



Superintendent's HOPE Note - January 2024

No matter how brilliant your mind or strategy, if you're playing a solo game, you'll always lose out to a team.—Reid Hoffman, Co-founder of LinkedIn, Futurist, Tech Entrepreneur

Strategic Planning: Charting the Course for Continuous Improvement

HOPE, an acronym for Hanna's Organizational Performance Excellence, is the district's approach to enhancing every facet of our organization, from learner achievement to financial stability. Annually, a diverse group of team members is invited to assess progress toward our long-term objectives outlined in the strategic plan. Then, we develop short-term goals or annual initiatives based on our progress.

Our History of Strategic Planning

Since 2017, our Annual HOPE Team Meetings have served as a platform for navigating the strategic planning process, and on January 19, 2024, we are set to continue this tradition. With our current strategic plan concluding at the end of the 2023-2024 school year, we eagerly anticipate crafting a new strategic plan collaboratively with team members from around the district.

We have consistently used our Leadership Improvement Model (right) to move through this process, focusing on learners' success.

The Process

In preparation for this year's meeting, I tasked our Core Team (Cabinet) and Leadership team members with outlining key initiatives deemed crucial for the district's success in the next 3-5 years:

- Improve Academic Performance
- Increase Annual Revenues
- Acquire Space to Address Enrollment Trends

These initiatives will kickstart our discussion, and together, we will shape our final goals. While our existing strategic plan incorporates initiatives across seven (7) Critical Success Factors (CSF), we aim to develop a more targeted, albeit thorough, plan that captures the essence of our challenges in the coming years.

The meeting scheduled for January 19 marks the beginning of at least three district-wide meetings to develop our final plan. We will also ask our School Board of Directors to provide input before the plan is finalized in July and unveiled at the school's opening in August.



STSD Leadership Improvement Model

Our Timeline	
January:	District-wide meeting to review previous progress and draft new vision for the next 3-5 years
February:	District-wide meeting to identify initiatives based on our vision for the next 3-5 years
May:	Leadership Team meeting to develop metrics for measuring targets
June:	Leadership Team meeting to review the plan and make recommendations
July:	Finalize recommendations
August:	Share the final plan with all team members
September:	Present plan to community at School Board meeting



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HOPE Teams Are Now Critical Success Teams (CST)

In our new strategic plan, our HOPE Teams will now align with the district's seven (7) Critical Success Factors (CSFs). In 2017, the district identified six critical success factors but added a seventh (Health, Safety & Security) in 2021. CSFs represent all facets of the district's performance and are considered essential to the district's capacity to remain competitive in the market and improve overall performance.

- **Teaching & Learning (TL):** the district's obligation to facilitate the academic, social, and emotional development and success of the whole learner
- **Leadership (LEAD):** the district's capacity to communicate, integrate, and strategically plan to meet the organization's vision, mission, and core values.
- **Teaching and Learning (TL):** the district's commitment to foster learners' comprehensive development, addressing academic, social, emotional, physical, and cognitive well-being within a well-rounded and holistic education.
- **Team Member Engagement & Retention (TMER):** the district's commitment to providing a positive and supportive work environment that encourages employees to be actively involved, motivated, and committed to their roles
- **Health, Safety & Security (HSS):** our strategy to ensure the well-being, protection, and resilience of our learners, team members, visitors, and assets.
- **Facilities, Business Operations & Support Services (FBS):** the district's capacity to oversee and effectively manage our physical buildings (e.g., maintenance, grounds, custodial), logistical operations (e.g., transportation, food services), and essential support functions (e.g., procurement and financial management) to ensure the smooth and efficient functioning of the district.
- **Community Engagement (CE):** the district's commitment to actively involving, empowering, and communicating with various stakeholders, such as families, residents, businesses, and partnership organizations.
- **Technology (TEC):** the district's commitment to prioritizing the integration and utilization of advanced digital tools, resources, and methodologies to enhance educational practices, support innovation, and prepare learners for their future.

"Alignment is not just about working together; it's about working toward the same outcome."

-Dandapani, Hindi Priest & Entrepreneur

Piece of the Puzzle



Please join me in thanking Creslyn Van Dyck for being our Piece of the Puzzle! Creslyn approaches our families and students with support and care, often visiting homes. She is patient and understanding and takes a problem-solving approach to students with difficulty attending school regularly. She communicates well and embodies the "all hands on deck" approach. She always exudes a professional, positive attitude, brings good energy, and truly does whatever it takes. She's enjoyable to work with and an asset to our district.