

THINC College and Career Academy Executive Board Request for Proposal (RFP) for Strategic Planning Services

I. Introduction

Organization Overview

THINC College and Career Academy, located in LaGrange, Georgia, is an innovative, industry-connected educational program developed in partnership with the Troup County School System (TCSS) and regional business and community stakeholders.

Launched ten years ago as a bold vision to transform high school education through Career, Technical, and Agricultural Education (CTAE), THINC has provided students with hands-on learning, career certifications, dual enrollment, and leadership development that bridges the gap between classroom and workforce.

In 2025, THINC celebrates a major milestone: its 10th anniversary. This is a pivotal moment for the Executive Board to reflect, reimagine, and strategically plan for the academy's future. The educational landscape, labor market, and community needs have evolved—and so must THINC.

Purpose of the RFP

The THINC Executive Board invites proposals from experienced and visionary strategic planning firms to guide the creation of a bold and forward-thinking multi-year strategic plan. The plan must:

- Reflect the lessons learned and milestones achieved in THINC's first decade
- Honor its CTAE foundation and local industry alignment
- Center equity, access, and the needs of underserved students
- Assess and recommend the appropriate leadership structure for sustainability and growth
- Set a new direction that ensures THINC remains relevant, responsive, and revolutionary over the next 5 to 10 years.

This is not a traditional planning process—it's a redesign for a maturing educational model with statewide and national implications.

II. Project Objectives

- Conduct a comprehensive organizational assessment of THINC, including analysis of its current instructional programming, student outcomes, partnerships, operational structures, and organizational capacity.

- Lead a 10-year reflective process that honors the founding vision and identifies what must evolve to meet the needs of the next generation of students and the local workforce, within the broader context of regional, state, and global economic and career opportunities.
- Evaluate current leadership positions and structures, including a review of the roles and responsibilities of the CEO and principal, and provide data-informed recommendations for a sustainable leadership model moving forward.
- Gather input from diverse stakeholders, including students, staff, families, business and industry leaders, TCSS representatives, post-secondary institutions, and community members to inform the planning process.
- Examine and propose strategies to close achievement and opportunity gaps, with a focused lens on equity for historically underserved populations including students of color, English learners, students with disabilities, and economically disadvantaged students.
- Align THINC's programming with regional and national workforce trends, ensuring the academy is preparing students for future-ready careers.
- Develop clear, measurable strategic priorities and goals that support CTAE innovation, educational equity, and academic excellence.
- Deliver a multi-year implementation roadmap, with defined metrics, responsibilities, and capacity-building tools to ensure success.

III. Scope of Work

1. Discovery and Assessment

- Review founding documents, the original mission and vision, and performance reports from the past 10 years.
- Analyze disaggregated student outcome data, pathway effectiveness, credential attainment, and industry participation.
- Evaluate current staffing and organizational structure, including leadership roles and capacity.

2. Stakeholder Engagement

- Conduct inclusive focus groups, surveys, and interviews with stakeholder groups, prioritizing student voice and representation from underserved communities.
- Partner with business leaders to identify shifts in industry demands and skill expectations.
- Facilitate strategic visioning workshops with the board and executive leadership to define a future-focused identity for THINC.

3. Strategic Plan Development

- Synthesize feedback and findings to create a modernized strategic framework reflective of THINC's maturity and innovation goals.
- Define core strategic pillars (e.g., Equity, Innovation, Workforce Alignment, Student Experience, Organizational Sustainability).
- Incorporate recommendations for future programming, partnership models, and leadership structure.

4. Implementation Support

- Create a phased implementation plan with timelines, milestones, and a performance dashboard.
- Design a communication strategy to engage and energize stakeholders around the plan.
- Offer training or coaching for leadership to support the change process.

IV. Proposal Requirements

Proposals must include the following:

1. Executive Summary – Firm overview and proposed approach.
2. Organizational Profile – Firm mission, qualifications, and relevant experience.
3. Approach and Methodology – Planning process, leadership structure evaluation, and stakeholder engagement methods.
4. Project Team – Bios and expertise of personnel.
5. Budget – Detailed breakdown by phase.
6. References – Three similar projects with contact information.

V. Evaluation Criteria

Proposals will be evaluated on:

- Experience working with education institutions, particularly CTAE or hybrid models.
- Success in 10-year milestone reviews and re-envisioning.
- Impact on underserved student outcomes.
- Innovative education-labor market alignment strategies.
- Leadership structure analysis experience.
- Clear, feasible methodology and budget. - Strong references and prior success.

VI. Submission Instructions

Submit proposals electronically to Angela Polite by May 19, 2025 by 4:00 pm. Include “THINC 10-Year Strategic Planning RFP” in the subject line. All documents must be in PDF format.

VII. Project Timeline

RFP Release Date: April 21, 2025

Deadline for Questions: May 5, 2025

Proposal Submission Deadline: May 19, 2025 by 4:00 pm

Consultant Selection : June 2, 2025

Project Start Date: June 16, 2025

Strategic Plan Delivery: December 1, 2025

VIII. Contact Information

For additional details, please contact:

Mrs. Angela D. Polite

Assistant Superintendent, Troup County

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