



The School District of Haverford Township Strategic Planning Process 2024-25

Overview and Purpose

The school district has historically valued educational research, community voice and aspirations, and investment in clear, well-founded goals. In the 2019-2020 school year, the district engaged in a comprehensive, multifaceted process to determine the key bodies of work that would have the greatest impact on students' learning. That process yielded three goals that have driven much of the district's work and progress over the course of the last four years (attached). People, curriculum, budgets, and programs were aligned to advance the work and embed it into the "DNA" of the learning organization. From 2020 to today, great progress has been made and both students and staff have benefitted from the systemic work that has supported contemporary problem solvers and designers; social-emotional wellness; and a sense of belonging for all. While there is certainly more work ahead to further develop programs, opportunities, and curriculum in those areas, it is also time to take stock of the progress; assess current student needs and changes in the greater landscape of education, the workforce, and society; and purposefully reset or refresh the roadmap for the next four-five years of work.

Key Elements and Challenges

During the 2024-25 academic year, the district will need to consider how to meet the following challenges:

- Take stock of the progress made in each of the three 2020-25 goals areas
- Scan the current needs of K-12 students
- Name the current driving forces that are impacting students' learning, daily lives, and futures

- Communicate the transitional process from the 2020-25 Strategic Plan to the 2025-30 Plan (which might or might not overlap in content)
- Set action plans in place for July 2025-January 2027.
- Plan for 2025-26 needs in the development of that year's budget (winter/spring 2025)

Voice and Decision-making

Throughout the planning process that lies ahead, two factors are critical to the quality of the work: 1) Voice and representation from students, staff, parents, Board, administration, and greater community 2) Decision-making processes that are thoughtful, inclusive, transparent, and productive.

Facilitation

It was my privilege to facilitate the processes that fueled the design of the 2020-25 Strategic Plan and throughout those years I have remained engaged in the district's excellent work on several levels (governance, leadership, etc.) I propose facilitating the following facets of work in the 2024-25 school year:

- "Taking stock" of where the current goals' work have had an impact; what is currently in progress; what needs to continue
- Collecting the opinions, self-identified needs, data, and recommendations for district focus from staff, Board, administrators, greater community, parents and students via a combination of surveys, in-person and virtual focus groups, and 1:1 interviews
- Designing the communication plan and drafting pieces of communication to keep all members of the learning community well-informed of the work
- Facilitating the work of a representative group of diverse thinkers who will recommend the goals on which to focus in 2025-2030
- Curating a learning/discovery segment for the planning team's consideration prior to determining the new or revised goals
- Leading committees through the action plan development process

Timeline:

The work can begin as early as September 2024 but should conclude by February 2025 to align with budget preparation and planning for summer 2025 work.

Fee:

\$18,750. inclusive of all expenses.

Respectfully submitted,
Judith Wilson
April 30, 2024



Haverford School District Strategic Plan 2020 - 2025

The School District of Haverford Township is dedicated to educating and inspiring a community of lifelong learners who become well-rounded global citizens.

Our 2020-2025 Strategic Plan guides our development and progress. This plan, a shared vision for our school district, was developed with nearly 4,500 points of contact through interviews, focus groups, surveys, and open community forums with students, parents, staff, and community members during the 2018-19 school year.

