

# Strategic Planning Update

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G&D Associates

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# Our Process

- Phase 1: Getting to Know You
- Phase 2: Vision Development
- Phase 3: Strategic Plan Development
- Phase 4: Implementation and Progress Monitoring

# Phase 1: Getting to Know You

- Phone and Zoom planning conversations with district leadership
- Public facing data review, MICIPs, etc.
- Online survey development
- BOE and cabinet interviews
- Focus group planning, scheduling, and facilitation
- Point of need phone calls, emails, and BOE meeting presentations

## **Outputs:**

- **A written synthesis of the online community survey**
- **A written synthesis of interviews, focus groups, and community night engagements**

# Phase 2: Vision Development

- Vision development workshop design and facilitation
- Draft vision narrative development grounded in workshop activities and community engagement themes
- Feedback process facilitation and response
- Branded vision draft creation
- Presentation to the BOE on January 29, 2024
- Focus group planning, scheduling, and facilitation
- Point of need phone calls, emails, and BOE meeting presentations

**Output: Branded vision draft**

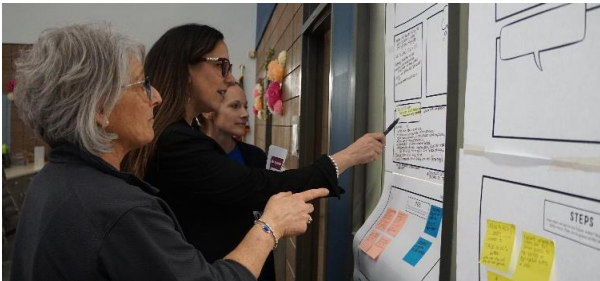
# Phase 3: Strategic Plan Development

- Facilitated the development of deliverables against each vision statement
- Provided structures to identify capacity and priorities
- Provided structure for project management
- Engaged in coaching calls with members of Cabinet and Team Rochester
- Provided feedback on draft 2024/2025 strategic projects
- Point of need phone calls, emails, and BOE meeting presentations

## Outputs:

- **A set of deliverables for the next 3-5 years**
- **Specific projects for the 2024/2025 school year with project management structures for implementation**

# Phase 3: Strategic Plan Development



# Phase 4: Implementation

G&D Associates will provide:

- Structures for weekly strategic plan health checks
- Structure and remote facilitation for two comprehensive reviews of each project
- Onsite facilitation for the development of a Year 1 plan record
- Onsite facilitation for the development of priorities and projects for the 2025/2026 school year

## Outputs:

- **2024/2025 Plan Record**
- **Specific projects for the 2025/2026 school year with project management structures for implementation**

# Recommendations

- Invest the time needed to roll out this work properly
- Ensure sustained community engagement
  - Deeper understanding
  - “Windows in”
  - Community conversations
- Align your systems (Start, Stop, Continue)
- Empower people to do the work
- Focus on current and aspiring leadership development
- Prioritize happiness



# Thank you for your time. Questions?

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