



# Strategic Planning Process: Overview

Refining the Five-Year Strategic Plan for SY2020-2025

**Outcomes:**

- Shared vision and strategic direction for the District
- Strategic roadmap to guide decision making over the next 3-5 years
- Engaging staff and community in the planning process
- Rolling out the plan with fidelity and a defined implementation process

	<b>Phase 0: PRE-PLANNING</b> September 2018  <i>Establish the Process</i>	<b>Phase 1: DETERMINE POSITION</b> Oct 2018-Jan 2019  <i>Collect Stakeholder Perspective</i>	<b>Phase 2: DEVELOP STRATEGY</b> Feb-April 2019  <i>Envision our Future &amp; Set the Long-Term District Direction</i>	<b>Phase 3: BUILD THE PLAN</b> April-August 2019  <i>Build the Annual Plan and Supporting Initiatives</i>	<b>Phase 4: MANAGE PERFORMANCE</b> August 2019  <i>Roll-out and Execute the Plan</i>
<b>Outcome</b>	Confirmed Process & Schedule  Confirmed <u>Strategic Topics &amp; Areas of Focus</u>	Comprehensive Needs Assessment Report <ul style="list-style-type: none"> <li>• Synthesized Stakeholder Input (Staff &amp; Community)</li> <li>• District' Strategic Position</li> </ul>	Final/Approved 5-Year Strategic Plan for SY2020-2025 <ul style="list-style-type: none"> <li>• Mission, Vision, Values</li> <li>• Strategic Goals</li> <li>• District Objectives</li> </ul>	Annual Operating Plan for SY2019-20 <ul style="list-style-type: none"> <li>• Aligned Department Plans</li> <li>• Aligned Site Plans</li> <li>• District Scorecard/KPI's</li> </ul>	Strategic Plan Communication Document/2-Page Flier  <u>Defined Management Process &amp; Reporting Schedule</u>
<b>Process</b>	<ul style="list-style-type: none"> <li>• <b>Pre-Planning:</b> Gather and review existing strategic information; confirm the planning schedule and approach</li> <li>• <b>Board Input:</b> Facilitated Work Session with the Board to kick-off the planning process and confirm strategic areas of focus.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Board Input:</b> One-on-one telephone interviews with Board Members</li> <li>• <b>Principal Input:</b> Collect Principal insight via qualitative survey and site-specific work-sessions</li> <li>• <b>Staff Input:</b> Collect staff input through an online quantitative survey</li> <li>• <b>Student &amp; Community Input:</b> Gather insight through an online community-wide survey (inclusive of students)</li> <li>• <b>Report:</b> Compile responses, evaluate, synthesize results</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Mission, Vision and Values:</b> Confirm our core purpose, strategic direction and district values</li> <li>• <b>Refresh Long-Term Strategic Goals</b> we need to focus on to achieve our vision</li> <li>• <b>Refresh District-Level Objectives</b> that define outcomes and measurable performance targets</li> <li>• <b>Develop 3-Year Roadmap</b> identifying key milestones for the District</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Annual Department Plans:</b> Develop comprehensive and aligned Department Initiatives to achieve the District Objectives</li> <li>• <b>Annual Site Plans:</b> Develop Site Plans aligned with the District Strategy</li> <li>• <b>Scorecard:</b> Develop metrics and annual performance targets</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Communicate the Plan:</b> Develop communication materials and present strategy to all stakeholders</li> <li>• <b>Implementation Process:</b> Establish the implementation process &amp; schedule</li> <li>• <b>Performance Management:</b> Provide Leadership Team training to address plan implementation and performance management</li> <li>• <b>Reporting:</b> Produce Bi-Annual Performance Reports</li> </ul>
<b>Method &amp; Time Frame</b>	<b>Sept. 17:</b> Board Work Session	<b>Oct:</b> Board Interviews <b>Oct-Nov:</b> Staff & Community Survey <b>Jan:</b> Site-Level Input Sessions	<b>Feb 20-23</b> Full-Day Planning Sessions with Principals, Directors & School Board Members <b>April:</b> Present SY20-25 Plan for Board Approval	<b>April-Aug:</b> Action Planning Work Sessions with Directors & Principals	<b>Sept-June:</b> Consistent Performance Management, Bi-Annual Reporting & Strategy Review Meetings