



Organizational Consulting

Stakeholder-Driven
Strategic Planning



WISCONSIN ASSOCIATION OF SCHOOL BOARDS

Stakeholder- Driven Strategic Planning Overview

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Welcome

Introductions

Opening remarks from Pat Sullivan, Superintendent

Introduce yourself, your connection to the school district/community. Answer the question, “What is it that I want to achieve through this planning process?”

Facilitator Introduction

Housekeeping

Breaks

Phones

Movement is good

Other needs of the participants



The Stakeholder Driven Strategic Planning Process

- ▶ 5 to 6 meetings (length of the meeting to be driven by the work)
- ▶ Steering Committee
- ▶ External and internal analysis
 - SOAR (Strengths, Opportunities, Aspirations, and Results)
 - Leadership analysis, Vision and Mission, and internal reviews
- ▶ Survey of the community
- ▶ Development of a plan document
- ▶ Board of Education – formal approval of the plan
- ▶ The work has just begun
 - Three year cycle
 - Develop the yearly action items
 - Monitoring by the board of education



District Information

»» Presentation of Local Material

District Presentation of Data

- ▶ The district will share important data
 - Schools
 - Achievement
 - Demographics
 - Finance
 - Etc.
- ▶ Share the District's Vision and Mission and the process that was used to develop the statements
- ▶ The goal is to create a common understanding of the facts and figures associated with the school district



SOAR

»» Working in groups of four

“What You Seek, You Find More Of”

Innovation Partners International

- ▶ Strengths, Opportunities, Aspirations and Results (SOAR)
 - *Replaces the traditional SWOT process*
 - *Leverage the positive*
 - *Focus on the potential: What is the vision?*

- ▶ Break into groups of 4
 - Choose a recorder, timekeeper, and communicator

- ▶ We will be reporting the results of the group



Report to the Group

- ▶ What were the results of your discussion?
- ▶ Was there an “ah-ha” moment?
- ▶ Is there anything that struck you as significant?
- ▶ Tabulation of the results
- ▶ Comparison to the Vision and Mission of the school district
- ▶ In the future, this information will be compared to the survey results



Survey

- » Seeking Public Input and Community Connections

Introduction of the Survey

▶ Questions:

- What are the greatest challenges or issues this school district has to address over the next five years in order to provide a quality education for all students?
- What are the most important skill and abilities student need to know and be able to do to be prepared for a successful future?
- What evidence do you use to evaluate the quality of education in our school district?

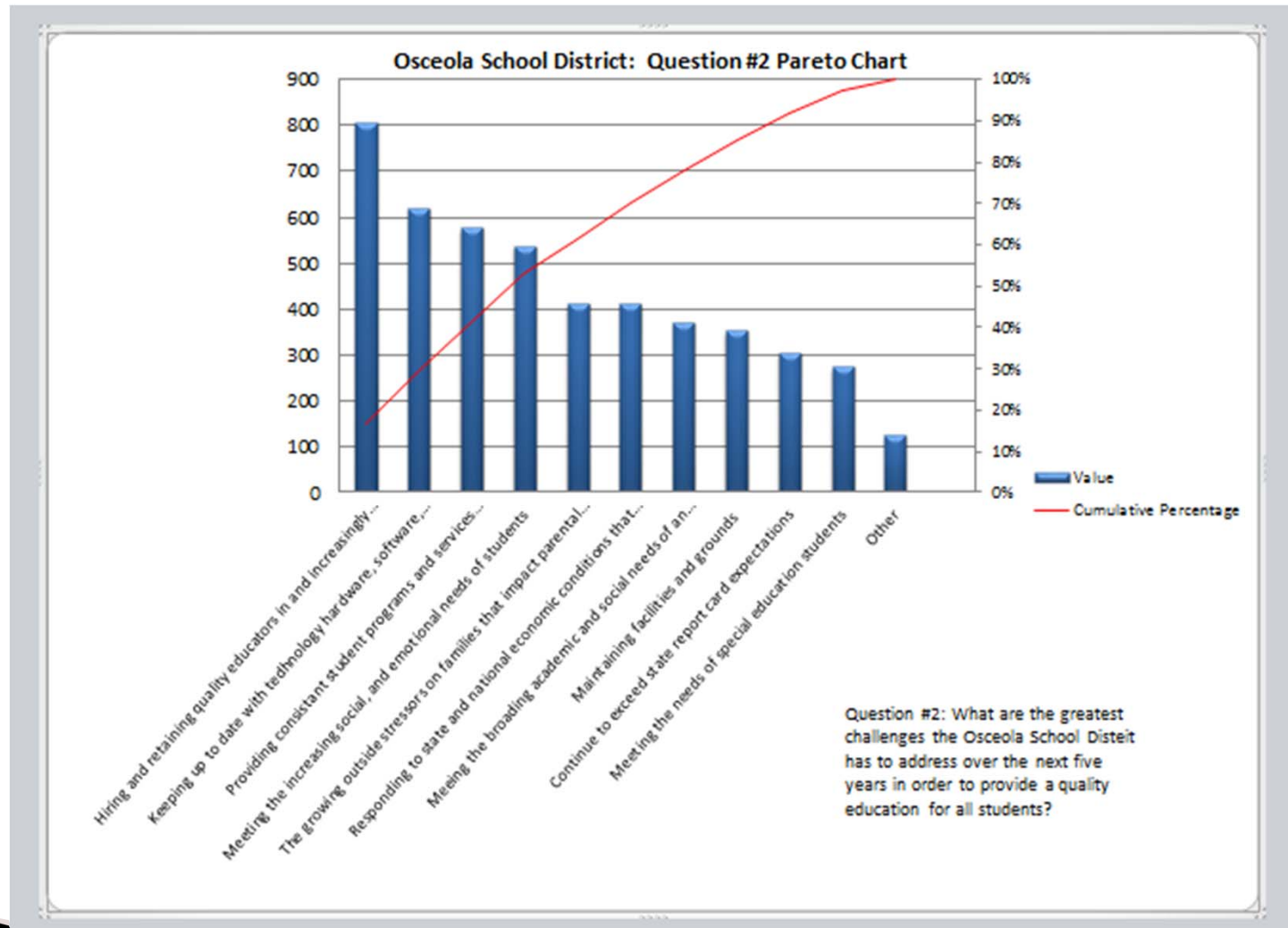


Questions continued...

- What should the financial priorities be for our school district future the next five years?
- What could the school district do that would delight you?
- What information or advice would you give the strategic planning team as they make decisions about long-term priorities and goals?

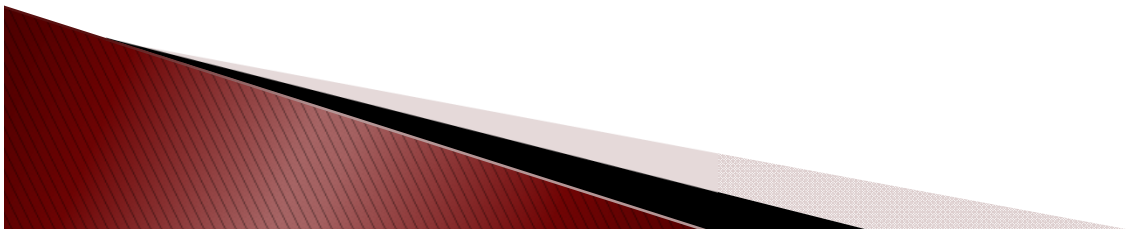


Pareto Analysis



Pareto Analysis cont.

- ▶ Dr. Joseph Juran developed the process and named it after Vilfredo Pareto and his work in uneven distribution.
- ▶ Pareto principle: 80 percent of an effect comes from 20 percent of the causes.
- ▶ 80/20 percentage identifies the “vital few” that will provide greater payback than the “useful many”.



Next Meeting

- ▶ October 17th
- ▶ Publication of the Steering Committee work
 - Website
- ▶ Review of SOAR results
- ▶ Discussion of the community survey and distribution
 - Getting the best information
- ▶ School District Vision
- ▶ Other feedback of tonight's meeting?
 - Email me

