



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

	Phase 0: PRE-PLANNING Aug-Sept 2018 <i>Establish the Process</i>	Phase 1: DETERMINE POSITION Oct 2018-Jan 2019 <i>Collect Stakeholder Perspective</i>	Phase 2: DEVELOP STRATEGY Feb-May 2019 <i>Envision our Future & Set the Long-Term District Direction</i>	Phase 3: BUILD THE PLAN June-Aug 2019 <i>Build the Annual Plan and Supporting Initiatives</i>	Phase 4: MANAGE PERFORMANCE Aug 2019-June 2020 <i>Roll-out and Execute the Plan</i>
Outcome	<u>Confirmed Process & Schedule</u> Confirmed <u>Strategic Topics & Areas of Focus</u>	<u>Comprehensive Needs Assessment Report</u> <ul style="list-style-type: none"> • Synthesized Stakeholder Input (Staff & Community) • District' Strategic Position 	<u>Final/Approved 5-Year Strategic Plan for SY2020-2025</u> <ul style="list-style-type: none"> • Mission, Vision, Values • Strategic Goals • District Objectives 	<u>Annual Operating Plan for SY2019-20</u> <ul style="list-style-type: none"> • Aligned Department Plans • Aligned Site Plans • District Scorecard/KPI's 	<u>Strategic Plan Communication Document/2-Page Flier</u> <u>Defined Management Process & Reporting Schedule</u>
Process	<ul style="list-style-type: none"> • Pre-Planning: Gather and review existing strategic information; confirm the planning schedule and approach • Board Input: Facilitated Work Session with the Board to kick-off the planning process and confirm strategic areas of focus. 	<ul style="list-style-type: none"> • Board Input: One-on-one telephone interviews with Board Members • Principal Input: Collect Principal insight via qualitative survey and site-specific work-sessions • Staff Input: Collect staff input through an online quantitative survey • Student & Community Input: Gather insight through an online community-wide survey (inclusive of students) • Report: Compile responses, evaluate, synthesize results 	<ul style="list-style-type: none"> • Mission, Vision and Values: Confirm our core purpose, strategic direction and district values • Refresh Long-Term Strategic Goals we need to focus on to achieve our vision • Refresh District-Level Objectives that define outcomes and measurable performance targets • Develop 3-Year Roadmap identifying key milestones for the District 	<ul style="list-style-type: none"> • Annual Department Plans: Develop comprehensive and aligned Department Initiatives to achieve the District Objectives • Annual Site Plans: Develop Site Plans aligned with the District Strategy • Scorecard: Develop metrics and annual performance targets 	<ul style="list-style-type: none"> • Communicate the Plan: Develop communication materials and present strategy to all stakeholders • Implementation Process: Establish the implementation process & schedule • Performance Management: Provide Leadership Team training to address plan implementation and performance management • Reporting: Produce Bi-Annual Performance Reports
Method	Sept. 17: Board Work Session	Oct: Board Interviews Oct-Nov: Staff & Community Survey Jan: Site-Level Input Sessions	Feb 20-22 Full-Day Planning Sessions with Principals, Directors & Exec Leadership Team April 13: Board Strategic Planning Session	May: Refine Draft Plan and Present for Board Approval. June-Aug: Action Planning Work Sessions with Directors & Principals	Sept-June: Consistent Performance Management, Bi-Annual Reporting & Strategy Review Meetings