



Real-Time Strategy Engagement Overview

ELEMENT ONE: Monthly Check-Ins

TIME FRAME: November 2024 through May 2025

(Nov 20 at 11am, December 18 at 11am, January 15 at 9:30am, February 19 at 9:30am, March 19 at 9:30am, April 16 at 9:30am, May 21 at 9:30am)

Members of Strategy Team:

- Eric Turman, Superintendent, Central Dauphin School District
- Sarah Box, Assistant Superintendent, Central Dauphin School District
- Kedren Crosby, Founder, Work Wisdom
- Ryan Berardi, Associate, Work Wisdom

ELEMENT TWO: Project Kick-off, Data Collection, and Interviews

Leadership Team and Board Meeting:

November 18th, 4:30 pm (Leadership Team) and 5:00 pm (Board)

Data collection begins in November using the 'Strategic Thinking Tool' survey with up to 100 internal and external stakeholders to discern values, culture, identity, winning aspiration, differentiators, strategy screen, and strategic focus areas ('The Big Questions') for Central Dauphin School District. Work Wisdom will also interview up to six key people to better understand the strategic priorities.



ELEMENT THREE: Analysis of Data Collection

TIME FRAME: December/January 2024

Work Wisdom will analyze the data and share findings initially with the Strategy Team and then with the entire Strategy Cohort (a group of approximately 20-30 people, to be selected by the Strategy Team in November) before the initial Strategy Session in January.

ELEMENT FOUR: Half-Day Sessions with Strategy Cohort

January 13, 9 am to noon

Strategy Session #1

Work Wisdom will facilitate a half-day (3 hour) session that includes absorbing data results and workshopping drafts of **Values**, **Winning Aspiration**, and **Archetype** using creative, interactive, and memorable methods. Refinements will occur with the Strategy Team between sessions.

February 26, 9 am to noon

Strategy Session #2

Work Wisdom will facilitate a half-day (3 hour) session to discern **Differentiators**, to develop a **Strategy Screen** and to identify **The Big Questions** (strategic focus areas) of the Central Dauphin School District, for the next three years using creative, interactive, memorable methods. Refinements will occur with the Strategy Team between sessions.



March 26, 9 am to noon

Strategy Session #3

Work Wisdom will facilitate a half-day (3 hour) session with staff to identify initial **Answers** (tactics) to **The Big Questions** for the next three years for the Central Dauphin School District. Refinements will occur with the Strategy Team between sessions.

ELEMENT FIVE: Preparation and Presentation of Strategy Plan

April 14th at pm, initial strategy presentation to the Executive Committee of the Board.

May 19th Board meeting at 7pm.