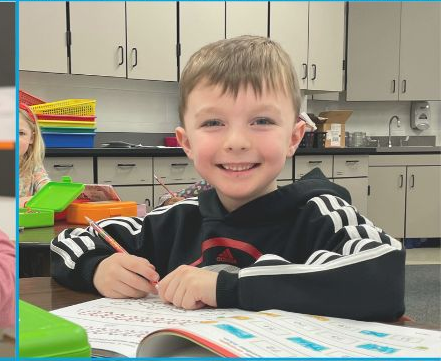# Strategic Planning Process

Brian A. Kaye
February 2025

STRATEGIC PLAN | 21-25

Our mission is to:

empower an inclusive, diverse community of learners to innovate and thrive as global citizens.

OUR GOALS & STRATEGIES

This presentation falls under the:

1. Student Achievement Goal

2. Family & Community Goal

3. Learning Environment Goal

4. High-Quality Staff Goal

5. Stewardship of Resources Goal

Strategic Planning Process

This presentation will cover:

1. Purpose of Strategic Planning
2. Facilitator and Expertise
3. Strategic Planning Timeline
   a. Readiness Phase (March - April 2025)
   b. Strategic Planning Phase (Sept 2025 - Jan 2026)
   c. Living the Plan (March - August 2026)
4. Stakeholder Engagement
5. Expected Outcomes
6. Next Steps & Questions

Purpose of Strategic Planning

Purpose of Strategic Planning

- Define long-term goals and priorities

- Ensure alignment with district mission and vision

- Improve student achievement, operational efficiency, and stakeholder engagement

- Create a roadmap for continuous improvement

Facilitator and Expertise

Facilitator and Expertise

- Perry D. Soldwedel, Certified Strategic Planning Coach

- Extensive experience in educational leadership and strategic management

- Expertise in performance measurement, governance, and change management

Strategic Planning Timeline

Strategic Planning Timeline

- Readiness Phase: March - April 2025

- Strategic Planning Phase: September 2025 - January 2026
  - Orientation — September 2025
  - Data Retreat — October 2025
  - Vision Retreat — November 2025
  - Setting Direction Retreat — December 2025
  - Finalizing the Plan's Recommendation — January 2026

- Plan Approval: February 2026

- Implementation & Monitoring: March - August 2026

Readiness Phase (March - April 2025)

Readiness Phase (March - April 2025)

- Overview of the process for **Core Leaders**

- Understanding strategic planning and responsibilities

- Conducting environmental scan and data analysis

- Readiness Meeting #1 (½ day)

  - Engaging Core Team

    - Board (2)
    - Union (2)
    - Parents (2)
    - Administrators (3)
    - Students (2)

Readiness Phase (March - April 2025)

- Readiness Meeting #2 (½ day)

  - Superintendent and individuals who will prepare district data to be used during the strategic planning process

  - To begin to tell the data story to enable the plan team to know where the district is now in terms of its performance.

  - To understand the format and dynamics of the Data Retreat.

    - Academic Leaders (Curriculum, Assessment, Instruction)

    - Culture Leaders (Learning, Teaching, Leading)

    - Resource Leaders (Finance, Facilities, Technology)

Strategic Planning Phase (Sept 2025 - Jan 2026)

Strategic Planning Phase (Sept 25 - Jan 26)

- Orientation (Sept) ½ day: Introduce planning team, define roles

- Data Retreat (Oct) 1 day: SWOT analysis & district performance review

- Vision Retreat (Nov) 1 day: Define mission, vision, and core values

- Setting Direction (Dec) 1 day: Establish goals, priorities, and strategies

- Finalizing Plan (Jan) ½ day: Review and refine for BOE recommendation

AHSD25

Living the Plan
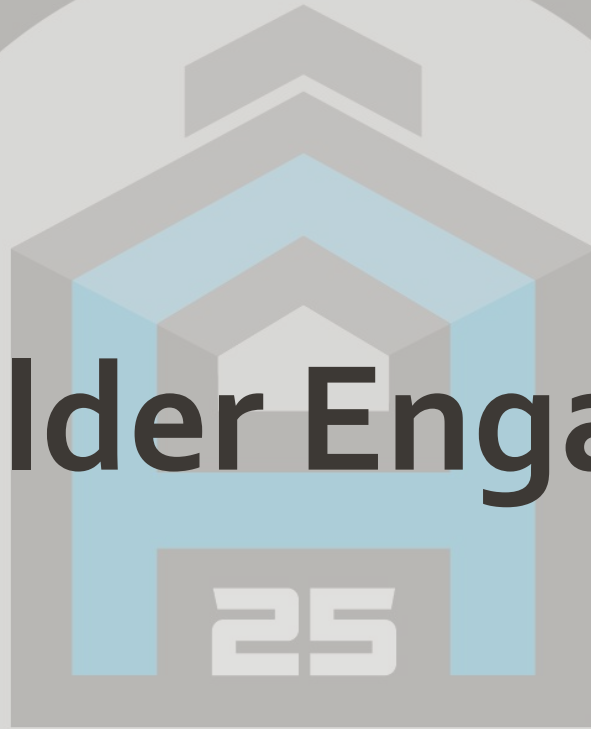# (March - August 2026)

Living the Plan (March - August 2026)

- Action Planning (March) ½ day: Develop implementation strategies

- Scorecard/Data Planning (April) ½ day: Define success metrics

- Plan Kickoff (August):   Launch full implementation

- Ongoing Monitoring & Adjustments

Stakeholder Engagement

Stakeholder Engagement

- Input from parents, teachers, students, and administrators

- Regular progress updates and feedback opportunities

- Transparency through district website and meetings

Expected Outcomes

Expected Outcomes

- Clear direction for district priorities

- Improved student achievement and resource management

- Enhanced stakeholder collaboration

- Sustainable and measurable improvements

Next Steps & Questions

Next Steps

- Board of Education input and approval

- Continued stakeholder engagement

- Implementation planning

- Open forum for questions and discussion

QUESTIONS?