STRATEGIC PLANNING FOR EFFECTIVE ACTION
Schenectady City School District Board Presentation of Strategic Plan May 8, 2019
We Are Studer Education

• Studer Education℠ partners with organizations across the country to support system-wide continuous improvement and performance excellence.

• Our services including strategic planning; leadership training and development; survey research, development and administration; coaching to support continuous cultural improvement and high-quality, sustainable execution of strategic plans.

• Our coaches are former teachers, principals, district-level academic and operational leaders, and superintendents.
Why a strategic plan?

• A strategic plan defines the vision for success 5 years from now; offers a touchstone and a why to drive commitment

• A strategic plan prioritizes key strategies that are how we will achieve excellence

• A strategic plan requires input from stakeholder groups to be inclusive of all members of our community
A Guiding Coalition

• Aaron Bochniak
• Christopher Chank
• Karen Corona
• Tonda Dunbar
• Tony Farina
• Matthew Feldman
• Kimberly Lewis
• Troy Lichten
• Christine Mahoney

• Molly McGrath
• Patricia Paser
• John Perreault
• Sara Schneller
• Chad Sitts
• Laurence Spring
• Andrea Tote-Freeman
• Diane Wilkinson
The Planning Process

- Access prior engagement data
- Engage Focus Groups
- Scan current results

Gather & Analyze

• Aim Forward
  • Identify potential core values
  • Define the vision with a small number of measurable goals
  • Identify core strategies for success; prioritize existing strategies

Finalize the Plan

- Engage stakeholders
- Review and revise
- Board approves
### SCSD Process Highlights

| Engaged with 23 focus groups and 197 individuals for in-person feedback |
| Engaged around the typical components of a high-performing organization and analyzed the available measures for these components in SCSD to identify key themes of success and for improvement |
| Drafted potential goals, measures, and values for SCSD’s strategic path forward |
| Deployed *Thought Exchange* to engage further with 321 stakeholders |
| Deployed Community Engagement Specialist for additional family feedback |
| Over 5 meetings, finalized values, goals, measures, and strategies |
# A Strategic Plan

**Is**
- A product of informed decision-making by a group who engaged stakeholders in a disciplined process
- Organization-wide, long-term goals and a small set of overarching strategies for continuous improvement
- Definition of organizational success 5 years from now and key levers for how we will get there

**Is Not**
- Inclusive of everything we do; instead it focuses on a few, specific areas to drive the greatest leverage for improvement
- About just one idea, initiative, or perspective
- A detailed plan for executing strategies
- A rigid set of requirements that can’t respond to changes in the organization or environment
SCSD STRATEGIC PLAN 2019-2024

District Vision
Schenectady City Schools will be a continually improving school district dedicated to excellence in teaching and learning, equity, engagement and efficiency.

District Slogan
Everybody counts. Everybody Learns.

Organizational Values
EQUITY  COLLABORATION  LEARNING

Pillars of Excellence
Student & Graduate Success  Passionate People  Partnerships with Families & Community  Efficient Systems & Equitable Resources
Student & Graduate Success

all students, regardless of race, economics, and disability

kindness, cultural competence, and respect for diversity

a sense of pride and belonging

college, career, and life aspirations
Passionate People

passionate, dedicated people who continuously learn

represent the diversity of our community

guardians of equity and advocates for our students’ success
Partnerships with Family & Community

We highly value our families and the community, welcome and invite.

Communication is inclusive, accessible.
Efficient Systems & Equitable Resources

allocate resources to promote equitable access and outcomes

develop and improve inclusive systems

clear and efficient
For Our Superintendent & Team: So What? Now What?

- Resource allocation recommendations
- “Is this a priority?”
- Aligned annual action plans
- Ongoing progress monitoring
- Adjustments to achieve goals
For Our Board: So What? Now What?

- Review for commitment
- Adopt and align
- Monitor and measure
Always connect it back to...