

Strategic Plan Development Update

Kenilworth Board of Education

3-20-17



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RESPONSIBILITY KINDNESS HONESTY RESPECT

Where did we start?



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■ Guiding Questions

1. What should all Sears students know and be able to demonstrate upon graduation?
2. What program(s) of instruction will best develop these competencies?
3. What separates us from other districts locally and nationally?
4. How will we measure our success?

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Strategic Planning Process



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Phase 1: Conduct Research

- Conduct environmental scan of 25 schools nationwide
- Establish working group
- Review current mission, vision and priorities

Phase 2: Develop Plan

- Refine mission, values and create vision
- Facilitate a working session to finalize the plan
- Articulate strategic goals

Phase 3: Implementation

- Create framework for Implementation Plan
- Draft implementation plan
- Solicit feedback from faculty
- Refine implementation plan based on feedback

Phase 4: Communicate & Execute

- Communicate plan to various stakeholder groups
- Execute plan according to deliverables
- Develop a dashboard to monitor progress
- Report on progress

Refinement Process



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- Met as a small working group
- Reviewed example strategic plans from local and out-of-state school districts
- Studied existing strategic planning elements (mission, vision, etc.)
- Separately devised drafts of plan as board/administration
- Discussed and reflected upon strategic element wording



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Produced Drafts of Deliverables

- Vision Statement
- Mission Statement
- Core Values
- Educational Philosophy
- Strategic Goals (Permanent)
 - Annual strategic performance objectives and action items will be drafted by the Administration over the summer

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Vision Statement



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“Aspirational statement focused on desired end state”

Current Vision Statement: (N/A)

Draft Vision Statement: Be an organization dedicated to excellence that instills a passion for learning in the hearts and minds of every child every day.

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Mission Statement



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“Descriptive statement of why an organization exists”

Current Mission Statement: The Joseph Sears School Community nurtures and inspires each child to achieve his or her individual potential. We empower each student for lifelong learning and service through a tradition of excellence.

Draft Mission Statement: The Joseph Sears School is an engaging learning community where students grow academically, thrive as individuals and become responsible global citizens.

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Core Values (Current)



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- High academic standards for each student
- Developing Habits of Mind for each child today and into the future
- A highly-skilled faculty and staff committed to educational excellence
- Balancing our quest for innovation with respect for tradition
- Supporting the Four Cornerstones as behavior for students and staff

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Core Values (Revised)

Revised:

- ~~High academic standards for each student~~
- ~~Developing Habits of Mind for each child today and into the future~~
- Differentiated instruction that provides students with the opportunity to collaborate, communicate, think critically and creatively
- A highly-skilled faculty and staff committed to educational excellence
- Balancing our quest for innovation with respect for tradition
- Supporting the Four Cornerstones of Responsibility, Kindness, Honesty and Respect as ~~behavior for students and staff~~ exemplary behavior for our learning community
- A partnership with all members of our Kenilworth community

R E S P O N S I B I L I T Y K I N D N E S S H O N E S T Y R E S P E C T



Strategic Goals (categories or buckets)

“Overarching themes that do not change over time”

Current

- Curriculum
- Community Relations
- Culture
- Finance and Facilities
- Governance and Leadership

Proposed

- Academic Achievement and Personal Growth
- Exceptional Organization
- Collaborative Learning Community
- Operational Responsibility



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Strategic Performance Objectives

- Annual, actionable tasks related to each strategic goal
- Developed by the Administration in spring of the previous year then presented to the Board in July
- Adopted by the Board in August

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Example Performance Objective

Strategic Goal: Academic Achievement and Personal Growth

Performance Objective: Continue the development of Science units that reflect NGSS and a framework for K-12 Science Education

<u>Action Item</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measurable Outcomes</u>
1. Write and implement new science units according to the 3-year plan outlined in 2013	<ul style="list-style-type: none">• Teacher reps• Principal• Instructional facilitator	Summer 2014 TBD September 2014	<ol style="list-style-type: none">1. Completed units of each grade level2. Proposal for 2015 summer professional development



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Strategic Plan Development Timeline

Task	Target Date
Hold a strategic plan open house to solicit faculty feedback	March 17
Present strategic plan elements at board meeting	March 20 Meeting
Hold a Second Cup of Coffee to solicit parent/community feedback	April 5 (8:30 a.m. and 2:15 p.m.)
Reconvene as a small group to incorporate feedback	April 10 (3:45 p.m.)
Adopt mission statement, vision statement, strategic goals and core values	April 17
Present draft of strategic performance objectives (administration)	July 2017 Meeting
Adopt strategic performance objectives for SY17-18	August 2017 Meeting

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