strategies and Action Plans
- Report Out, as requested

Core Team and Task Forces are interdependent.

Data Driven Decision-Making: Inputs





Gathering Data

What are staff, students and families saying about:

- School Leader Practices
- Curriculum
- Teacher Practices
- Student Social/Emotional Health
- Family and Community Connection

What do our metrics tell us:

- Achievement Scores (graduation rate, summative assessments, on grade testing, standardized exams)
- Student Growth Scores (common formative assessments, progress measured by student)
- Social Emotional Data (behavioral data)
- Longitudinal Data (upward trajectory, over time, incremental gains consistent with our goals)

Focus Forums/Interviews

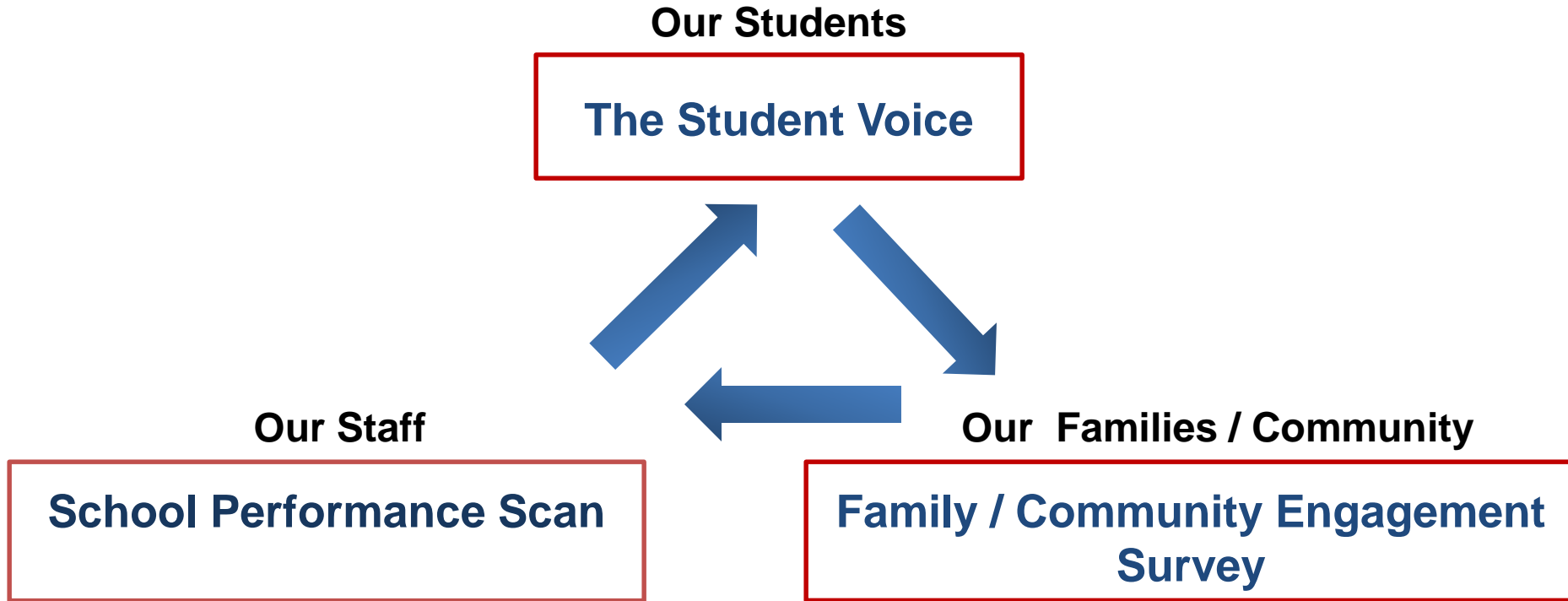
Question Examples	Agree	Disagree
1. Students are recognized for their achievements.		
2. There are a lot of opportunities for advancement/enrichment in my classes.		
3. I feel I am prepared for the next grade level/life beyond high school.		
4. I feel safe in all parts of the school.		
5. I understand what is important in our schools.		
6. We have sufficient, high quality extra-curricular opportunities for students.		

Students - Open Ended

- What motivates you to succeed?
- Are there any changes in the educational programming that you would like to see?
- What type of things do you want to be recognized for?
- Do you have any ideas of different types of recognition programs/activities?
- What do you think are the biggest issues facing our school?
- The best thing about being a student here?

One of the great advantages of face-to-face formats is...we can “dig” and ask follow up questions. Additionally, based upon the types of responses, we can gauge level of conviction/perceptions.

The Data Triangle: An Essential Component



Engaged stakeholders, from the school, community, and student perspective provide a powerful framework for beginning the insightful discussions.

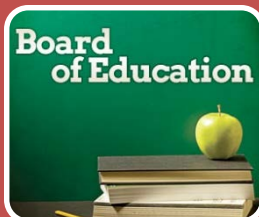
The Timeline!



March – September 2017 Eight Sessions



Begin May 18th – August 2017



Final Report to the Board of Education September 2017



Please be
back in 10
minutes!!



Vision and Mission



Vision and Mission: Why they Matter!

Vision – Compelling future description of the desired state

Mission – Our purpose. Responds to: Who we are? Whom do we serve? What do we do? Why do we do it?

Turn and Talk: Why do they matter?

Close Read of Mission Statement



Independently Read the Mission Statement and think about what it is saying...

Text-on-text annotation: Silently, with your partner, circle and define key words, write notices and wonders, interact with each other's ideas – deconstruct the Mission Statement

Write a six word sentence that captures the essence of the Mission Statement

Identify Strengths – Areas for improvement: Write ideas for the committee at the bottom of the poster

Shared Vision and Mission



Who owns the Cazenovia CSD mission and vision? Why Does it matter?

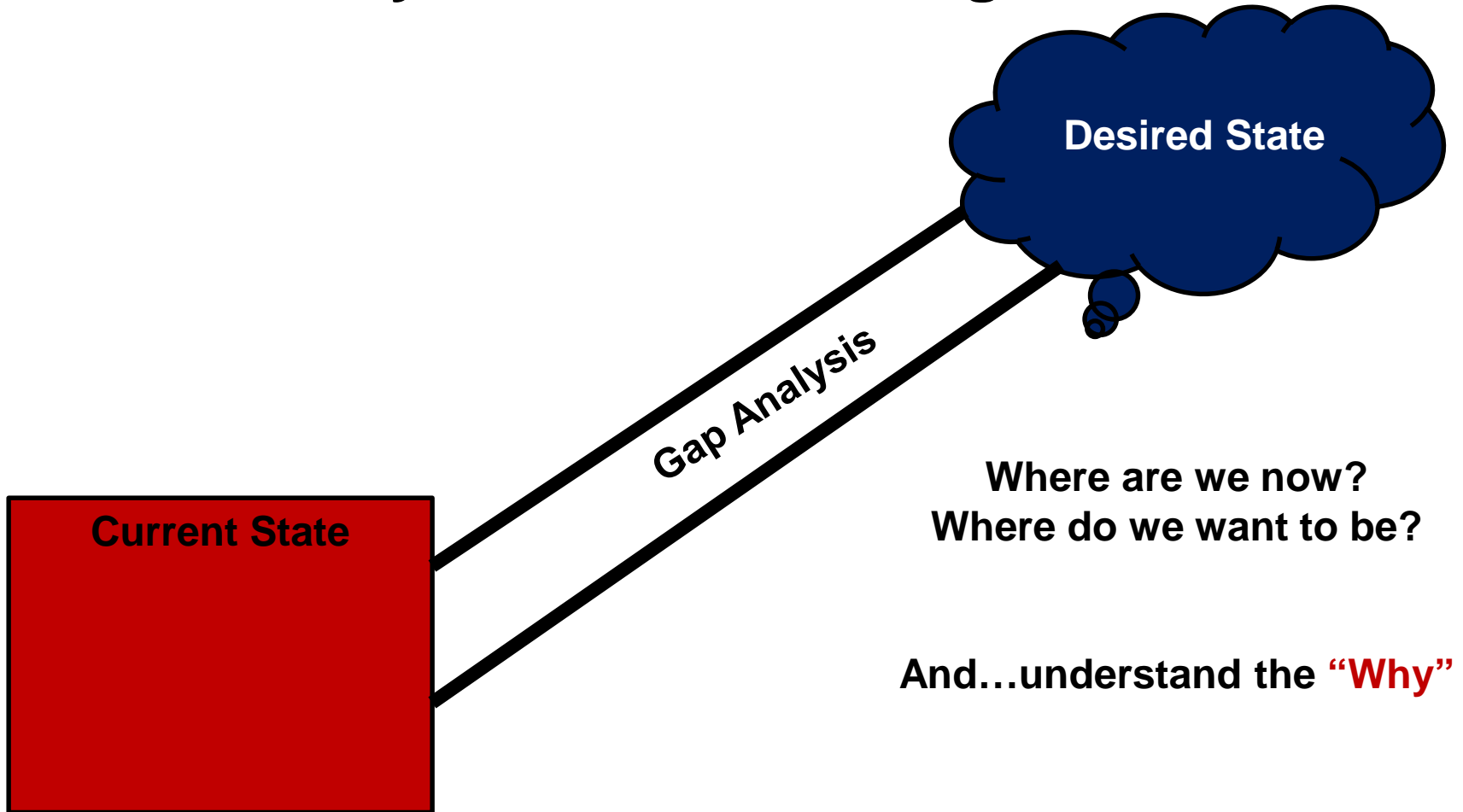
Mission Vision Committee



Task:

- Review the notes from our close read activity
- Re-draft a mission statement for next meeting
- Create a draft of a vision statement for next meeting

Where Do We Want To Be? Why We Need a Strategic Plan!





Force Field Analysis: Current State



CURRENT
STATE

Presentation of current
state data: Terry Ward

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Planning Workbook

Notice and Wonders?

Desired State



Your Task: Choose one of the three levels Elementary, Middle, High School – review the top 15 schools in the [Bestschools.org](https://www.bestschools.org) site. What are the attributes of these schools? Bring 3-5 ideas for our next session.



Debrief and Closure

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