



Strategic Plan Development - Orientation



Welcome & Introductions





Agenda

- Introductions
- Overview of Strategic Planning
- Review of Current Plan
- Steps in CEC Strategic Planning Process
- Review of Meeting Dates and Times
- Next Steps



Purpose

The Orientation session paints the **“Big Picture”** of the strategic planning process so that all strategic planning team members have a shared understanding of the process and their roles and responsibilities in helping the district set clear direction for the future.



Strategic Planning

An Overview



Trends in K-12 Education

A widening educational equity gap

Higher levels of teacher shortages

Increased demand for mental health and social-emotional services

Lower enrollment

Lower family and student engagement

Uncertain school funding in the future

**The world of work is changing —
from how and where we get our jobs done to the
skills needed to get ahead.**

LinkedIn's "Jobs on the Rise" report for 2024 stated that
**more than two-thirds (68%) of this year's jobs
didn't even exist 20 years ago,**
including seven of the top ten titles.

Forbes, 2024





Organizations Have Two Choices:

**Be intentional
about the path
the organization
follows**

**Turn on the
organization's
autopilot**

Continuous Improvement Foundations



MISSION



VISION



GOALS



VALUES



Continuous Improvement



**Where are
we now?**



**Where do we
want to be?**



**How do we get to
where we want to be
from where we are?**





Strategic Plans Should Include:

- Foundational Pillars: Mission, Vision, Values/Commitments
- Strategic Focus & Priorities
- Success Measurement & Accountability
- Organizational Culture & Behavior
- Inspiring Action & Future Focus



Strategic Plans



**Provide an opportunity for a
FRESH START!**



REFLECT

Examine ten reasons why plans fail.

Pick 2-3 that might be something you want to keep in mind to make the new plan successful.



TEN Reasons Strategic Plans FAIL

Examine the Top Ten reasons why plans fail. Pick 2-3 that might be something you want to keep in mind to make the new plan successful.

- | | |
|-----|---|
| 1. | Partial commitment/ little ownership or buy-in |
| 2. | Writing the plan and putting it on the shelf |
| 3. | Focused on insufficient data and information |
| 4. | Too many goals and strategies/overly complex |
| 5. | No accountability or follow through/ lack of measures |
| 6. | Lack of resources or alignment with budget |
| 7. | Lack of stakeholder input and feedback |
| 8. | A non-representative planning group |
| 9. | Activities with no progress monitoring and reporting |
| 10. | Ignoring reality, facts and assumptions/out of sync with trends and needs |



Introduce Yourself!

Share your **NAME, ROLE**, and **WHY** you joined the Strategic Planning Team.

Share your **2-3 reasons** that you want to keep in mind to support the success of your future plan.





Review of Current Plan

Success in the new strategic plan hinges on a critical review of the previous one. This analysis ensures the new plan builds on past successes, addresses shortcomings, and adapts to the changing environment.





CEC's Strategic Planning Process

1

READINESS I & II

Understanding the Process
Setting Roles & Responsibilities
Forming the Plan Team
Identifying Data Sources
Organizing the Data
District Data Reports

2

PLAN BUILD

Orientation
Data Retreat
Vision Retreat
Roadmap Retreat
Recommendation

3

LIVING THE PLAN

Implementation & Action Plans
Monitoring & Communication Plans
Consistent Monitoring
Data-Driven Analysis & Plan
Refinement
Annual Reporting & Review



Strategy Management

Are we doing the RIGHT things?

STRATEGIC MANAGEMENT

Mission, Vision, Values, Goals

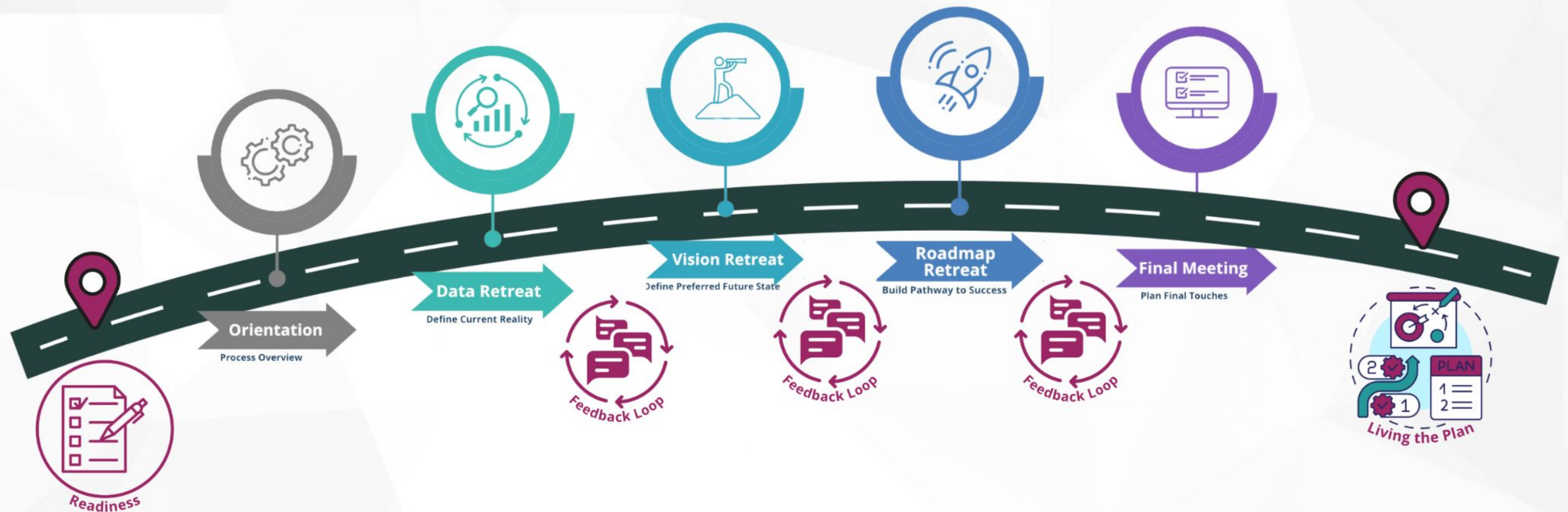
Are we doing things RIGHT?

OPERATIONAL MANAGEMENT

Strategy Action Plans



Strategic Planning Process





Orientation

For team members to get to know one another, familiarize themselves with the strategic plan process, and review the commitments plan team members must make.



Strategic Plan Website

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

ORIENTATION



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



Data Retreat

Where are we now?

FULL DAY SESSION

GOAL: To paint a data picture that allows us to identify our current strengths, weaknesses, opportunities, and threats.





District Data Reports

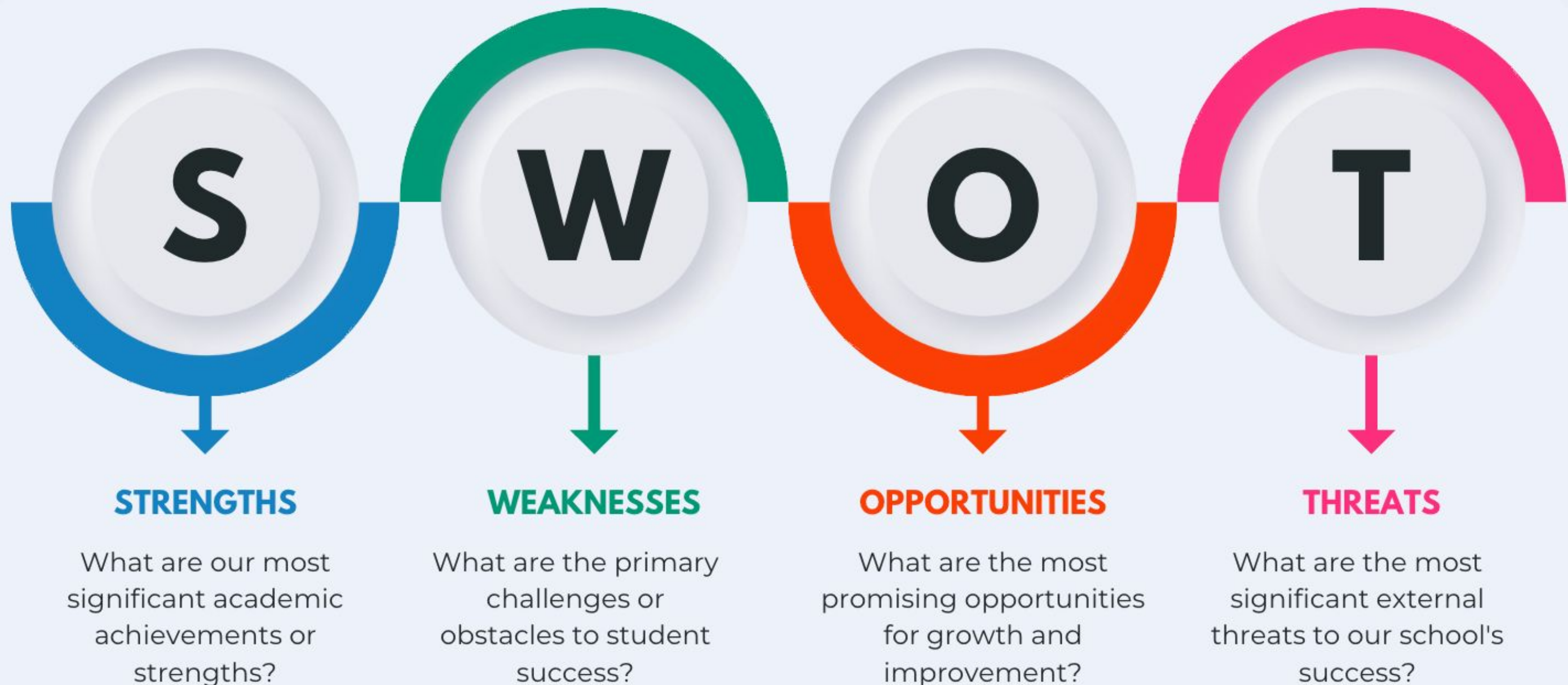
**Student Achievement
and Growth**

Climate and Culture

**Finance, Facilities, and
Technology**



Data Retreat





Community Engagement

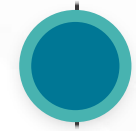


Each artifact the team creates is put out to the stakeholders for feedback:

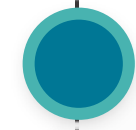
Data Retreat - SWOT Analysis

Vision Retreat - Preferred Future Statement

Roadmap Retreat - Draft Strategic Plan



The team reviews the feedback at the next meeting



Makes any tweaks to the artifact based on feedback and reflection



Vision Retreat

Where do we want to go?

FULL DAY SESSION

GOAL: To envision a future that moves individuals, the school, and the district to a higher level of satisfaction and performance.

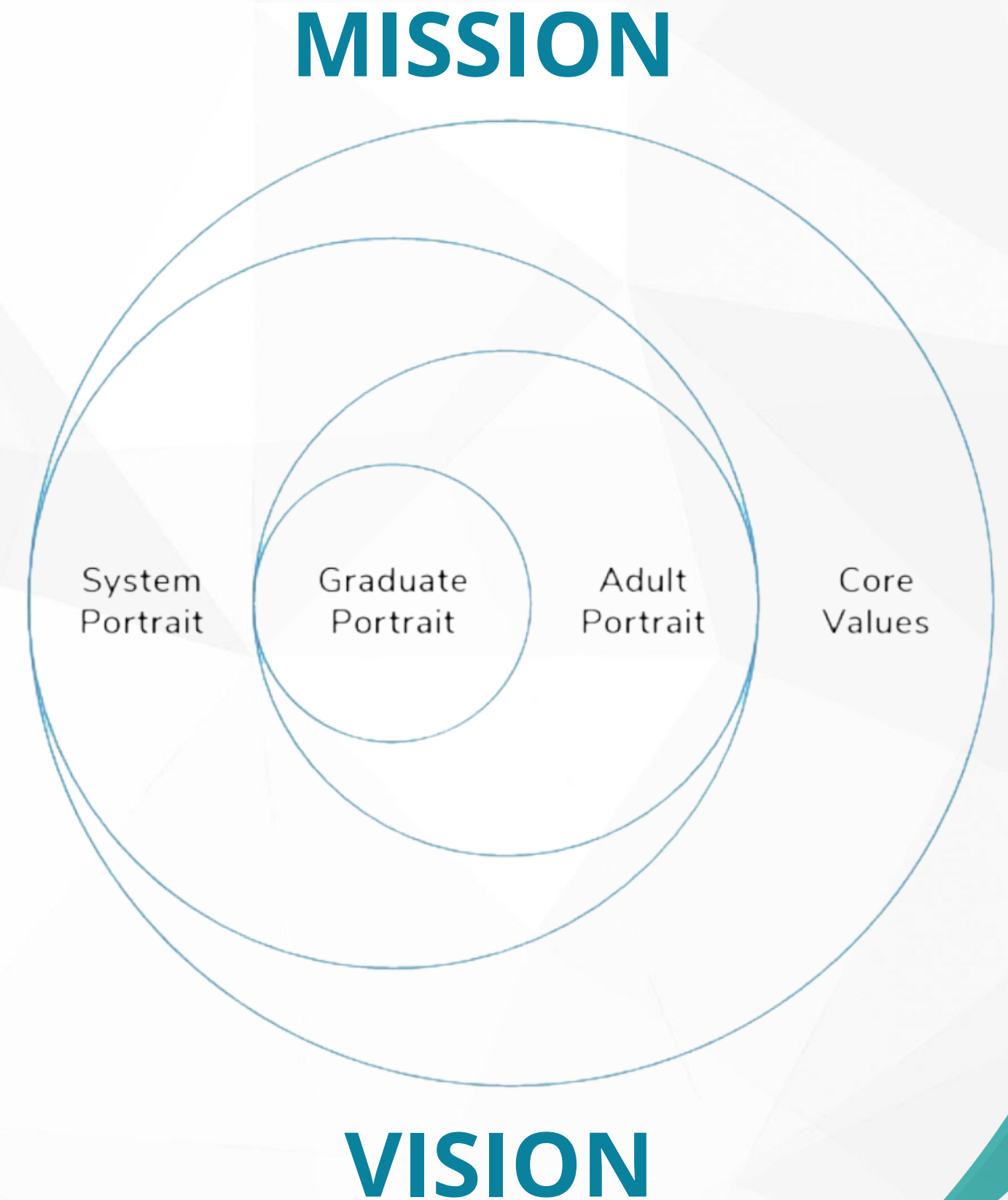


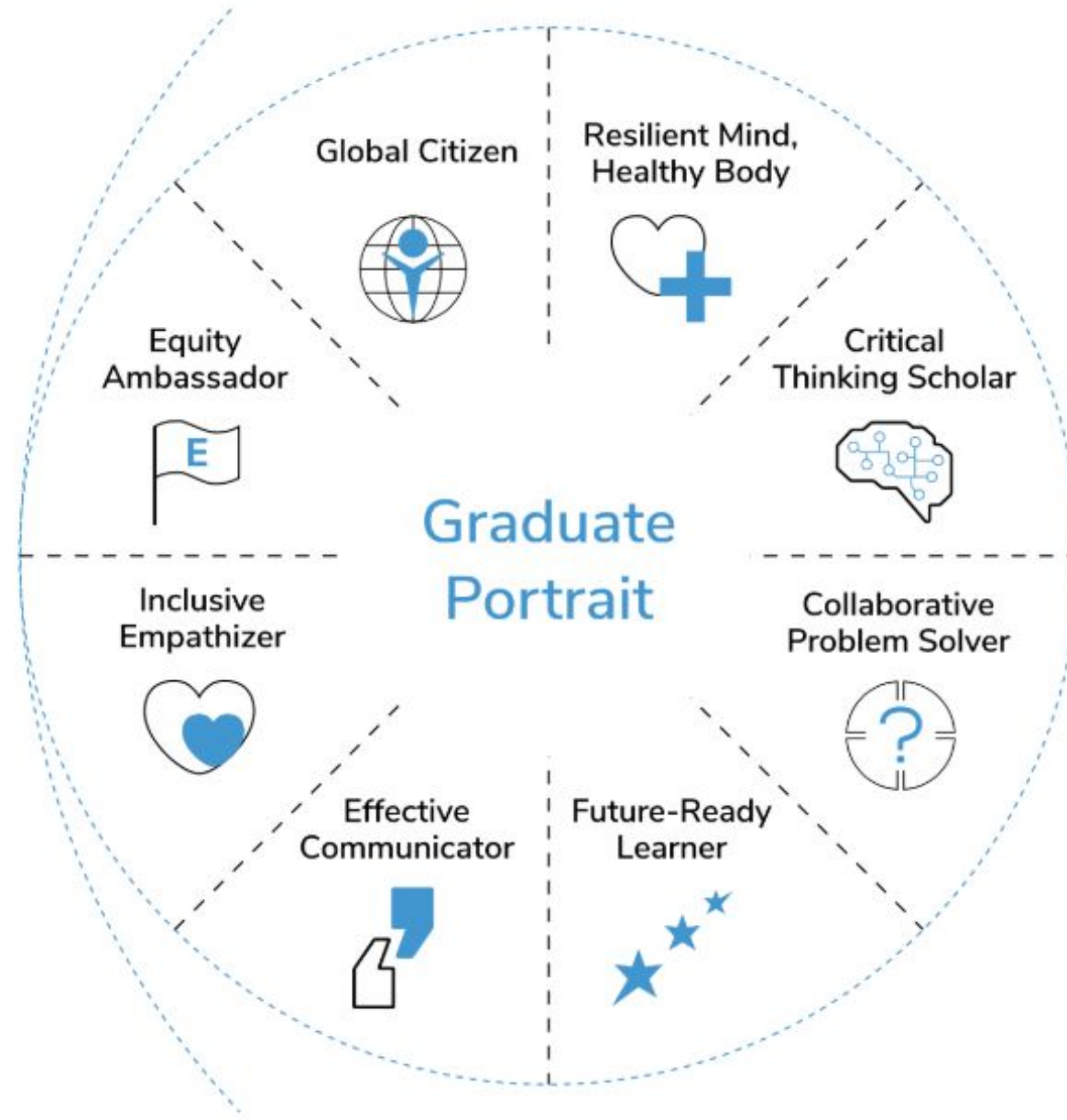


Vision Retreat

Preferred Future Statement

outlining the desired future state. This statement is shared with stakeholders for input, which the team reviews at the next meeting.





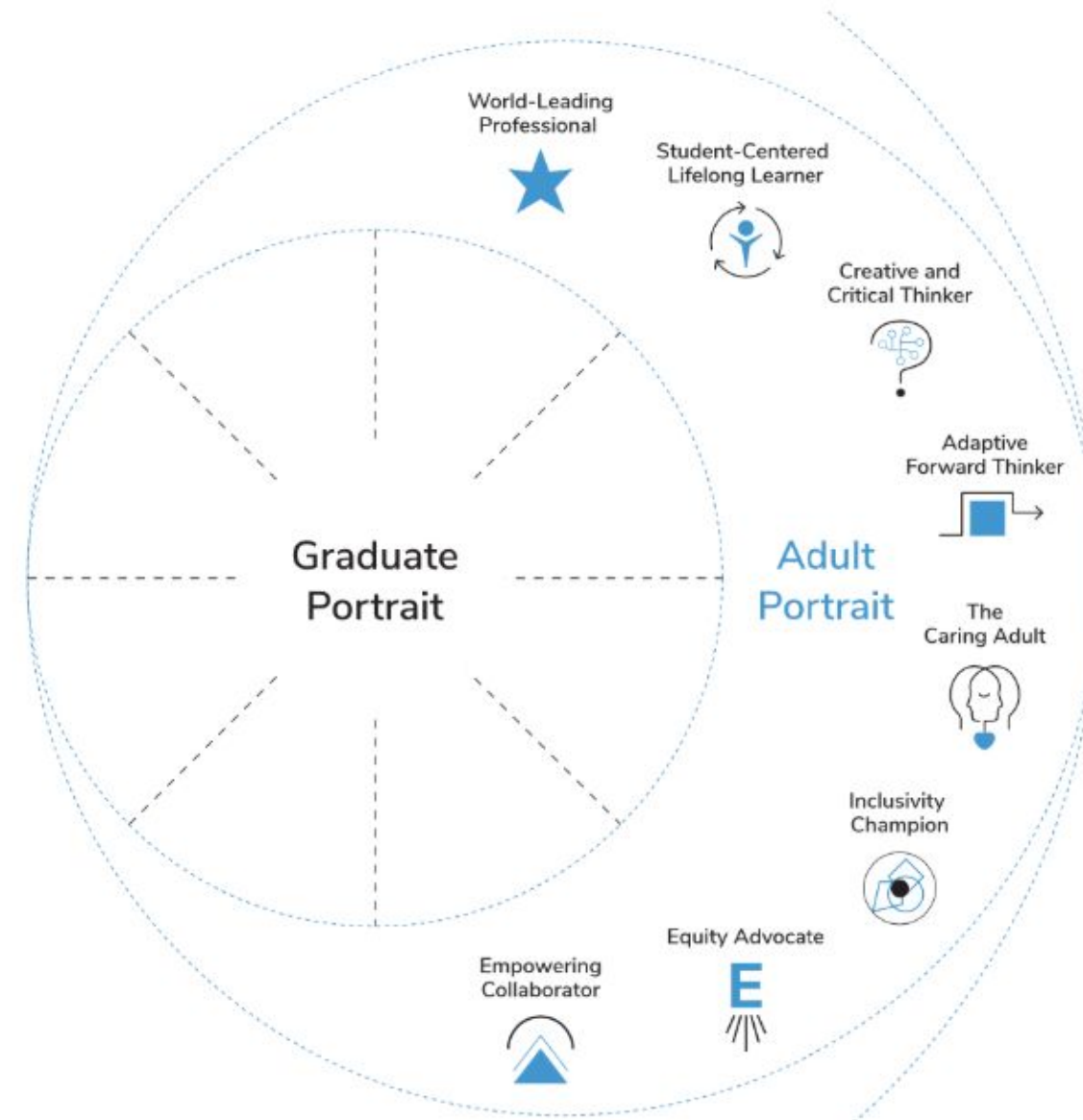
The knowledge, skills, dispositions, and mindsets that our students need to thrive in life and career.

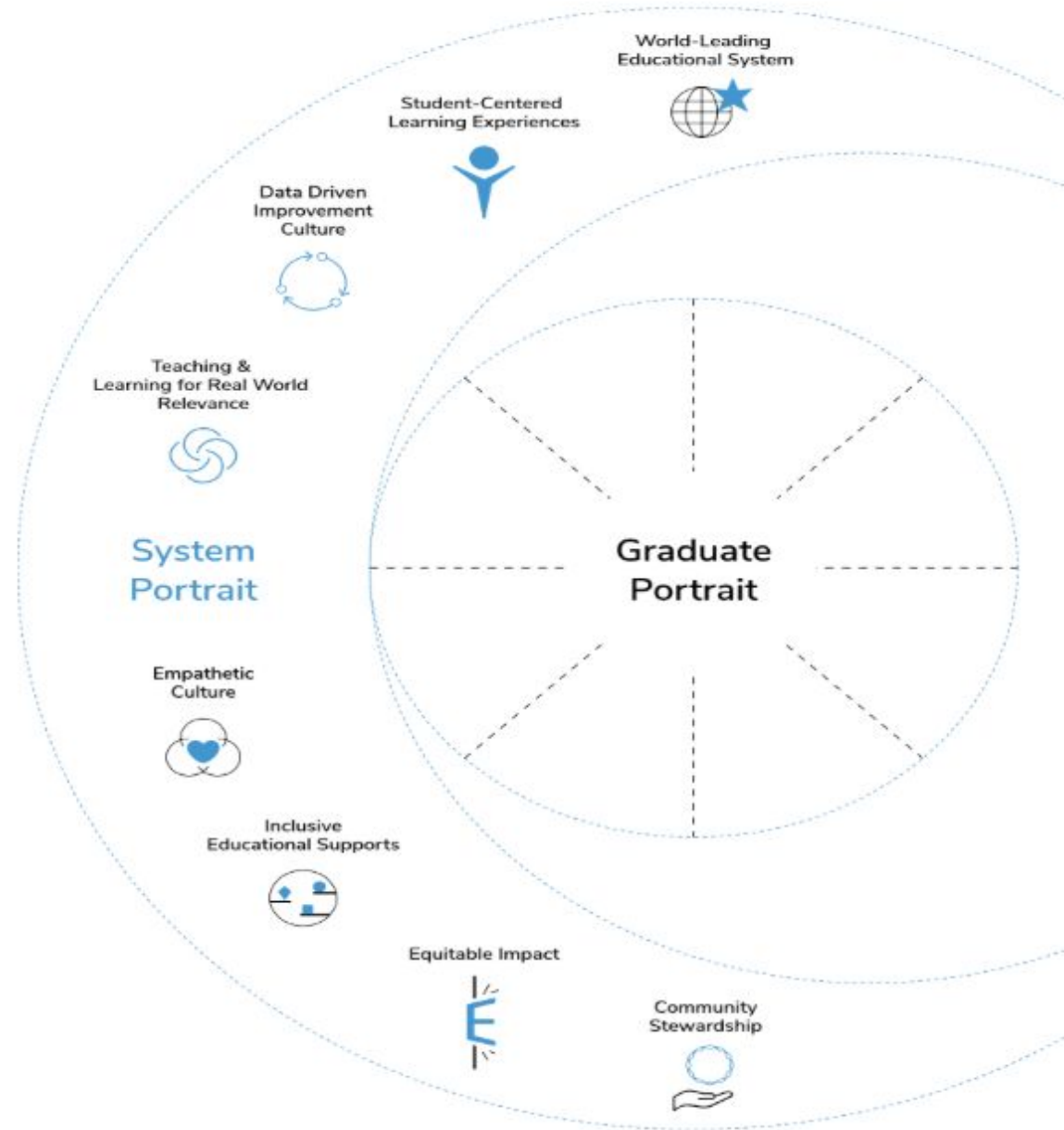
Guide adult actions and decisions, aligning leadership, management, teaching and learning, and resource allocations for student success.



Applies to all adults working in the school district, not just teachers, because every adult's work supports student success; therefore, the language here is broad.

Widespread successful achievement of the Graduate Portrait is only possible if a supportive and intentional community of adults work together.





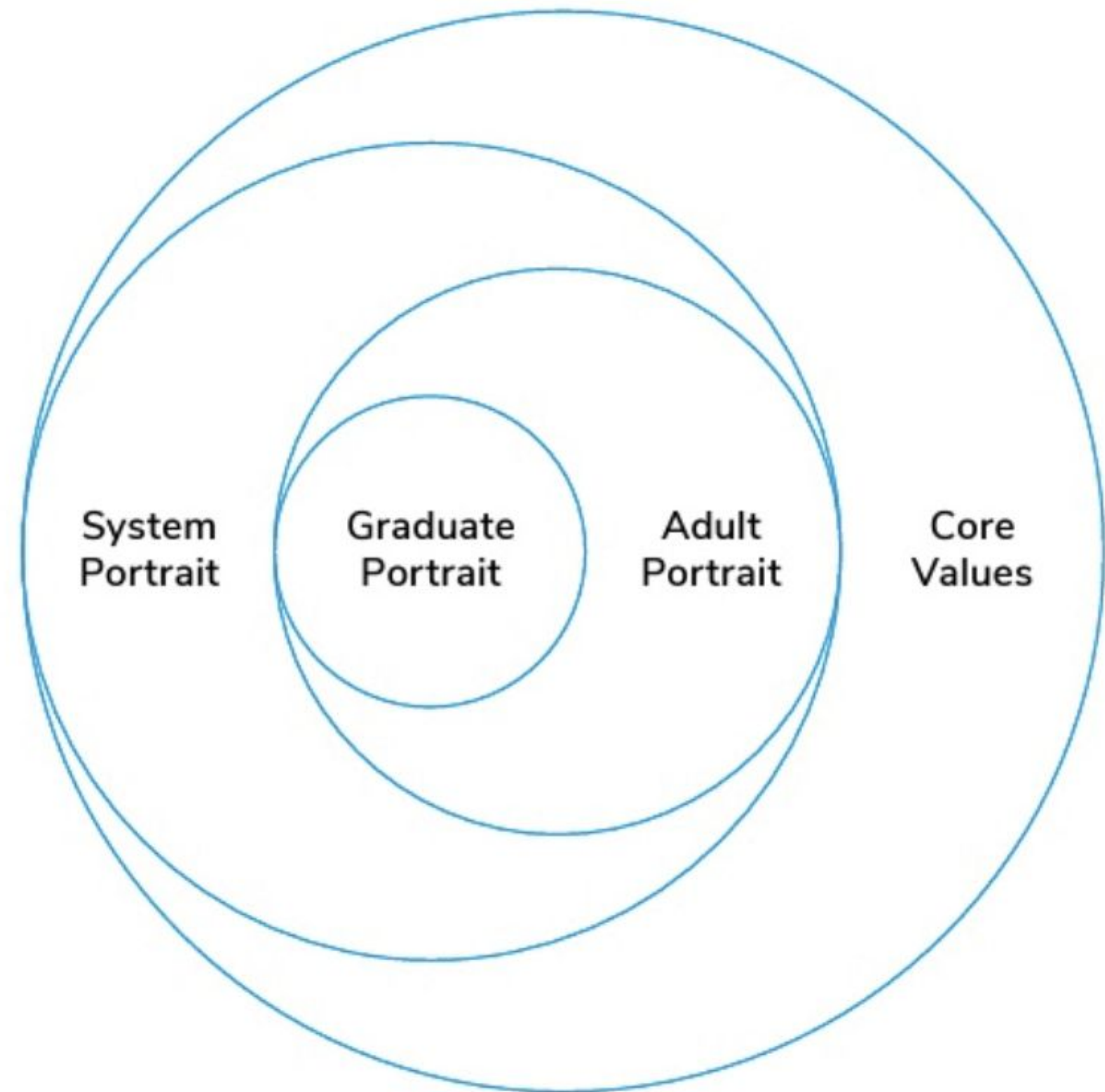
The conditions that will be created, promoted, and practiced by educational leaders to deliver on the promise to the beneficiaries of the district.

A system is made up of an interconnected set of elements that includes an organization's structures, supports, standards, agreements, incentives, and cultures.



Core Values

Commonalities
between Portraits
become
Core Values





Mindset Shift

What non negotiable principles regarding our thoughts, habits, feelings, attitudes, and beliefs will shape our collective mindset?

What shared values and commitments will guide our behaviors and actions for which we will hold each other accountable?



Setting Direction Retreat



How do we get from where we are
to where we want to be?

FULL DAY SESSION

GOAL: To identify long-range goals and
determine high priority strategies to accomplish them.



Setting Direction Retreat

What do we need to do to close the gaps and get closer to realizing our mission, vision, values and goals?

**Long-Range
Performance Goals**

**Aligned Priority
Strategies**



Setting Direction Retreat

Draft Strategic Plan

Preferred Future Statement:

Mission, Motto,
Portraits, Core Values

Strategic Plan Foundation:

Multi-Year Goals,
Priority Strategies



Final Meeting

What will we recommend?

VIRTUAL SESSION

GOAL: To review stakeholder feedback and make any last tweaks to the plan before final recommendation.





Beyond Plan Approval

Structures and Processes to Bring the Plan to Life

1. Align the plan goals and strategies to a data system	Identify key indicators, measures, and targets for all goals and strategies
2. Align the data system to a progress monitoring and reporting system for all stakeholders.	Progress monitor and report growth and achievement while adjusting ensure improved results
3. Align the Plan to individual and team performance and program evaluations	Align individual, team, school, and program goals and feedback to the data system
4. Align the Plan to the work structures and shared decision-making processes	Align the plan to school, team, department and program structures and processes to ensure ownership, responsibility, and accountability
5. Align the Plan strategies to PDSA action plans	Make sure strategy actions plans follow a consistent SMART process to develop a two-way collaborative communication system
6. Align the Plan to resources of time and money	Align budget and meeting agendas to the Plan to ensure focus and priority .



Living the Plan

**Implementation
Planning &
Action
Strategies**

**Consistent
Monitoring &
Effective
Communication**

**Annual
Reporting &
Strategic
Review**

**Data-Driven
Analysis &
Plan
Refinement**

NEXT STEPS

Data Retreat

Team examines data and build SWOT
Stakeholder feedback

Website Posting

Orientation content will be posted on the district strategic planning website





Our Schedule

February 26 - 9:00 - 3:00 West Ridge Center

March 19 - 9:00 - 3:00 Heller Nature Center

April 11 - 9:00 - 3:00 Heller Nature Center

May 7 - 3:30 - 5:00 VIRTUAL



Reflections & Questions



Thank you!



Catalyst for Educational Change

www.cecweb.org

