

Our Strategic Plan: Into Implementation! *Year One*



Building People & Organizations

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Strategic Intent

Strategic Plan (Complete)	Code	# of SIs	Assigned KI/APs In Implementation
Character Education/Wellness	CE/W	3	SI #1
Student Achievement (SV)	SA	3	All
Community Relations/Partnerships (CES)	CR/P	5	SI #1, 2, 3, 4
Buildings and Facilities	B/F	4	SI #3, 4
Financial Planning/Development	FP/D	4	All
Professional Development/Culture (DPS)	PD/C	2	2

21 Strategic Intent (Some have sub-targets a,b,c)

Reference: HH Document 2010-11 Year 1 Strategic Plan

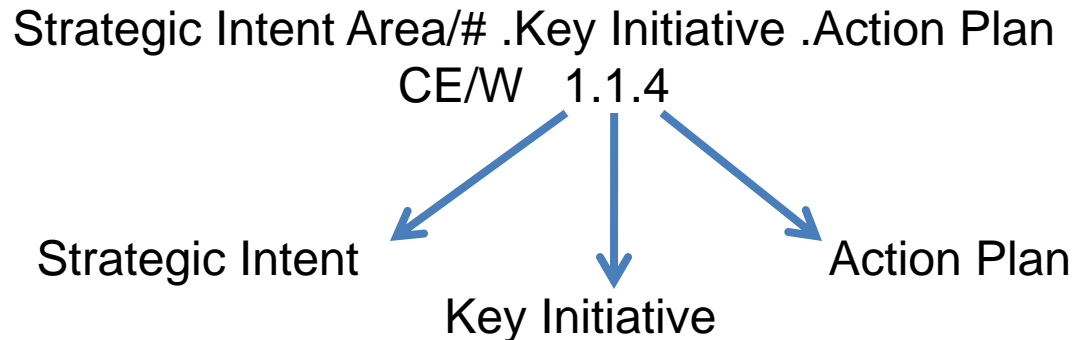
How We Implement

Strategic Intent (S.M.A.R.T.)



Key Initiative (Multiyear strategy)
Action Plan (Specific annual project)

Know your Numbers!



Alignment to Site Plans

Our shared decision making teams have a critical role in operationalizing the work of the district-wide strategic plan. Not only do these teams have the necessary network and relationships with their colleagues, they also have the advantage of being with those groups/individuals “closest to the work.”

The Site Plan (Reference: HH Example/Template)

Cover Page: Identifies Team members

Description: Explains Part 1/Part 2

Part 1: District Strategic Plan

- Links Strategic Plan with Site Specific Indicators

Example:

SA #1a 83% ELA Level 3/4 → Identify by Site

SA #1a 10.8% ELA Level 4 → Identify by Site

- Assign Key initiatives to Site

Example:

SA #2.4.3 Explore IS/MS Schedule → IS/MS Site Team

Part I: District Strategic Plan: **Example**

Site Plan: *Strategic Intent Alignment*

Department/Building	Middle School
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Strategic Intent Area/#	Site Specific Success Indicators/Targets
Character Education & Wellness #1: Achieve grade level CE competencies	Identify Middle School CE competencies
Character Education & Wellness #2: Student participation in Wellness Program	Achieve at least 20% student involvement, by grade level (participation)
Character Education & Wellness #3: Wellness activities	Establish a fall/spring Middle School Wellness Event with attendance of at least 75 families
Student Achievement #1a: Increase in Level 3/4 and Level 4 ELA, Math, Science, Social Studies	Achieve ELA (95/25), Math (90/40), Science (TBD), Social Studies (TBD)
Student Achievement #2: 21 st Century Competencies, interdisciplinary projects	Establish collaborative projects and involve all students, grade 7
Community Relations/Partnerships #3: Established partnerships	Organized database of all key contacts and coordinate with Public Relations office
Facilities #3: Students respond positively to Assets Survey	Positive commentary from Guidance, School Nurse, psychologist, other support personnel indicating increasing student confidence in school environment
Financial Planning #3: Participation in Annual Budget Vote	At least 50 families attend school based informational meeting
Professional Development/District Culture #1: Staff trained (instructional, non-instructional, leadership)	Involve minimum of 25 teachers, 6 non-instructional plus leadership in programs
Professional Development/District Culture #2abc: Positive view – staff, students, community.	Positive commentary from staff, students, community collected respectively from faculty meetings, student government, parent open house meetings, building events

Part I: District Strategic Plan: **Example**

Site Plan: *Assigned Key Initiatives/Action Plans*

Department/Building		Middle School			
SI Area/#	Key Initiative/Action Plan	Time	Who	Progress	Status
CE/W 2	3.8 Involve students in Healthy Choice Campaign	October	Bill / Sue		
CE/W 2	4.1 Promote positive self image	October	Tim / Barb		
CE/W 2	5.4 Advise availability of district facilities	September	Dave		
CE/W 3	1.3 Maintain library of presentations / events	November	Mary		
SA 1	9.1-9.2 Freshman first day. Student transition	February - March	Larry / Tina		
SA 1	10.1-10.3 Analyze results of curriculum review	January	Jack / Dan		
SA 2	1.4 Read <u>Teaching for Tomorrow, Closing the Achievement Gap</u>	November	Sam		
CR/P 2	1.6-1.7 Effective communication. Develop Building Guide.	October	Kelly / Judy		
B/F 3	4.1-4.2 Survey transportation. Conduct training for transportation staff on student discipline issues	November	Bill		
PD/C 1	1.3-1.4 Identify professional development needs. Implement.	October	Sue / Mary		
PD/C 1	2.5-2.6 Organize PLCs in building. Implement SMEs.	February	Terry		

The Site Plan (Reference: HH Example/Template)

Part 2: Site Specific

- Identifies any additional Site Goals and connects to Strategic Intent Area

Example: By June 2011, we will have reduced discipline referrals to no greater than 12/month.

Explanation: This will assist in creating a safe, secure environment so that students have optimal conditions for learning.

- Develops Site Strategies to meet Site Goals

Part II: Site Specific: **Example**

Site Plan: *Additional Goals/Strategies*

Department/Building	Middle School
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Site Goal (#/Identify) / Explain Strategic Intent Connection											
1. By June 2011, we will have reduced discipline referrals to no greater than 12/month. <i>This will assist in creating the safe, secure environment so that students have optimal conditions for learning.</i>											
Strategic Intent (Area/#)											
CE/W		FP/D		CR/P		PD/C		B/F		SA	X

#	Site Strategy	Time	Who	Progress	Status
1	Discuss current safe school issues with students and staff	October	Bill /Jim		
2	Create school wide campaign for school safety	November	Steve		
3	Hold Student Forums to discuss ideas for keeping students engaged	October - December	Julie / Mary		
4	Visit Trenton Academy	November	Bill		
5	Invite Dr. Mary Smith to present at School Assembly	February	Jackie		
6	Hold Parent University Session on "Smart Choices"	April	Dan / Judy		

Where Could We Have Site Specific Indicators?

Student Achievement (SA)

SI #1a – Grades 3-8 ELA/Math/Science

SI #2 – 21st Century Learning Competencies

Community Relations/Partnerships (CR/P)

SI #1 – CES Q 3, 14, 25

SI #2 – CES Q 4, 15, 26, 5, 27

SI #3 – Partnerships

SI #4 – Information Curricular/Non Curricular

Buildings/Facilities (B/F)

SI #3 – CES Q 28,10

SV 75% Responding Positively

Professional Development/Culture (PD/C)

SI #2a – DPS Q 5,7,10, 29, 36, 40, 41,51

SI #2c – CES Q 12, 23, 32

Task:

What would be evidence of moving toward the Strategic Intent as an annual target at the site?