

Agenda for Planning Strategic Planning Process

October 25, 2012: 8:30 to 12:00

Overview of the process – chart

Key Decisions Regarding Process

Note: Addressing Items 1 – 5 today

Addressing Items 6 – 8 with Executive Team November 9

1. Determine District Strategic Goals for 2013 to 2018
 - a. Suggestion add two goals regarding finance and people
 - b. Example: “Excellence in Financial Stewardship” and “Excellence in Employees and Organizational Learning”
 - c. Languaging goals
2. Identify timeframe so that we meet the budgeting milestones in the spring
3. Determine expectations for Strategic Planning Taskforce members
 - a. Read any pre-read materials
 - b. Attend planning sessions
 - c. Make recommendations or advise the district leadership
 - d. Participate in presenting the plan to other groups including the Board
 - e. Other?
4. Identify Stakeholder groups and where they will participate in the process Phase 2, 3, 4
 - a. Students
 - b. Parents
 - c. Community
 - d. Teachers
 - e. Campus administrators
 - f. Board members
 - g. District administrators
 - h. Business
 - i. Higher education
 - j. Community organizations
 - k. District organizations
 - l. Other

Note: Outcome for these conversations is to

- a. determine how we will work together to accomplish what we need to do for the students, staff, parents
 - b. Engage them helping us to reach the vision and mission of the district
 - c. Involve them in helping us establish a culture in our schools that align with district values / community values
5. Develop mission and vision
 6. Determine what and how we gather Environmental Scan data [Attachment A; List A]
 7. Determine what and how we will gather internal data including information regarding strengths and weaknesses for input to the group [Attachment A: List B]
 8. Review plan for Strategic Planning Taskforce Sessions [Attachment B]
 9. Discuss next step: Meet with Executive Staff to
 - a. Get their input on mission and vision
 - b. Identify values
 - c. Address items 6-8
 - d. Other

List A of Environmental Scan Data Types

1. District competition: who, what are their offerings, what have been their results
2. Regulatory changes: federal and state
3. Demographic changes: student populations; household education
4. Projected student numbers and needs
5. Changing stakeholder demands [external stakeholders perspective and expectations]
6. Technology trends
 - a. Generally
 - b. Availability and
 - c. Emerging expectations about how to use it in the learning process
 - d. Community expectations of graduates
7. Economic issues
 - a. Impact on the family
 - b. Tax base
 - c. Income to the district
8. Availability of qualified workforce for districts
9. Health issues that impact student and special education services
10. Job data – now and emerging career fields to consider
11. Other

List B – Internal Scan Data

1. District educational position – performance data
2. Any internal survey or focus group data for example surveys regarding student or staff satisfaction / dissatisfaction
3. Data from studies that would impact the strategic goals for example RISE
4. Changing internal stakeholder needs, perspectives, expectations

5. Our administrators core theories on how we engage staff, students and parents in educating students
6. Other

Process Overview with Strategic Planning Taskforce

1. Taskforce Session 1 Introductions to Each Other & Process – 90 minutes

- a. To get to know each other
- b. Frame the purpose and outcome
- c. Go over the steps in the process
- d. Expectations of your involvement
- e. Answer any questions

2. Day 1 Session for the Strategic Planning Taskforce Action

- a. Review mission, vision and values
- b. Look at the changes over time: 1990s; 2000s; 2010s; 2012
 - i. Technology & communication
 - ii. Regulations & standards
 - iii. Workforce
 - iv. Student challenges and expectations
 - v. Parents expectation
 - vi. Community expectation
 - vii. Economy
- c. Create vision for 2018
- d. Dialogue about Environmental Scan / External Strategic Issues
[Each team listening for Opportunities and Threats for their assigned goal]
- e. Dialogue about Internal Scan / Internal Strategic Issues
[Each team listening for Strengths and Weaknesses for their assigned goal]

3. Day 2 Session for the Strategic Planning Taskforce Action

- a. Develop SWOT with each team provides input based on their listening
- b. Develop objectives for your assigned goal

- c. Use Gallery walk to gather input from everyone
 - d. Refine goal objectives
 - e. Determine measures for the goals [line of sight all the way down]
 - f. Identify Strategies to meet the goals
 - g. Explain next steps
- 4. Refinement of plan by Executive Staff and development of “Strategic Action Planning Directives”**
 - 5. Cabinet finalize recommendations**
 - 6. Phase 3: Engage stakeholders**
 - 7. Cabinet makes recommendation to Board**
 - 8. Board action**
 - 9. Deploy with annual written operational plan using “Strategic Action Planning Directives”**