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HOW MANY OF YOU HAVE SEEN YOUR DISTRICT'S STRATEGIC PLAN?

HOW MANY OF YOU ARE INVOLVED IN YOUR DISTRICT'S STRATEGIC PLANNING PROCESS?

1. What is your district's mission?
2. What is your district's vision?
3. What are your district goals?
4. Are you accomplishing your goals?

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WHAT IS A STRATEGIC PLAN?

Districts and Schools

- A strategic plan is a document that articulates the organization's mission, vision, goals, and strategies needed to achieve the district's mission.
- A strategic plan is a framework that guides the organization /school district towards accomplishing their mission.

(Why Does Your District Need A Strategic Plan & Process?)

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ADVANC-ED / COGNIA STANDARD (SCHOOL SYSTEMS)

Standard 1.1



The system commits to a purpose statement that defines beliefs about teaching and learning including expectations for learners.

Standard 1.3



The system engages in a continuous improvement process that produces evidence, including measurable results of improving student learning and professional practice.

Standard 1.8



Leaders engage stakeholders to support the achievement of the system's purpose and direction.



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THE PURPOSE OF STRATEGIC PLANNING PROCESS

Always Involve Your Stakeholders!

- To identify and articulate your district's priorities and stakeholder values
- To align the work and resources to your strategic goals and mission
- To provide a communication tool to inform stakeholders about your district initiatives, its progress, and continuous improvement efforts
- To give districts an opportunity to engage all employees and stakeholders for support and involvement.



Who are your stakeholders?

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STAKEHOLDERS

A stakeholder is anyone who has an interest or *stake* in your district /schools.

- Internal stakeholders are those who are involved in your district's direction—they're part of operations and management. **(Employees)**
- External stakeholders are those who are indirectly affected by your district. Most importantly, they're your customers and clients. **(Parents and Students)**



External stakeholders could also be vendors, community members, local government and more.

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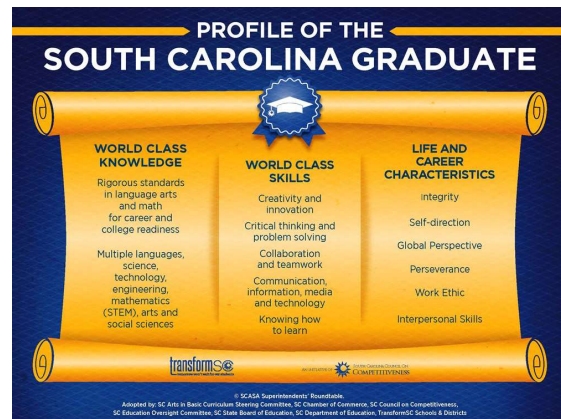
How Can You (Superintendent, Board, Staff, Stakeholders) Engage in a Strategic Planning Process for Continuous Improvement (Annually, During a Pandemic, or as Needed)

Intentional Process for Continuous Improvement



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OUR MISSION: TO ENSURE ALL STUDENTS ARE COLLEGE OR CAREER READY, PRODUCTIVE AND RESPONSIBLE MEMBERS OF SOCIETY



Vision: Excellence and Lifelong Learning for All

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Our Process: Engaging stakeholders in a Strategic Planning Process for Continuous Improvement

(Annually, during a Pandemic, or as Needed)

FSD3' s Intentional Process for Continuous Improvement

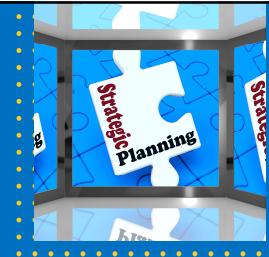


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Continuous Improvement

Strategic Planning

1. Strategic Plan- updated annually and contains data over the course of 5 years. The purpose of the plan is establish goals for five years and monitor progress and adjust strategies as needed for continuous growth.
2. The plan includes a Needs Assessment, Performance Goals, and Action Plan with Strategies.
3. Goals: Student Achievement, Teacher/Administrator Quality, School Climate and Gifted and Talented.
4. The plan also includes the District's Proficiency Plan, Gift and Talented Plan and the Literacy Plan.
5. Each school creates a five year Strategic Plan aligned to the District's Plan.



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Internal & External Stakeholders

- Engage in strategic processes that supports the district and schools' achievement, mission, purpose, and direction for desired outcomes.
- Serve on School Improvement Councils (SIC) at each school.
- Engage in our continuous improvement process by giving feedback and suggestions on school-wide Title I plans, School & District Strategic Plans
- Participate in surveys and provide valuable feedback that informs decision-making for continuous improvement.
- Are active participants in the success and continuous improvement of our system



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STAKEHOLDERS' STRATEGIC PLANNING SESSION

1. Send invitations.
2. Partner with Nanya to use banquet hall.
3. Prepare packets with handouts, strategic plan, markers, and chart paper.
4. Provide food (Full course meal) **2 hour event.**

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Prepare for a Strategic Thinking Consensus

Step 1: At your table, you should have a set of 8 guiding questions and some pencils.

Step 2: Select a reader for your group.

Step 3: As a group you will read, discuss, and respond to each question. Each person will record responses on your set of questions.

Step 4: You have 20 minutes read, discuss, and respond to the 8 questions.

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ENGAGE STAKEHOLDERS - PURPOSE, BELIEFS, EXPECTATIONS (AT LEAST YEARLY)

Sample Guiding Question:

Discuss our current realities and potential future through the lens of Learners and other key stakeholders in our community so that we can collaborate on ideas for future goals and strategies.



Goals
Mission
Vision
Beliefs

Guiding Question #1

What factors will drive change in education the next 10 years?

- Technology/ Online school
- Laws/ legislature/ state leaders
- Career needs
- Budgets/funding
- Parent involvement/ family dynamics
- Society/ perception of education
- Social media

Guiding Question #2

Determine our district's current reality based on data. What are the areas of strength & areas of improvement/ opportunities that could move FSD3 to Premier?

Strengths

- State writing assessment improved
- Increase in parent attendance at parent teacher conferences
- Most grades increased Level 4 in ELA on SC Ready
- Parents and families have choice
- 3rd grade has improved

Weakness

- Teacher retention dropped
- Parent satisfaction
- Class sizes
- Federal and state funding

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QUESTIONS CAN BE BASED ON WHATEVER ISSUE MAY BE HAPPENING IN
YOUR DISTRICT.

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PROBLEM: STUDENT FLIGHT

**EXAMPLE: IN 2017-2018 — WE HELD FIVE (5) PARENT /STAKEHOLDER
MEETINGS TO RECEIVE FEEDBACK ON WHY STUDENTS WERE LEAVING
THE DISTRICT BEGINNING IN GRADE 6.**

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**“The first step toward
creating an improved
future is developing the
ability to envision it.” —
Unknown**

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**To envision the future of our
district, we must pay attention
to patterns, disruptors, and
trends that could be a source of
ongoing issues or the levers of
positive change.**

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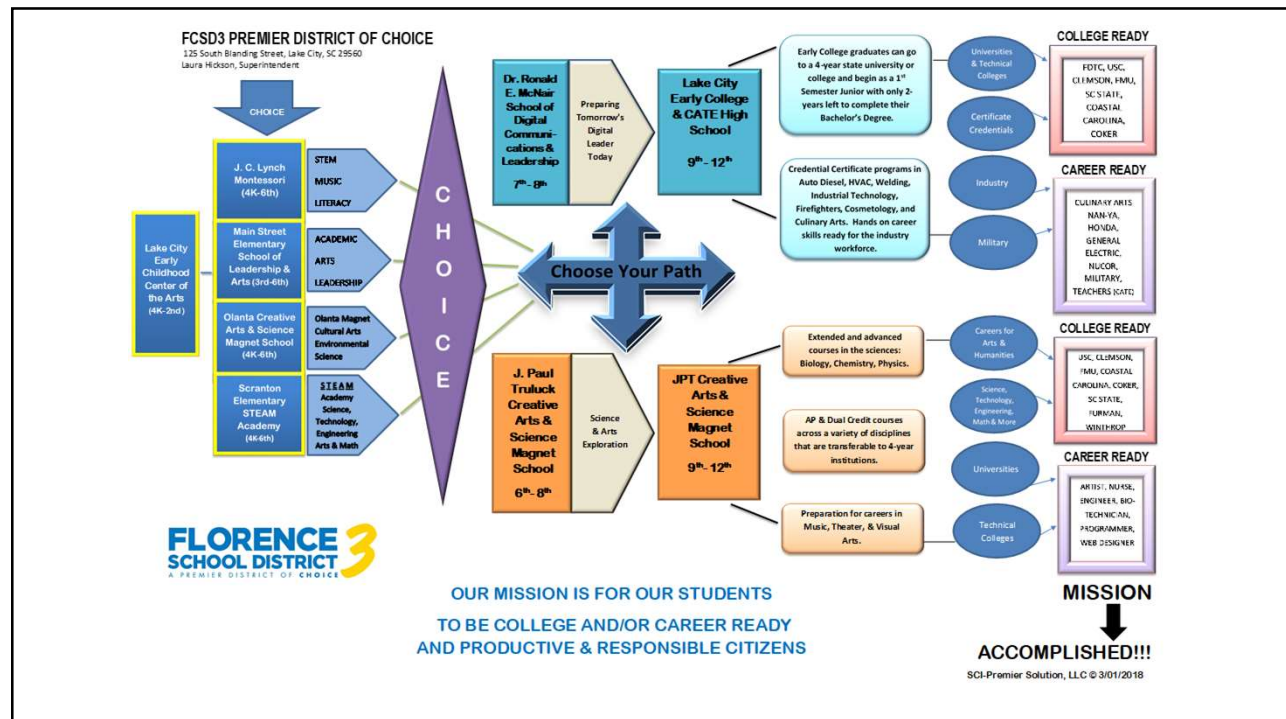
BASED ON THE FEEDBACK FROM STAKEHOLDERS, WE NEEDED TO MAKE CHANGES.



- Restructured some school
- Branded all schools

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Guiding Question #1: Explore the future

What **factors** will drive **change** in education the next **10 years**?

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Guiding Question #2: Face Current Reality

Determine our district's current reality based on data, not opinion. What are areas of strengths & areas of improvement /opportunities that could move us FSD3 to Premier?

***List no more than 3 thoughts for each area.**

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Guiding Question #3: Bridge the gaps & Build the Future



Determine connections and gaps between current reality and future priorities.

List no more than **3 actions** we must take to bridge the gap from where we are to where we **want to be**.

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Guiding Question #4

Our Mission is to ensure our students are college and/or career ready.

What changes or additions if any should be made to our current mission?

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Guiding Question #5

Our Vision is Excellence and Lifelong Learning for All.

What changes or additions if any should be made to our current Vision?

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Guiding Question #6

Our Beliefs are to

- 1. Inspire success for all**
- 2. Discover and maximize the potential of all**
- 3. Make decisions based on what's best for all children**
- 4. Educating all takes all**

What changes or additions, if any, should be made to our current beliefs?

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Guiding Question #8

Student Mentoring Programs

Mentoring programs are an excellent way to build positive relationships and support our youth.

Most of our schools have a mentoring program. Please list current programs. How can we create a system that expands and improves our current mentoring efforts?

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Strategic Thinking Consensus

Step 1: At your table, please count off 1 – 8 until each person in your group has a number.

Step 2: There are 8 charts around the room – one for each guiding question.

Step 3: Please go to a chart based on your assigned number and take your set of questions with your group's responses with you to meet members of your new group.

Step 4: Quickly introduce yourselves and share how excited you are to work with them.

Step 5: Read question, share responses from your 1st group, and list responses. If responses are the same, list only once. (20 min)

Step 6: Select a spokesperson who will share out.

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WHAT DOES ENGAGEMENT LOOKS LIKE & SOUNDS LIKE?

Board Members, Teachers, Administrators, Parents, Mayors, Students & Other Stakeholders



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IN CONCLUSION

Engage Stakeholders' In The Strategic Planning Process



Remember:

- **Without a strategic plan, organizations /districts could find it difficult to sustain daily operations.**
- **Without a strategic plan, district's will not be able to identify strengths to gain a competitive advantage as well as fix issues that could hamper your district from achieving their maximum potential –financially and academically.**

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