



Strategic Plan Development: DATA RETREAT

WELCOME!



Welcome & Introductions





Goal for Today

Analyze district data to identify current state of the district: strengths, weaknesses, opportunities, and threats

- Analyze stakeholder perceptions of the district
- Examine current district data: Student Success, Climate & Culture, and Finance, Facilities, and Technology
- Build a SWOT Analysis identifying most critical strengths, weaknesses, opportunities, and threats

Continuous Improvement Foundations



MISSION



VISION



VALUES



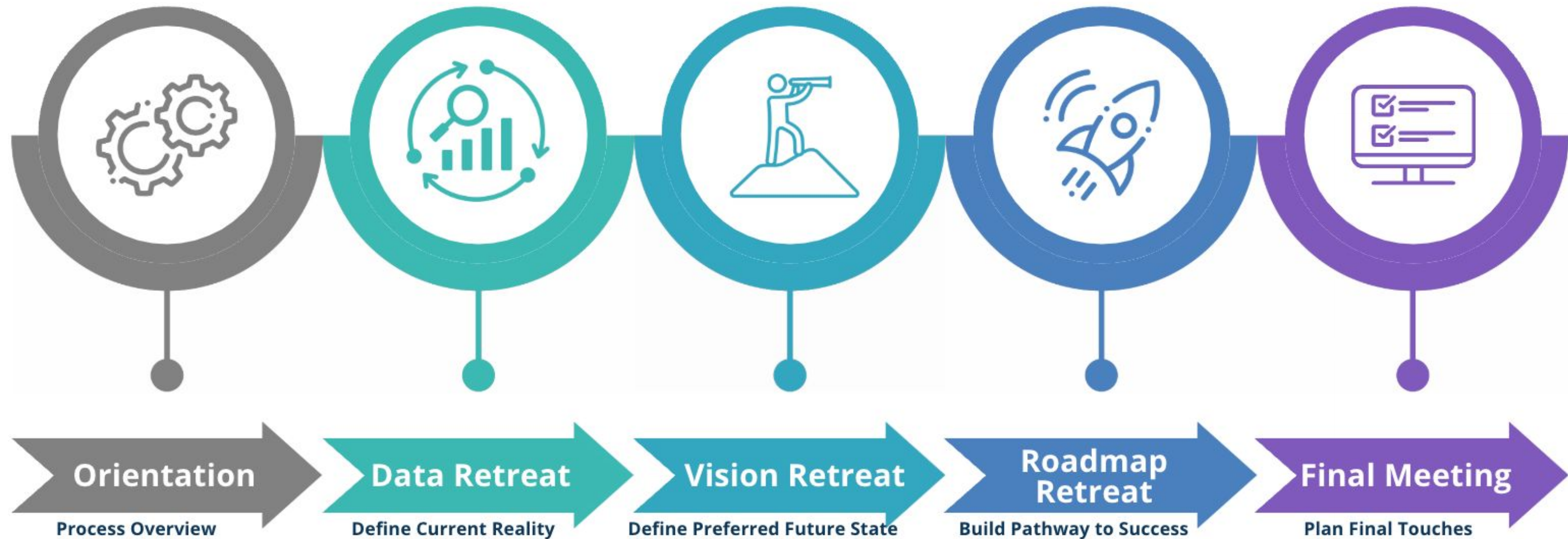
GOALS





CEC's Strategic Planning Process

Elevating District Performance: A Strategic Framework for Success





Managing Complex Change

Vision	+	Skills	+	Incentives	+	Resources	+	Action Plan	=	Success 🤗
	+	Skills	+	Incentives	+	Resources	+	Action Plan	=	Confusion 🙄
Vision	+		+	Incentives	+	Resources	+	Action Plan	=	Anxiety 😟
Vision	+	Skills	+		+	Resources	+	Action Plan	=	Resistance 🙅
Vision	+	Skills	+	Incentives	+		+	Action Plan	=	Frustration 😡
Vision	+	Skills	+	Incentives	+	Resources	+		=	False starts 🤔

The Managing Complex Change model was created by Dr. Mary Lippitt (1987).



Activity 1:

Introductions & Perceptions

ACTIVITY 1A

Our Perceptions

OUR PERCEPTIONS	
What are we MOST PROUD about?	What are our GREATEST CHALLENGES?

ONE Idea
per
Post-It!



Activity 1:

Introductions & Perceptions

At your tables, please introduce yourselves by sharing:

**Your name , role, and
number of years in the district**

What about the
district makes you
the most **PROUD**?

What are the
districts greatest
CHALLENGES?



Activity 1:

Introductions & Perceptions

Your name , role, and
number of years in the district

What about the
district makes you
the most **PROUD**?

What are the
districts greatest
CHALLENGES?



OUR PERCEPTIONS	
What are we MOST PROUD about?	What are our GREATEST CHALLENGES?



Activity 2:

District Data Reports

**Student Achievement
and Growth**

Climate and Culture

**Finance, Facilities, and
Technology**





Activity 2:

District Data Reports

**Student Achievement
and Growth**

Climate and Culture

**Finance, Facilities, and
Technology**

- 25 min. presentations
- 5-10 min Q&A, if needed
- 5 min. break between to process, note key takeaways



District-Level Long Term Goals

Student Success

**Learning & Working
Environment**

Quality Staff

**Family/Community
Engagement**

Resources

DATA ANALYSIS

Long Term Goals

Student Success

Learning & Working
Environment

Quality Staff

Family/Community
Engagement

Resources



District Reports

Student Achievement
and Growth

Climate and Culture

Finance, Facilities, and
Technology





Activity 3:

District Data Analysis



TASK ONE

Reflect on the presentations and document in your handout any strengths or opportunities for improvement.

Document the key points on post its - one per post it.

TASK TWO

Discuss your post-its for each presentation and **add consensus items to your chart paper.**

Reports	Going Well: Needs to be Celebrated	Could Be Better: Possible Opportunity for Improvement
Student Success		
Climate & Culture		
Finance, Facilities, & Technology		



Activity 4:

SWOT Analysis





Activity 4:

SWOT Analysis



INDIVIDUAL REFLECTION

Your
Perceptions

Others'
Perceptions

District
Reports

Document your **TOP FIVE** (*for each*)
Strengths, **W**eaknesses, **O**pportunities, and **T**hreats
on post-its (**One idea per post-it!**)



Activity 4:

SWOT Analysis



TEAM DISCUSSION & CONSENSUS

1

Start with
Threats,
move to
Strengths,

2

Review your
individual top
five for each
category

3

Find
commonalities
and come to
consensus

4

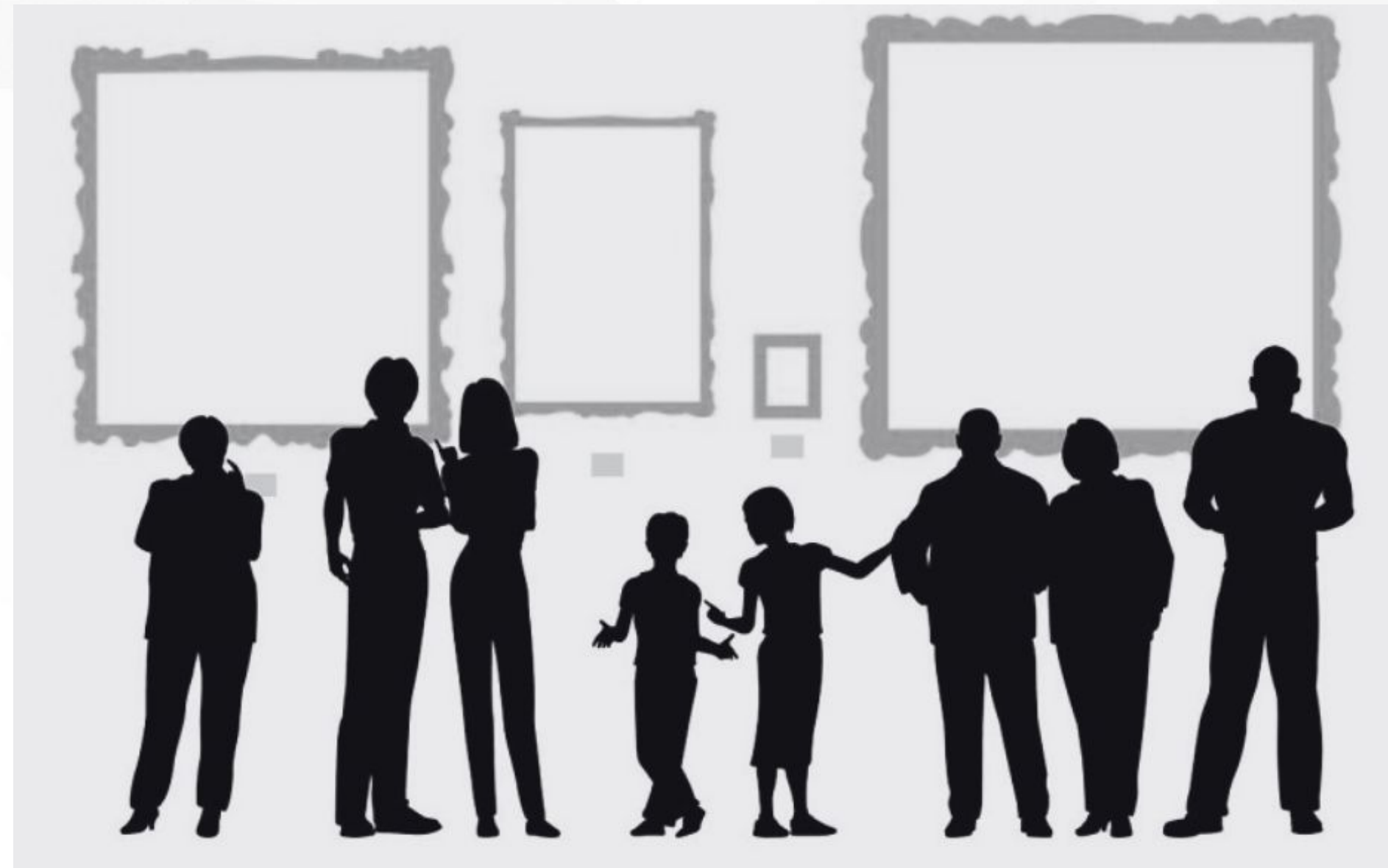
Record
your list on
your SWOT
chart



Activity 4:

SWOT Analysis

Gallery Walk as a Team



NEXT

Strategic Plan Website

Our progress will be thoroughly documented and made accessible to team members and stakeholders throughout the process.



DATA TREAT



AGENDA

Click on the icon above to view the agenda for the Orientation Meeting on August 20th



TABLE ASSIGNMENTS

Click on the icon above to view table & article assignments for the orientation meeting.



SELECTED ARTICLES

Click on the icon above to view the three articles assigned for the orientation meeting.



PARTICIPANT HANDOUT

Click on the icon above to view the participant handout for the orientation meeting

NEXT

Feedback Loop

Stakeholders will be surveyed on each deliverable developed by this team:

- **Did we get it right?**
- **What would you add, remove, edit?**



NEXT

STEPS

**Next
Meeting
Date**

**Wednesday, March 19
9:00 am - 3:00 pm
Deerfield High School**





Final thoughts and reflections on the day



Thank you!



Catalyst for Educational Change

www.cecweb.org

