



# Strategic Planning Overview

*Designing our next level of work; preparing our students for lives of learning, meaning, and personal success*

# Strategic Planning is...

A process designed to set priorities and focus resources and energy toward agreed upon goals

## A Strategic Plan works well when:

- An inclusive process is employed to design aspirational goals
- Long-term impact and meaning are created across the K-12 system
- Goals are ever-present and owned by all in the system
- Decision-making is influenced by the goals
- Accountability, benchmarks, and evaluation systems are aligned with the goals
- Persistence and adherence to the goals over time enable the system to achieve desired results

# Strategic Planning Is **Not...**

An effort to document every new initiative or program within the organization

## Other Plans:

These plans do not “live” in isolation. Ideally, all district plans complement our collective work.

**Facilities**

**Academic Intervention Services**

**Safety**

**Instructional Technology**

**Professional Learning**

**Response to Intervention**

# Core Team Composition

Total: 25 - 30 Members

Students

Faculty

Community (non-parent)

Parents/Guardians

Board of Education

Staff

Administration

# Essential Questions

What has been the impact of our work with the Profile of a Graduate over the past five years, and are there ways in which it can be strengthened?

What is the desired state of what our instructional program should look like three to five years from now to best prepare students for their future?

# Strategic Planning Process

## Pre-Work

- Gather data and information
- Form Core Team of stakeholders

## Design

- Analyze data
- Develop Goals and Action Plans

## Implement

- Communicate Goals
- Action Plan implementation
- Manage and report on implementation progress

# Croton-Harmon Strategic Planning Process, Spring to Fall 2022

## **FOCUS: The Profile of the Croton-Harmon Graduate**

**ESSENTIAL QUESTION:** What has been the impact of our work with the Profile over the past five years, and are there ways with which it can be strengthened?

**GOAL:** To iterate the Profile of the Croton-Harmon Graduate.

## **FOCUS: Future-focused Learning**

**ESSENTIAL QUESTION:** What is the desired state for what our instructional program should look like three years from now to best prepare students for their futures?

**GOAL:** To identify the incremental steps required to achieve our desired state.

SPRING 2022

SUMMER 2022

FALL 2022

Prepare and distribute electronic surveys tailored for each of the following groups: parents, students in grades 5-12, faculty, support staff, administrators, and community residents without children in the schools

Form and convene a “Leadership Planning Team” of approximately 25 to 30 people representative of district stakeholders. Establish the purpose of collectively contributing to the development of goals for district growth and improvement for the next three years.

Administrative review of school data, trends, and key issues

Facilitator conducts individual interviews with Board members, administrators, and district leaders

Reconvene the leadership planning team to review the summarization of all collected data

Form “Action Plan Teams” with co-chairs. Establish timelines and expectations.

Individual “Action Plan Teams” come together with components of a full strategic plan that include: goals; action plans with objectives, action steps, resources, accountable personnel, timelines, budget, assessment/measurement benchmarks; communication plan; and review and renewal process

# Timeline

	May	June	July	August	September	October	November	December
Creation and Distribution of Surveys (Students, Faculty, Staff, Parents, Community Members)	▶							
Formation of Core Strategic Planning Team	▶							
Individual Facilitator Discussions with BOE and District/Building/PTA Leaders			▶					
Meetings of Core Team		▶			▶			
Development of Action Plans						▶		
Reports to Board of Education			▶			▶		▶



# Sample Survey Questions

## Students (Grades 5 - 12)

- What topics, subjects, or skills would you like to learn in school that are not offered now?
- In the last year, what is the best example of a school experience, assignment, or lesson that strengthened your critical thinking or problem solving skills?

## Parents/Guardians

Please rank the degree to which you believe your child's/children's learning experiences at Croton-Harmon promote/emphasize the following: (1-5 ranking scale)

- Critical thinking/problem solving
- Creativity/innovation
- Communication/collaboration
- Flexibility/adaptability
- Empathy
- Initiative/self-direction

## Faculty

- What would you like to be doing more of with your students that you don't currently have the opportunity to do?

# Next Steps

**Week of May 16**

**Finalize and  
distribute surveys**

**Month of May**

**Identify Core  
Team members**

**Month of June**

**Core Team  
Meeting**