The Strategic Plan was developed through three important stages. These three stages, which are outlined below, were instrumental in framing and forming the plan. In a culture of continuous improvement and responsiveness to community needs, the third stage of establishing measures and implementing actions remains ongoing. The plan will be reported annually, and measures and actions will be revised as the data, system outcomes, and community needs require.

**FIRST STAGE**
- Conducted four Board work sessions
- Analyzed existing and required system and comparative data
- Held four Board research work sessions
- Affirmed the Board’s four Strategic Planning Pillars
- Discussed potential objectives and measures

**SECOND STAGE**
- Facilitated eight focus groups with key stakeholder groups
- Assessed community needs
- Gathered community feedback on Strategic Planning Pillars and potential objectives and measures

**THIRD STAGE**
- Finalized objectives
- Identify measures of success
- Develop data dashboards
- Implement strategic actions
- Monitor, evaluate and revise

**ANNUAL REPORTING & EVALUATION**
In order to drive our continuous improvement, the Strategic Plan must remain the focal point of our collective work throughout each year. The following annual reporting cycle will provide the Board and community with ongoing updates and insights into our system improvement efforts. At these key dates, we will reflect on our work and data, and confirm or revise our priority focus areas.

<table>
<thead>
<tr>
<th>Pillar I</th>
<th>September &amp; January</th>
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<tbody>
<tr>
<td>Pillar II</td>
<td>August &amp; March</td>
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<tr>
<td>Pillar III</td>
<td>November &amp; February</td>
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<tr>
<td>Pillar IV</td>
<td>December &amp; May</td>
</tr>
<tr>
<td>Data Dashboard</td>
<td>October</td>
</tr>
<tr>
<td>Attributes of a CCPS Graduate</td>
<td>June</td>
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</tbody>
</table>
The Board of Education’s Strategic Planning Pillars are adopted in Board policy and serve as the framework for the CCPS Strategic Plan. The Pillars define four focus areas around which the Strategic Plan is constructed. Clear objectives, appropriate actions and strategies, and measures of success shall be developed, implemented, monitored, and evaluated.