Findings of Athletic Department Setting Direction Retreat

The Carbondale District 165 strategic plan team met on Monday, January 6 to answer the question, "***How do we get from where we are now to where we want to be in 2030?"*** The Setting Direction Retreat was an opportunity to learn from the Data anad Vision Retreats to set long-range goals, indicators and measures. It also was the decision-making time to identify the critical work that needs to be done to make a difference in performance through strategies. **The agenda included:**

- **Activity One:** To review the Preferred Future Statement and feedback from stakeholder groups and representatives from the Vision Retreat product. **The strategic plan team gave a final look to the Preferred Future Statement and finalized mission, motto, vision, portraits and core values.**
- **Activity Two:** To ensure that the strategic plan content was bold and innovative, reimaging and transforming the district from where it is now to where it wants to be in 2030. **The plan team identified design principles to ensure the transformation and set authentic, challenging goals and strategies.**
- **Activity Three:** This activity provided an opportunity for the team to learn about what makes a goal SMART. The team learned about the critical ingredient of Key Performance Indicators. **The strategic plan team learned that a SMART Goal had a results orientation with specific key indicators, measures and targets.** The team then reviewed the current long-range goals. **Then learned about the criteria for setting a great goal and then identified seven long-range goals.**
- **Activity Four:** The strategic plan team spent time examining a list of possible key performance indicators (KPIs)aligned to each goal. They understood it is the board of education's responsibility to approve the KPIs but provided their input on a suggested list.
- **Activity Five and Six:** The team learned about the difference between a goal and a strategy**. It then identified the most urgent strategies that set forth the work to be done during the duration of the plan to accomplish the new mission, vision, portraits and core values.**

The findings of the plan team are summarized below. The fifty members of the team consisting of representatives from students, students' families, community partners, teachers/other staff, and administration met in small table teams of 8-9. In some cases, each team's findings are identified. The facilitator then summarized in the colored box the performance indicators most often identified across all teams.

Findings of the Carbondale Athletic Department Setting Direction Retreat

Activity 1: REVISION of the Preferred Future Statement

Mission and Motto

Table 1	Table 2	Table 3
Table 4	**Table 5**	**Table 6**

Facilitator Summary:

Vision

Table 1	Table 2	Table 3
Table 4	**Table 5**	**Table 6**

Facilitator Summary:

Graduate Portrait

Table 1	Table 2	Table 3
Table 4	**Table 5**	**Table 6**

Facilitator's Summary

Educator Portrait

Table 1	Table 2	Table 3
Table 4	**Table 5**	**Table 6**

Facilitator's Summary

District Portrait

Table 1	Table 2	Table 3
Table 4	**Table 5**	**Table 6**

Facilitator's Summary

Core Values

Table 1	Table 2	Table 3
Table 4	**Table 5**	**Table 6**
Facilitator's Summary		
<u>Activity Two:</u> Investigate the importance of being bold and reinvesting, reimagin necessary change in the Athletic Department.		
Design Principles		
Table 1	**Table 2**	**Table 3**
Table 4	**Table 5**	**Table 6**
Facilitator's Summary		
Long-Range Goals		
Table 1	**Table 2**	**Table 3**
Table 4	**Table 5**	**Table 6**
Facilitator's Summary		
Suggested KPIs Goal 1		
Table 1	**Table 2**	**Table 3**
Table 4	**Table 5**	**Table 6**
Facilitator's Summary		
Suggested KPIs Goal 2		
Table 1	**Table 2**	**Table 3**
Table 4	**Table 5**	**Table 6**
Facilitator's Summary		
Suggested KPIs Goal 3		
Table 1	**Table 2**	**Table 3**
Table 4	**Table 5**	**Table 6**
Facilitator's Summary		

Suggested KPIs Goal 4		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Suggested KPIs Goal 5		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Suggested KPIs Goal 6		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Suggested KPIs Goal 7		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Activity Two: Investigate the importance of being bold and reinvesting, reimagin necessary change in the Athletic Department.		
Design Principles		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Activity Three: Identify Long-range Goals.		
Long-Range Goals		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6

Facilitator's Summary		
Activity 4: review Suggest KPIs for each strategic plan Long-Range Goal.		
Suggested KPIs Goal 1		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Suggested KPIs Goal 2		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Suggested KPIs Goal 3		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Suggested KPIs Goal 4		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Suggested KPIs Goal 5		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Suggested KPIs Goal 6		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6

Facilitator's Summary		
Suggested KPIs Goal 7		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Activity 5 and 6: Identify Critical Strategies for Action for each strategic plan Long-Range Goal.		
Critical Strategies for Goal 1:		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Critical Strategies for Goal 2:		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Critical Strategies for Goal 3:		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Critical Strategies for Goal 4:		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Critical Strategies for Goal 5:		
Table 1	Table 2	Table 3

Table 4	Table 5	Table 6
Facilitator's Summary		
Critical Strategies for Goal 6:		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Critical Strategies for Goal 7:		
Table 1	Table 2	Table 3
Table 4	Table 5	Table 6
Facilitator's Summary		
Final Meeting of the Plan Team		