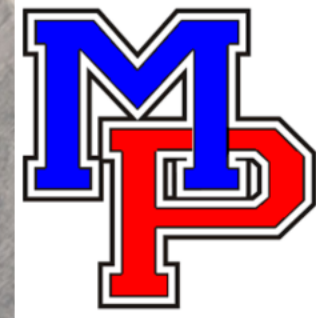


# Miller Place School District

## Strategic Planning Updates



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# What is the Purpose of a Strategic Plan?

## A Strategic Plan

- Shared vision for the future
- Focuses energy and resources around common priorities
- Establish agreement around intended outcomes and results
- Creates accountability for all stakeholders

Strategic  
Planning  
Committee  
Members

Strategic  
Planning  
Process

Jim  
Lauckhardt,  
Ph.D.



**Goals**



# Committee Members

## Board of Education

Jim Lauckhardt, JLEDS Consulting

Seth Lipshie, Superintendent

Susan Craddock, Assistant Superintendent

Sandra Wojnowski, Executive Director for Educational Services

Colleen V. Card, School Business Official

Christopher J. Herrschaft, Director of Human Resources

Christine Mangiamele, NCRMS Assistant Principal

Aaron Zeltmann, MPHS Teacher

Jennifer Lakas, AMPS Teacher

Melissa Dooley, Parent Representative

Christine Delaney, Parent Representative

# Dr. Jim Lauckhardt Bio

- Over 15 years developing strategy, conducting research, and supporting data-driven decisions in education.
- Has worked in academia, government, research institutions, non-profit organizations, and school districts.
- Takes a "student-first" approach to his work and facilitation of strategic plan development.
- Finds it critical to include as many perspectives as possible in the work that he does.
- Resident of Shoreham-Wading River, where he supported the development of the SWR CSD Strategic Plan.



# Strategic Planning Process



# Goals

By the fall of 2023 we will have developed - through consulting and including all stakeholders a comprehensive 5-year plan for our district

1

## Set Goals and Initiatives

Through surveys, stakeholder focus groups, formation of sub-committees, to identify priorities, goals and initiatives.

2

## Determine Success Indicators

Identify best possible measurement of how we will know we achieved our goals, what indicators we should pay attention to along the way, and how we will hold ourselves accountable to stay on track

3

## Understand Resources Needed to Achieve Goals

Who is responsible for reporting progress toward goals? What will we need to be true in order for us to reach those goals? What modifications do we need to make regarding resources and capacity?



# Meeting Dates & Updates

This slide deck will be updated after each meeting as we move forward with the strategic planning process. Each date will link to the updated set of slides as they are created.

February  
2023



March  
2023



April  
2023



May  
2023



June  
2023



July &  
August  
2023



September  
2023



October  
2023



November  
2023



# February 2023

## Summary:

- Established a group norm and culture of candor, compassion, and respect
- Reflected on what we hope for the future of the Miller Place School District
- Conducted a SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis about the current state of MPSD
- SPC reviewed other districts' strategic plans
- Opened and narrowed conversation



# March 2023

- Meeting took place on March 1st
- Discussed potential priorities, strengths, weaknesses, opportunities, and barriers to the district
- Reviewed the survey and provided feedback for the final version
- Three surveys were released:
  - Parents/Guardians
  - Students Grades 8 - 12
  - Faculty and Staff

# Strategic Planning Committee in Action





# Strategic Planning Committee in Action





**April 2023**

- SPC met on April 12th and 19th
- Reviewed the preliminary quantitative and qualitative data from March survey.
- Seek deeper perspective on broad topics that emerged from the data for Focus Groups to discuss.
- Formed Focus Groups for Community, Teachers, Administrators, Non-Instructional Staff and Students.



# May 2023

- The Strategic Planning Committee conducted 8 different Focus Groups made up of the following stakeholders:
  - Two community with 60 community members
  - One Secondary Teachers
  - One Elementary Teachers
  - Two Student (Juniors and Seniors)
  - One Non-instructional
  - One Administrators

**May 2023  
(continued)**

# May 2023 Continued

- Each group examined 4-6 areas to provide deeper insight for the Strategic Planning Committee to review and combine with the qualitative and quantitative data collected in the March survey
- Positive feedback was received on the Focus Group process.
- Next Strategic Planning Committee meeting is June 13, 2023

**Focus  
Group  
Pictures**





# Community Focus Groups in Action





## June 2023

- The Strategic Planning Committee met on June 13.
- The SPC reviewed the comments and responses to the questions from the 8 different Focus Groups.
- SPC will meet in July and August to continue to look at the data collected to identify priorities and recommend for inclusion in the Strategic Plan.
- The SPC will form sub-committees to focus on a specific identified priority.



# July & August 2023

- The SPC formed subcommittees and were assigned to develop key objectives that would result in successful education change for that priority.
- Recommendations included draft activities to meet those priorities and the performance indicators to measure progress and success.
- Each subcommittee presented their proposed objectives to the other committee members for additional feedback.
- Dr. Lauckhardt and Mr. Lipshie combined the original subcommittees' work with the feedback from the other committee members to review in the Fall of 2023.

# September 2023

- The Summary Document that contains priorities and activities that are under review for the Strategic Plan.
- A draft Mission, Vision and Values document. These statements are the result of the survey data, focus group comments and the Strategic Planning Committee's input.



## October 2023

- The SPC reviewed the updated Strategic Plan Summary Document. The update included goals for the stated priorities and activities.
- This document will be the basis of the final plan.
- The SPC reviewed the draft template of the Strategic Plan's outline.
- An updated draft of the Mission, Vision and Values statements was distributed to the SPC to review.

# Methodology

- Form Strategic Planning Committee as central hub for planning
- Conduct needs analysis
- Survey stakeholders to collect data
- Analyze the data
- Form focus groups of stakeholders and collect additional qualitative information
- Identify strategies priorities
- Develop measurement strategy for each priority
- Measure and report on progress and outcomes over the next 5 years



# Road Map

The following timeline is subject to change based upon survey results, focus group discussions, etc. However, the goal remains to have a Strategic Plan in place by the fall of 2023.

**Current  
Progress &  
Timeline**

# Timeline



## Strategic Planning Committee (SPC) Work To Date



Continue



## Timeline

Continue

### Meetings

Focus Group meetings conducted with various groups of stakeholders (community members, teachers, students, etc.)

### Meeting

Sub-committees meet to develop key objectives that would result in successful education change for that priority

April

### Analysis

- Review Preliminary quantitative and qualitative data from March Survey
- Focus Groups formed
- Focus Group topics and questions reviewed by SPC.

May

June

### Meeting

- Review comments and responses from the Focus Groups
- Sub-Committees formed to focus on specific identified priorities

July

# Timeline

## Meeting

- Reviewed priorities and activities for the Strategic Plan
- Reviewed a draft Mission, Vision, and Values document

## Meeting

- Review the draft template of the Strategic Plan
- Finalize the Mission, Vision, and Values statements

August

September

October

November

## Meeting

- Sub-committees present their proposed objectives to the other committee members for feedback
- Dr. Laukhardt and Mr. Lipshie review and combine the committee work in preparation for the fall meetings.

## Communication

- Reviewed the updated Strategic Plan Summary including the goals for the state priorities and activities
- Reviewed the updated Mission, Vision and Values statements



# Strategic Plan

Fall of 2023 have a finalized Miller Place School District 5 year Strategic Plan with measurable objectives to present to the Miller Place Community.

# Analysis/Follow-up

- Scheduled Reviews
- Progress monitoring using quantitative and qualitative data
- Reporting to the Board of Education
- Community Presentations
- Additional Surveys
- Modification of our approach based on new information we collect



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