

Developing Strategic and Other Long-Range Plans 1:30-2:15 p.m. Grand Pacific Room

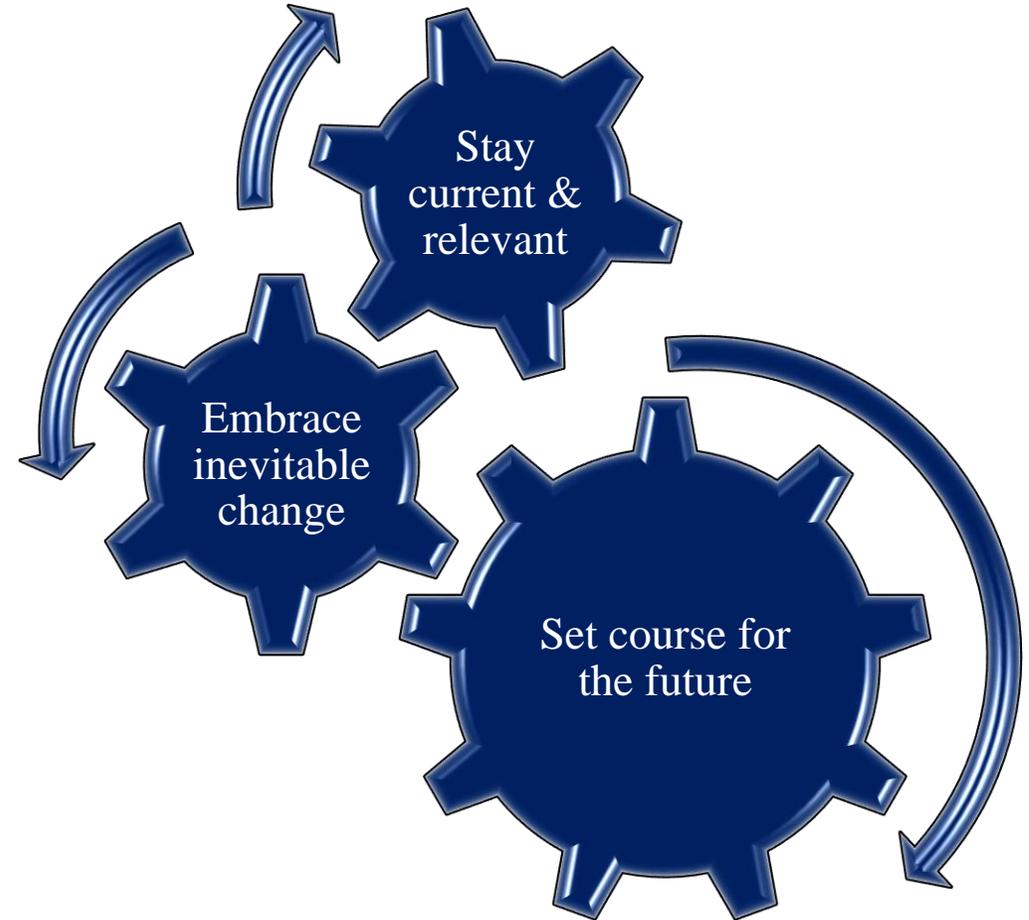
October 29, 2021
Dr. Jeffry M. Schatz



Why Plan for the Future?

“...the school district can pause and revisit its leadership and governance models to ensure maximum outcomes and service for students and education.”

Dr. Steve Holen, Superintendent



Macro Outcomes



High-level academic performance – students first.



A comprehensive strategic plan driven by a big vision.



Vertical Alignment throughout the school district.



Re-energize the overall mission and vision of the school district.

Strategic Planning Rubric for Making Decisions

Strategic Plan

- Programmatic Alignment

Resources

- Human Resources + \$\$

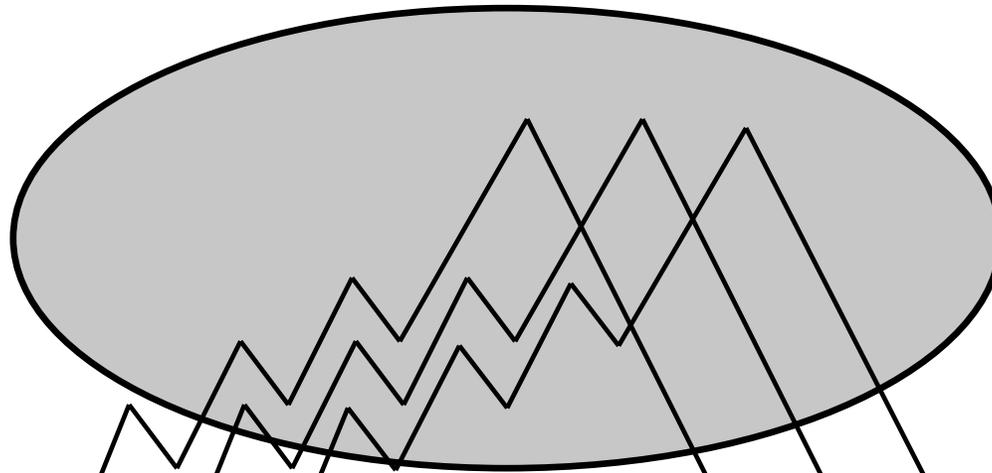
Sustainability

- Short and Long Term



Reactive vs. Proactive Mindset

Proactive Model



- Wasted time
- Wasted talent
- Wasted resources
- Lost opportunities
- Perpetual stress

Reactive Model



Board Governance

The policies and procedures that organize the work of a school board.

The School Board, is tasked with *hiring and supervising the superintendent, overseeing the finances* of the school district, *setting the mission and vision, and monitoring the results* of the school district.

School Boards across the nation differ in the methods used to govern a school district, with options including a traditional operational oversight to an overarching policy governance model or coherent policy governance.



Strategic Planning

A strategic plan is a living document used to communicate the organization's goals, the priorities needed to achieve those goals, and metrics used to measure progress on those goals.

It is a plan known by both the internal stakeholders and external stakeholders of the community.

The plan outlines a mission, vision, values, and strategic initiatives (focus) for the three to five-year period. A focused strategic plan aligns and strengthens operations and ensures that employees, board members, and stakeholders are all working toward common goals.



Strategic Plan Template



Preparing for Strategic Planning



Feedback Processes

- Survey Monkey – Internal/External Surveys
- Community Focus Group Engagement
- Mentimeter – Strategic Planning Meeting Feedback

Create a Steering Committee

Representation from Community and Schools

- **12-20 people**
- **Board Members**
- **Administrators**
- **Staff (Teachers & Support Staff)**
- **Students**
- **Community members**
- **Others?**





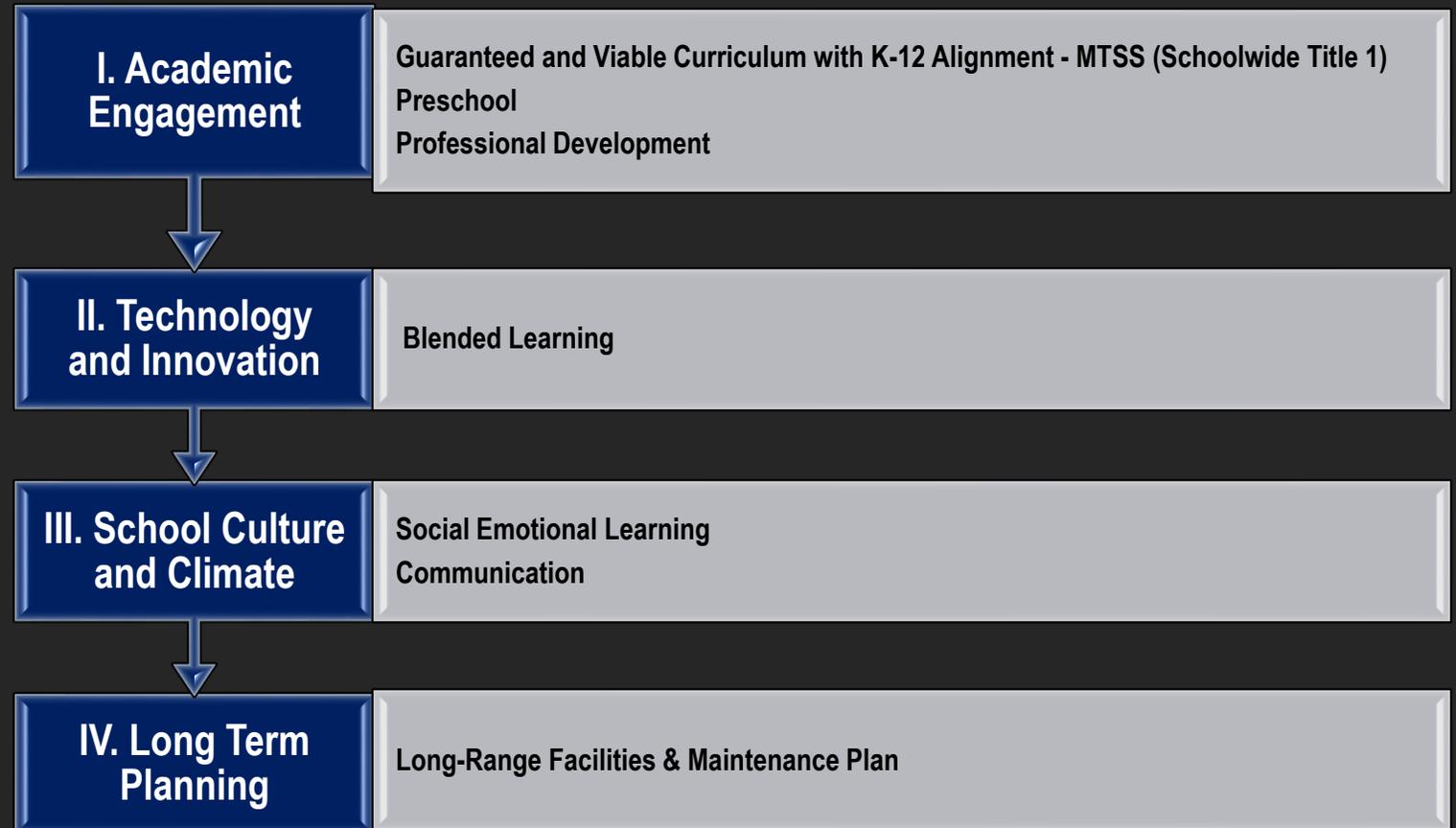
Strategic Planning Committee Roles & Responsibilities

- ✓ Participate in all planned meetings.
- ✓ Participate in discussions that will provide feedback to develop the following:
 - Mission Statement
 - Vision Statement
 - Values/Belief Statement
- ✓ Identify strategic priorities.
- ✓ Review and provide feedback on a draft strategic plan.

Suggested 1-2 Year Timeline



Strategic Priorities (Initiatives) Example





Strategic Plan Initiative - Example

STRATEGIC INITIATIVE I - ACADEMIC ENGAGEMENT

All students will engage in a comprehensive curriculum designed to provide a variety of educational experiences. Our students will meet or exceed individual learning goals toward the achievement of district standards and benchmarks for academic proficiency in all content areas. The foundation of a comprehensive educational experience is a core set of standards to identify what all students should know and be able to do. Therefore, we will work together to accomplish the following strategic initiatives and goals.

I. Multi-Tier System of Supports

North Dakota's Multi-Tier System of Supports (NDMTSS) is a framework to provide all students with the best opportunities to succeed academically and behaviorally in school. NDMTSS focuses on providing high-quality instruction and interventions matched to student need, monitoring progress frequently to make decisions about changes in instruction or goals. Data are used to allocate resources to improve student learning and support staff implementation of effective practices. Working with and through the MTSS process, all elementary students can receive Title 1 services through the Title 1 Schoolwide Model.

Rationale – Develop system-wide supports for all students encompassing both academics and behaviors.

Goal – We will align and maintain a K-12 MTSS system of supports.

Objectives

- Strategic math intervention for elementary students with progress monitoring.
- Continued/ongoing Professional development for MTSS teams at both at the MS/HS and Elementary, ex. New team/staff members.
- Targeted to Schoolwide Title 1 to align with the MTSS system (meeting all students' needs, not just targeted by allowing Title 1 staff and resources to work with all students).

Progress Monitoring

- The Elementary Principal will oversee Grade-level planning meetings, MTSS team meetings, and Data team meetings.
- The HS Principal will oversee MTSS team meetings and Data team meetings.
- Grade-level teams (elementary), MTSS Teams, and Data Teams will analyze student data.
- MTSS teams will conduct a fidelity check on their programs.



Long-Term Plans

Long-Term Planning provides three types of data – historical, current, and future data or projections. They create a pathway forward in each of the following Operational Categories:

- Long Term Facility Plans
- Long Term Operational Maintenance Plans
- Long Term Financial Plans
- Long Term Technology Plans
- Standard of Effort Reports



Strategic Plan Examples

Bismarck Public Schools

<https://www.bismarckschools.org/domain/834>

Central Cass

https://www.central-cass.k12.nd.us/apps/pages/index.jsp?uREC_ID=491550&type=d&termREC_ID=&pREC_ID=942564

Strategic Plan Operational (Road Map) Example

Strategic Initiative – Academic Engagement

All students will engage in a comprehensive curriculum designed to provide a variety of educational experiences. Our students will meet or exceed individual learning goals toward the achievement of district standards and benchmarks for academic proficiency in all content areas. The foundation of a comprehensive educational experience is a core set of standards to identify what all students should know and be able to do. Therefore, we will work together to accomplish the following strategic initiatives and goals.

Initiative	Goal	Objective	Strategies & Monitoring	Assignment	Timeline	Cognia Alignment	Progress
I. Multi-Tier System of Supports North Dakota's Multi-Tier System of Supports (NDMTSS) is a framework to provide all students with the best opportunities to succeed academically and behaviorally in school. NDMTSS focuses on providing high-quality instruction and interventions matched to student need, monitoring progress frequently to make decisions about changes in instruction or goals.	We will align and maintain a K-12 MTSS system of supports.	Targeted to Schoolwide Title 1 will align with the MTSS system to meeting all students' needs.	<p>The Elementary Principal will oversee Grade-level planning meetings, MTSS team meetings, and Data team meetings.</p> <p>The HS Principal will oversee MTSS team meetings and Data team meetings.</p> <p>Grade-level teams (elementary), MTSS Teams, and Data Teams will analyze student data.</p> <p>MTSS teams will conduct a fidelity check on their programs.</p>	<p>Elementary Principal</p> <p>High School Principal</p> <p>Grade Level Team Leaders</p> <p>Grade level Team Members</p>	<p>Initiate Aug 2020 Draft Nov 2020 Finalize Jan 2021 Implement Feb 2021</p> <p>Jan – May 2021</p>	Learning Capacity Standards 2.5, 2.6, 2.7, 2.8, and 2.9.	

Contact Information

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