

The Strategic Plan: *Charting Our Future* ©

PLC ASSOCIATES, INC.

Building People and Organizations

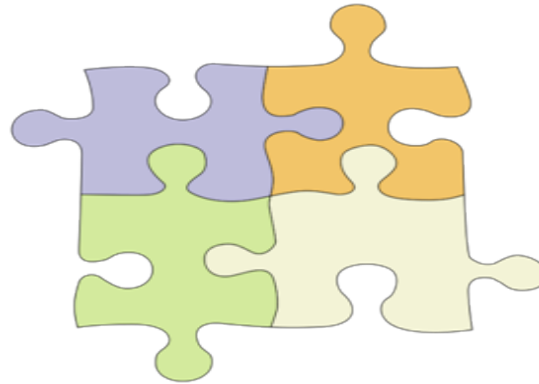
New York: PO Box 130 Pittsford, New York 14534
Florida: PO Box 720 Naples, Florida, 34102
Phone: (585) 264 – 0886 www.plcassociates.com

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.

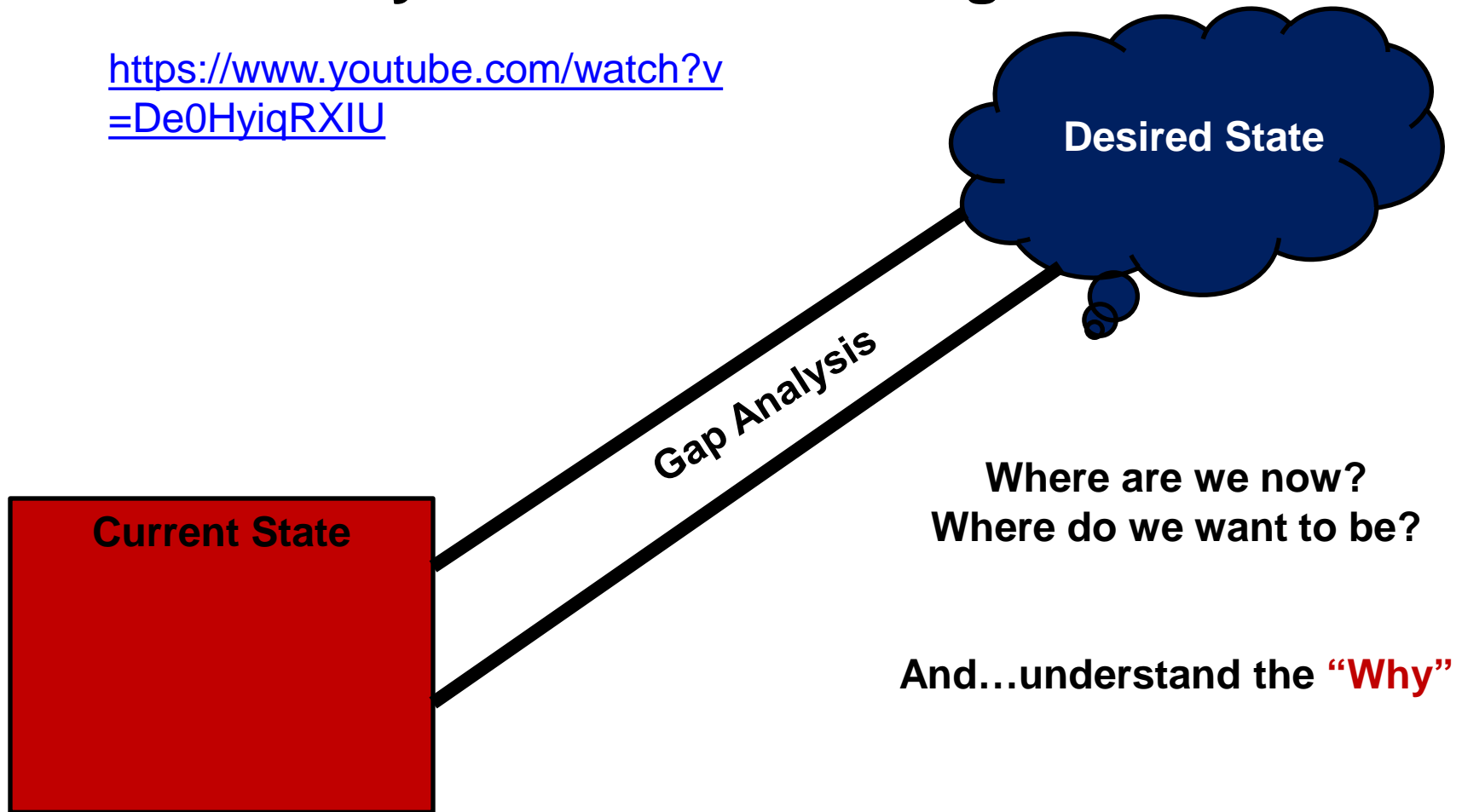
They connect all the pieces important to the puzzle – leadership, curriculum, instruction practices, professional development, family engagement...



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!

<https://www.youtube.com/watch?v=De0HyiqRXIU>



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

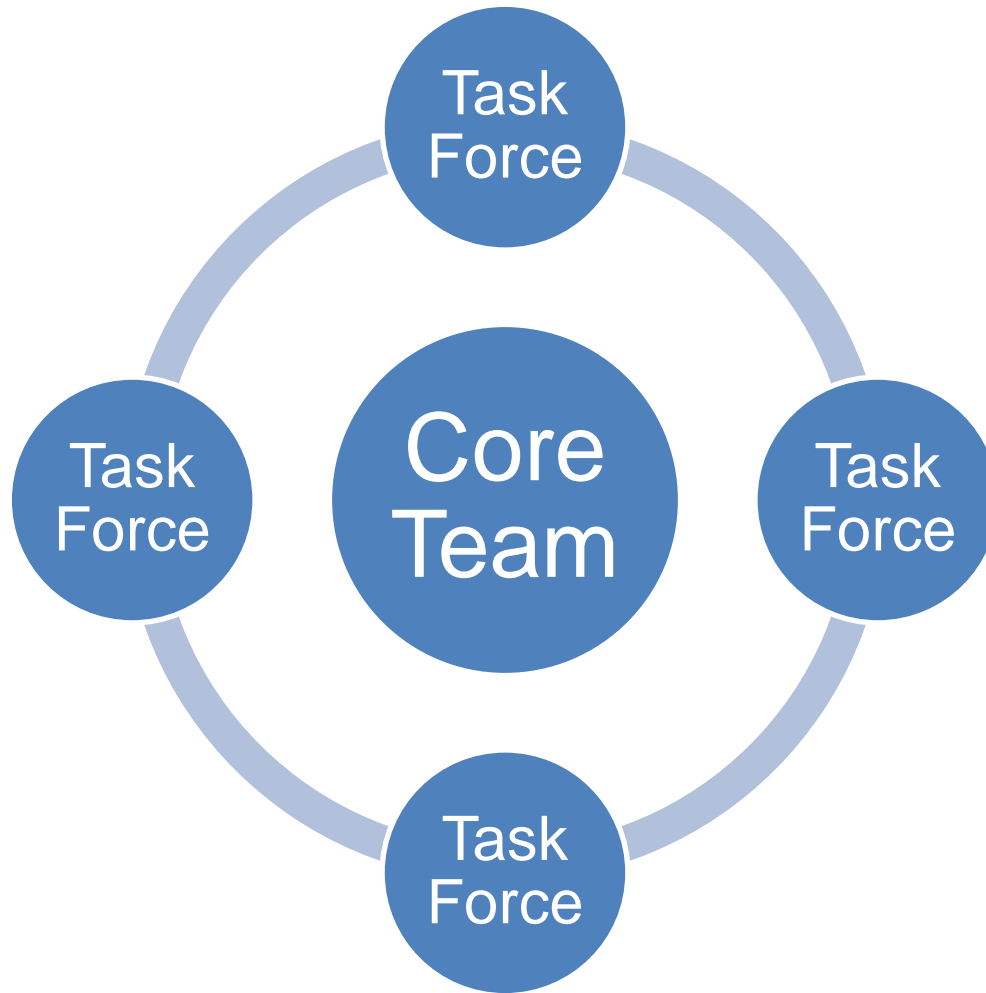
Task Force Co-Facilitators - Selected

Lead the discussions, monitor work, report out.

Internal Coordinator

Assists in ongoing logistics, communication, organizing data.

Core Team and Task Forces: Interdependent

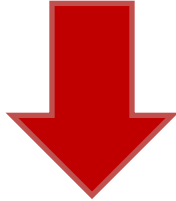


The District decides the number and nature of Task Forces. May include:

- 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 Intent; 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 Intent
- 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

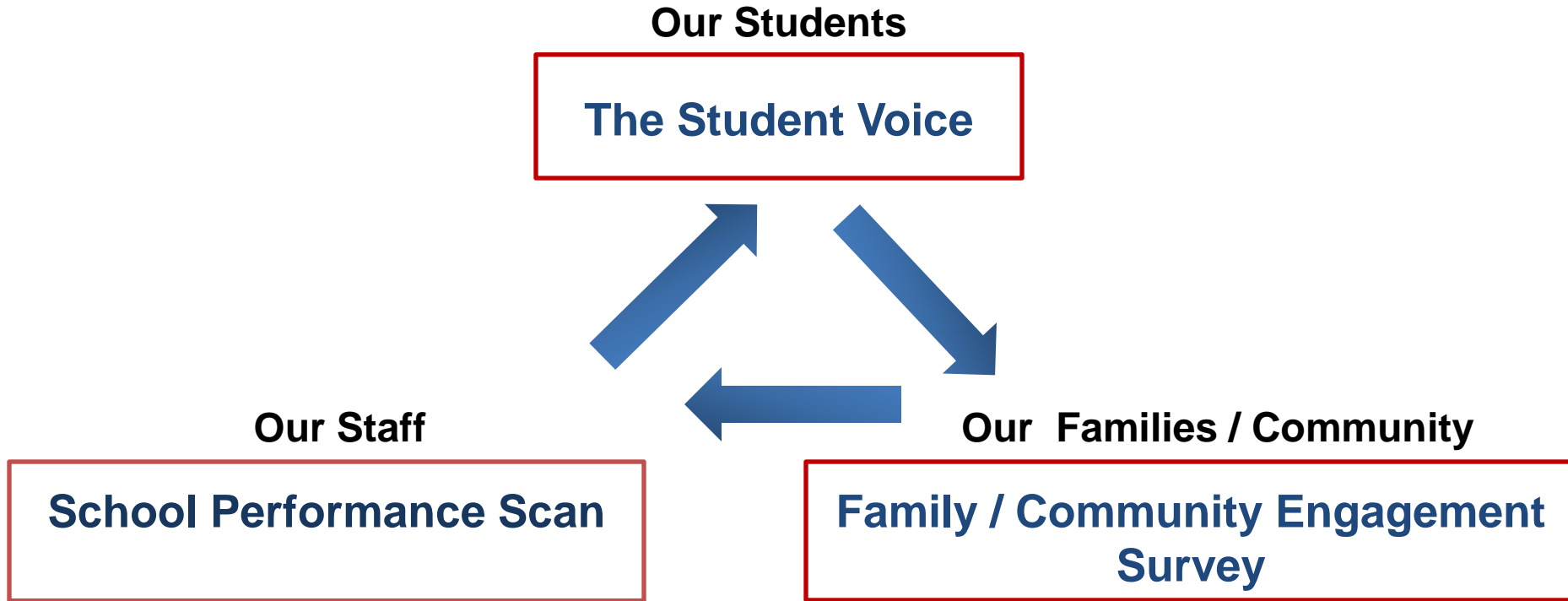
Question Examples	Agree	Disagree
1. Students are recognized for their achievements.		
2. There are a lot of opportunities for advancement/enrichment in my classes.		
3. I feel I am prepared for the next grade level/life beyond high school.		
4. I feel safe in all parts of the school.		
5. I understand 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



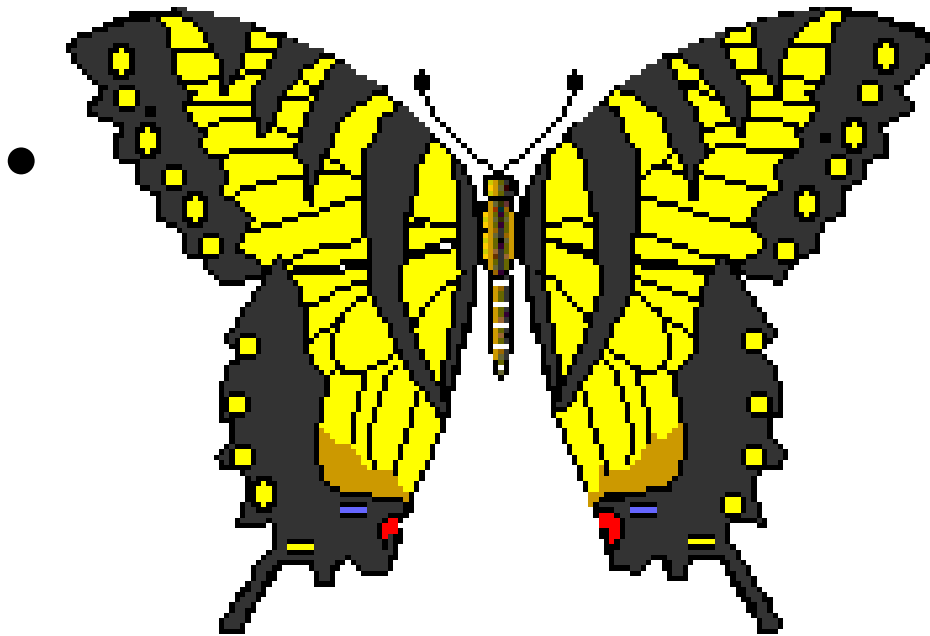
Begin May 18th – August 2017



Final Report to the Board of Education September 2017

Pursuing Excellence: Austin's Butterfly

<https://vimeo.com/channels/corepractices/38247060>



- Collaboration
- Feedback
- Continuous Growth
- Team Work
- Pursuing Excellence
- Strategic Planning Process

