

Report to School Board

11/15/2016

Richland Two Strategic Plan

Overview, Timeline, and Objectives for Future Work

Update and Overview of Work to Date

In the spring of 2016 the district began formulating a plan and timeline to revise and update the district strategic plan. The strategic plan the district had been working with was entering its 5th year of a 5 year plan, was extremely cumbersome with too many initiatives, and was more of an operational plan as opposed to strategic. The district sought the expertise of Dr.Keith Shah to help the district have a succinct and clear plan that would resonate with stakeholders and be easy to understand.

Beginning in March and April of 2016, the district strategic planning committee began reviewing current goals and initiatives. The committee decided on items that were non-negotiable such as the 4 squares. The team also felt comfortable with the district's mission statement. From the initial planning meetings the committee began to get feedback from multiple stakeholders. The district received feedback from religious organizations, businesses, parents, faculty, students, support staff, administration, key leaders, and posted an online survey with over 500 responses. The meetings with these groups consisted of first laying the groundwork. Letting the groups understand the current status of Richland Two. The team also wanted to get consensus from the stakeholders on the mission and 4 squares, which were overwhelmingly approved. From here the meetings transitioned into areas to improve, areas that are strengths to build upon and what are the districts aspirations.

As we moved into the summer, with the help of Dr. Shah, the team consolidated, organized, and synthesized all of the feedback into core areas. The team met several times to synthesize the data and to begin pulling the information into areas of focus. In July, the team brought back together members from the stakeholder groups to review the data. The team was in agreement on the information synthesized and came to agreement on the three areas of focus and five areas of core values to be woven into the areas of focus. The 3 areas of Focus are Achievement, Culture and Environment, and Talent. The 5 core values are Diversity and Inclusion, Data, Innovation, Communication, and Partnering.

The team and again including Dr. Shah, worked on an image or info graph to capture the district's thinking moving forward. After many iterations, Dr. Davis and team landed on the pyramid below. The pyramid has Culture and Environment has the base of our pyramid. We cannot do anything if our foundation is not solid and that is our Culture and Environment. From there we move into our Talent. The district is only as strong as our Talent which includes not only our staff but more importantly our students. The top of the pyramid is then achievement. Surrounding the 3 areas of focus are those 5 core values that should be incorporated into all of the areas of focus. Lastly, holding this all together is our 4 Squares: Learning, Character, Community, and Joy. Since we have landed on this info graphic we have shared with many of the same stakeholder groups and they have been very receptive.



Next Steps:

The district is now in a position to move forward with our opportunities and begin to set goals and strategies to achieve these goals. In this process will also look at how we will measure success of these goals. In order to achieve this, the strategic planning committee will meet with a larger group of stakeholders that make up the Superintendent's Kitchen Cabinet. This is a group of individuals

representing Teachers and Staff. This is a group of people who will play an important role in the decision making for achieving our areas of focus.

The meetings with Kitchen Cabinet will be a series of 3-4 meetings with each meeting focusing on one aspect of the pyramid. In these meetings the team will review the feedback from the stakeholders, will review the current initiatives related to this item, assess the current environment and capacity of the organization, and create goals based on that data. The team will also be tasked to come up with potential outcomes associated with those goals as well as how we could measure those goals. The initial meeting will be led by Dr. Keith Shah with Dr. Shah assisting district staff in consolidating ideas into an actuality. We also would like to have a vision for the district come out of these meetings as well.

After, the series of meetings with Kitchen Cabinet, the district should have a draft Strategic Plan that is ready for review from all stakeholders. Once, the plan is reviewed and bought in from all stakeholders the district will move into implementation. Implementation will involve the primary parties involved in the goals to craft implementation plans for each goal with SMART goals and measurable objectives for those goals. The district will then assist schools in the system to craft plans that align to the district plan with operational plans that support.

Timeline:

| Activity | Process | Documentation | Person(s) Responsible | Time Frame |
|---|--|------------------------------|------------------------------|-------------------|
| Finalize Kitchen Cabinet Members and Next Steps | Discussion with Supt and Supt. Elect | | Will | November 2016 |
| Meeting Preparation with Dr. Shah | Discuss with Dr. Shah activities at meeting with Kitchen Cabinet | | Will | November 2016 |
| Kitchen Cabinet Meeting 1 | Review of previous work. Goal setting for Culture and Environment | TBD | Will, Dr. Davis, Dr. Shah | November 14, 2016 |
| Review of meeting 1 | Review of meeting. Organize ideas into formal goals and outcomes | Goals and Outcomes for C & E | Strategic Planning Committee | Nov-Dec 2016 |
| Kitchen Cabinet Meeting 2 | Share outcomes of meeting 1. Focus on Talent with stakeholder feedback and goal setting for talent | TBD | Will, Dr. Davis, Dr. Shah | Jan 2016 |
| Review of meeting 2 | Review of meeting. Organize | Goals and Outcomes for | Strategic Planning Committee | Jan 2016 |

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| | ideas into formal goals and outcomes | Talent | | |
| Kitchen Cabinet Meeting 3 | Share outcomes of Meeting 2. Work on goals and outcomes for Achievement | TBD | Will, Dr. Shah, Dr. Davis | Feb 2016 |
| Review of Meeting 3 | Review of meeting. Organize ideas into formal goals and outcomes | Goals and Outcomes for Achievement. Draft of Strategic Plan | Strategic Planning Committee | Feb/March 2016 |
| Kitchen Cabinet Meeting 4 (if needed) | Review of draft Strategic Plan. Make sure all are in agreement. Begin to assign staff to craft implementation/operational plans with SMART goals | TBD | Will, Dr. Davis, Dr. Shah | March 2016 |
| Review plan with Stakeholders | Review plan with all stakeholder groups for feedback (including school board) | TBD | Dr. Davis | March/April 2016 |
| Present Final Strategic Plan to School Board for Approval | | Strategic Plan | Dr. Davis | April 2016 |
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