



Lake George Central School District

Strategic Plan Process; *The Way Forward*

2017

HISTORY: Where have we been...

2015- 2016

- BOE started strategic plan discussion
- ADHOC committee was formed
- ADHOC committee interviewed 3 organization

Outcome: Spring 2016:

- CASDA was chosen
- CASDA contract were signed
- Superintendent transition resulted in modifying the commencing of the Strategic Planning process



The CASDA Team



Dr. Deb Shea

Survey & Focus Groups

Assistant Professor of
Educational Leadership, The
Sage College

Retired ASI, Niskayuna CSD



Dr. Janice White

Mission, Vision, Values
Academic Profile

Department Chair & Associate
Professor of Education
Leadership, Sage College

Retired Superintendent,
Saratoga Springs CSD



Scott Hunter

Enrollment, financial ~SP
Document, BOE Presentation

CASDA Service
Coordinator

Retired Superintendent

Chatham CSD

WHY A STRATEGIC PLAN?

Any school with a mission to succeed must have a plan to get there...

WHAT DOES IT ENCOMPASS?

- *We don't know...*the process needs to take place
- The process will involve all aspects of the LG District

PURPOSE:

1. Defining shared, Mission, vision and values
2. Serves as a compass for our future through

“A goal without a plan is just a wish”...

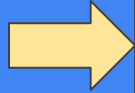


Strategic Plan: 3 Phases

PHASE #1

Plan/Communicate/Data

1. **Plan/Communicate**
2. **Survey/Focus Group**
3. **Data Collection**
4. **Committee work**
Strategic Planning
Review Committee
(SPARC)



PHASE #2

Values/Mission/Goals

1. **Develop:**
 - Mission
 - Vision
 - Values
2. **Goal Setting**



PHASE #3

Communicate/Implement/ Monitor

1. **Communication:**
 - Opening Day
 - BOE meeting
 - Community
2. **Monitor Plan:**
SPARC: quarterly report:
 - Monitor
 - Reflect
 - Adjust
 - Report BOE

PRESENT: Where are we now...



January 20, 2017:
Superintendent/BOE/CASDA mtg.



- February 2, 2017:** Special BOE Mtg.
- Share purpose, timeline and structure
 - Gain feedback
 - Use feedback to modify plan



PRESENT: *Where are we now...*

- **March, 2017**

- **ACTION STEPS:**

1. **On-line survey** for all stakeholders
2. **FOCUS** groups are formed/interviewed
3. **SPARC** is formed w/ LGEA (Strategic Planning And Review Committee)
4. **Data Collection** starts (to help inform SPARC decisions)

PRESENT: Next Steps

Feedback

✓ **February 9- March 3, 2017:** Feedback submitted

✓ **February- March, 2017:** Adjustments made

Communication to District & Community

- **March 2017**

- ✓ Faculty Meetings

- ✓ HOD

- ✓ Curr. Leaders

- ✓ Lottery

- ✓ Survey/Focus Groups

- ✓ Data/SPARC

SPARC

- **March - July 2017**

- SPARC works w/ CASDA
- GOALS/TARGETS
- Communication

- **Aug 2017-Aug 2018**

- Opening Day Planning
- SPARC - BOE
 - Monitor Goals
 - Quarterly reporting/ BOE & faculty

SURVEY/FOCUS CATEGORIES

Faculty:

- Shared vision/Mission
- Program coherence
- Roles and actions reflect broad involvement, collaboration & collective responsibility
- Reflective practice leads to enhanced expertise
- Inquiry-based use of information and evidence to inform decisions and practice
- Shared responsibility for student learning
- Openness to Continual Instructional Adjustments
- Academic Culture for Learning

Community Survey:

- Success after graduation
- High expectations for my child(ren)
- District's public image in the community
- Academic Performance
- Emotional needs of its students
- Resources allocation
- Communication
- Strengths
- Weaknesses

PRESENT: SPARC is formed

SPARC ≡ Strategic Planning And Review Committee

ADMIN: (7)	K-6 (6)	Jr./SR High (7)	Community (9)	Students (2)
<ul style="list-style-type: none"> • Superintendent • Principal (2) • School Business represents: <ul style="list-style-type: none"> ○ B&G ○ Trans ○ Food svrvs. • Instructional Technology • Special Education Director • Athletic Director 	<ul style="list-style-type: none"> • Curriculum Coordinator: <ul style="list-style-type: none"> ○ Cert. in Reading and El. Education • Curriculum Leaders/Cabinet <ul style="list-style-type: none"> ○ 1 Content ○ 1 Content ○ 1 Special areas ○ 1 Cabinet • Staff Association 	<ul style="list-style-type: none"> • Curriculum Coordinator <ul style="list-style-type: none"> ○ Cert. in Math • HOD/Forum: <ul style="list-style-type: none"> ○ 1 Content ○ 1 Content ○ 1 Special areas ○ 1 Forum Rep ○ 1 sped • LGEA Rep 	<p>Parents:</p> <ul style="list-style-type: none"> • 1 (k-6) PTSO • 1 parent (SWD) • 1 (7-12) • 1 Booster Rep <p>BOE:</p> <ul style="list-style-type: none"> • (2) <p>Community Members</p> <ul style="list-style-type: none"> • (3) 	<p>2 students</p> <ul style="list-style-type: none"> • 10th • 11th

SPARC RESPONSIBILITY: “Steering Committee”

Co-facilitator:

- Administrator
- BoE Member

Co-chair facilitator:

- Director of Instructional Technology

Responsibilities:

- Shared decision making representing a wide group of stakeholders
- Organize and Execute the action steps of strategic plan
- Quarterly review of strategic plan goals & targets
- Quarterly report progress on goals and targets to the Board of Education

PRESENT: Focus Groups (personal group interviews)

FOCUS GROUP	STAKEHOLDERS (Broad sampling of all stakeholder groups)	ORGANIZER
#1	<ul style="list-style-type: none">6 Students- Grades 7 & 8 (3 from each grade)	<ul style="list-style-type: none">Counselor(s)
#2	<ul style="list-style-type: none">8 Students- Grades 9-12 (2 from each grade)	<ul style="list-style-type: none">Student Council
#3	<ul style="list-style-type: none">8 Teachers/3 TA (k-6)	<ul style="list-style-type: none">Association
#4	<ul style="list-style-type: none">8 Teachers/3 TA (7-12)	<ul style="list-style-type: none">Association
#5	<ul style="list-style-type: none">6 Parents (k-6)	<ul style="list-style-type: none">District Lottery
#6	<ul style="list-style-type: none">6 Parents (7-12)	<ul style="list-style-type: none">District Lottery
#7	<ul style="list-style-type: none">4 Community members	<ul style="list-style-type: none">District Lottery
#8	<ul style="list-style-type: none">12 staff members (2 of each) B&G, Clerical, Trans, Aides, Food Service	<ul style="list-style-type: none">Association(s)
#9 (A. B.)	<ul style="list-style-type: none">(A.) Leadership Team (B.) BoE	<ul style="list-style-type: none">Superintendent

ACTION STEPS	DATES
<ul style="list-style-type: none"> ● Focus groups, survey and data collection 	<ul style="list-style-type: none"> ● March 1st - March 31st
<ul style="list-style-type: none"> ● SPARC Meeting: Begin work on Mission, Vision, Values <ul style="list-style-type: none"> ○ Orientation to process - CASDA 	<ul style="list-style-type: none"> ● April 6: 4:00 - 7:00 @Elm Library
<ul style="list-style-type: none"> ● SPARC Meeting: Complete work on Mission, Vision, Values <ul style="list-style-type: none"> ○ Data review begins- CASDA 	<ul style="list-style-type: none"> ● May 4th: 4:00 - 7:00 @HS Library
<ul style="list-style-type: none"> ● SPARC Meeting: Close work on Mission, Vision, Values <ul style="list-style-type: none"> ○ Complete data review - CASDA 	<ul style="list-style-type: none"> ● June 8th: 4:00 - 7:00 @Elm Library
<ul style="list-style-type: none"> ● SPARC Meeting: Goals and Targets <ul style="list-style-type: none"> ○ Development of draft goals and target - CASDA 	<ul style="list-style-type: none"> ● June 13: 4:00 - 7:00 @Elm Library
<ul style="list-style-type: none"> ● SPARC Meeting: Final Review and Recommendation <ul style="list-style-type: none"> ○ Goals and target are completed- CASDA 	<ul style="list-style-type: none"> ● July 19th: 8:30 - 4:00 @HS Library <ul style="list-style-type: none"> ○ Breakfast/lunch served
<ul style="list-style-type: none"> ● SPARC Meeting: Wrap -Up <ul style="list-style-type: none"> ○ Final BOE Report reviewed -(AM) CASDA & (PM) Opening Day planning 	<ul style="list-style-type: none"> ● August 15th: 8:30-4:00 @HS Library <ul style="list-style-type: none"> ○ Breakfast/Lunch served
<ul style="list-style-type: none"> ● Superintendent & SPARC: Opening Day <ul style="list-style-type: none"> ○ Introduce Strategic Plan 	<ul style="list-style-type: none"> ● September 2017
<ul style="list-style-type: none"> ● BOE: Approves Strategic Plan 	<ul style="list-style-type: none"> ● September 2017

FUTURE: Where are we going...

How do we get there...

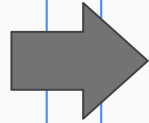


FUTURE: Where are we going...

OPENING DAY

SEPTEMBER 2017:

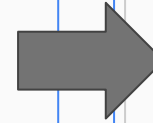
- SPARC & Superintendent plan Opening Day
- SPARC & Superintendent present Strategic Plan



COMMUNITY

SEPTEMBER 2017- 2018:

- Community Forums held about Strategic Plan



SPARC

SEPTEMBER 2017-2018:

- SPARC will meet quarterly for the next 5 years to:
 - Monitor
 - Reflect
 - Adjust
 - Report out to BOE/faculty

WHAT DOES THIS MEAN TO ME?

Shift in mindset

... looking outside of our *own* personal areas and interests

... not about one individual but district as a whole

... supporting a broader mission for the district but mostly, our **students**

TAKE AWAYS....

- Strategic planning can lead to some ***discomfort...***
- Strategic planning brings about ***opportunity...***
- Strategic planning can be ***exciting....***
- The Strategic Plan will ***not*** solve every challenge immediately...
- **This is not about me, you or any individual stakeholder...it's about us**

STRATEGIC PLAN GOAL

To create a
dynamic strategic plan
with a
shared mission, vision/ values
that
supports excellence
in the
Lake George School District.

