

CHSD 117 Strategic Planning Process

Session Three
September 29, 2015

Session Three Agenda

- Recap of the first two sessions
- Report from subcommittee on mission, beliefs and SMaC; reach final consensus
- Review strengths, weaknesses and other data insights from the current reality study
- Discuss development of goals
- Small groups complete the theme/goal matrix
- Small groups present and share theme and goal matrix

JMP / “Good to Great” Process

Recruit a representative committee

~~Review basic tenets of GTG, BTL, and GBC~~

Preserve
the core

Revisit or create mission and beliefs

Hedgehog
concept

Fanatic
Discipline

Create CSHD 117 SMaC formula

Preserve
the core

Conduct a data analysis

Brutal facts

Identify the gap

Brutal facts

Fanatic
Discipline

Identify emerging themes

Empirical
Creativity

Develop goals and timelines

Productive
Paranoias

Revisit or create “Greatness Indicators”

Stimulate
Progress

Create action plans

Mission and Beliefs: Consensus Proposal

Mission:

- ~~*Ignite passion and discovery in every student*~~

Beliefs:

Student achievement and growth are maximized when:

- *The unique potential of each **student** is cultivated*
- *School climate is safe, supportive and respectful*
- ***The curricula is rigorous, relevant and engaging***
- *All staff members are highly skilled and compassionate*
- *A strong partnership between school and home is established*
- *Resources are managed responsively and efficiently*

CHSD 117 Formula for Success

- *Rigorous, relevant and engaging curriculum*
- ~~*Extensive extracurricular offerings with robust participation*~~
- *Positive and caring staff and student relationships*
- *Continuous growth promoted through focused professional development*
- *Tangible school spirit and pride*
- *Strong community partnerships and support*
- *Consistent and transparent communication*
- *Fiscal responsibility and quality facilities*

Theme Consensus

- Curriculum, instruction and assessment
- Technology
- Professional development for continuous growth
- Student support
- Community, collaboration and culture
- Finances and facilities

Possible goals generated from greatest strengths (*fanatic discipline*)

Current Reality Audit

- Rigorous, relevant and engaging curriculum
- Extensive extracurricular offerings with robust participation
- Positive and caring staff and student relationships
- Continuous growth promoted through focused professional development
- Tangible school spirit and pride
- Strong community partnerships and support
- Consistent and transparent communication
- Fiscal responsibility and quality facilities

Possible goals generated from greatest strengths (*fanatic discipline*)

Current Reality Audit

- Administration leadership and visibility
- Relationship between administration and staff
- Number and variety of course offerings in curricula
- Access to AP and honors courses
- Student assistance and support including, but not limited to special education services
- Safety and security
- Graduation rate

Current Reality Audit

Possible goal topics generated from areas of improvement (*empirical creativity*)

Current Reality Audit

- Counseling services (for college preparation and guidance services)
- Technology (web site, hardware acquisition process, responsiveness)
- Math program (communication and buy-in from parents regarding integrated math, textbooks and materials)
- Continue work on student achievement progress and reducing the achievement gap
- College preparedness
- Issues of equity (curricular, placement, discipline, achievement)
- Traffic and parking concerns
- Retention of good staff and administrators
- More foreign language choices
- Unpredictability of State finances and mandates (productive paranoia?)

Current Reality Audit

Possible goal topics generated from disconnects (*empirical creativity*)

Current Reality Audit

- Student discipline (equity and consistency from Deans, dress code)
- Student drug and alcohol use
- Athletics (communication from coaches, coach treatment of players)
- Resource allocation and materials
- Facilities (some inequities still exist)
- No “middle ground” courses between AP, honors and general
- Too much pressure for AP enrollment, not all students are ready

Current Reality Audit

Pulling it all together

Mission and Beliefs

Preserve the core

↓
SMaC

Fanatic Discipline

↓
Current Reality Audit

↓
-Strengths Fanatic Discipline

Empirical creativity

↓
-Weaknesses

↓
Themes

↓
Goals

Fanatic Discipline
and
Empirical Creativity

Writing a Strong Goal Statement

- A goal is action, so it must start with a clear and concise verb
- Goals must be specific enough to guide actions, yet flexible enough to accommodate planners
- The goal statement must be lead to observable and measurable outcomes
- A detailed action plan can be easily developed from a well-crafted goal

Sample Goal Statements

Curriculum, Instruction and Assessment

- ~~Conduct a program analysis of the Integrated Math Curriculum, including but not limited to, achievement results, communication with parents, instructional materials and levels (*empirical creativity*)~~
- On an annual basis, evaluate the effectiveness of the coordinated process to examine student achievement data, create interventions to meet unique needs and assure academic success and make any necessary adjustments (*fanatic discipline*)
- Implement the cyclical process of curriculum development with focus on alignment with Common Core (*fanatic discipline*)
- *Technology*
 - Review current technology plan and revise for these purposes: coordination with the new strategic plan, review of web site, integration of existing technology hardware, development of new equipment acquisition plan for equity and efficiency (*empirical creativity*)

Sample Goal Statements

Professional Development

- Review the 2016-2019 strategic plan and create a professional development program to support it (*fanatic discipline*)
- Create an integrated professional development plan for technology integration in classroom instruction (*empirical creativity*)
- Create a cadre of teacher leaders to receive training in the Professional Learning Communities model (*empirical creativity*)

Student Support

- Continue to improve and enhance extracurricular programs at both schools (*fanatic discipline*)
- Conduct a program analysis of counseling and guidance services and make recommendations for improvements and enhancements (*empirical creativity*)
- Conduct an in-depth analysis of student discipline practices, including but not limited to, consistency, equity, dress code, drug and alcohol usage (*empirical creativity*)

Sample Goal Statements

Community, Collaboration and Culture

- Develop recommendations for improvements regarding communication issues including but not limited to: student performance feedback procedures; reporting/grading protocols; and parent communications, web site (*both*)
- Establish a representative committee to research effective school-community communication/partnership systems, including but not limited to: the revamped web site, the newsletter format and content, other forms of internal and external communication, and social media (*empirical creativity*)

Securing the Future

- Continue to monitor and manage district resources to secure a balanced budget and reasonable reserves (*fanatic discipline*)
- Remain fiscally responsible by proactively monitoring state finances and fiscal policy and taking appropriate steps to counteract possible ill effects for the district (*productive paranoia*)
- Analyze current security measures, add to or make changes if necessary (*both*)

Themes	2016-2017	2017-2018	2018-2019
Curriculum, Instruction and Assessment			
Technology			
Professional Development			
Student Support			
Community, Collaboration and Culture			
Finances and Facilities			

Final Tips

- Do not top-load the first year
- Do not forget to include an implementation year after a study year
- Quality is more important than quantity
- All goals need to be measureable
- Do not worry about the action plans right now