

Presentation to:
Strategic Planning Advisory Committee



Designing and Delivering a
Strategic Planning Engagement Process

Culture...Narrative...Focus: Strategic Planning Essentials

*We pay attention to developing an authentic system **narrative**: one that articulates our mandate and how we are going to achieve it*

NARRATIVE

FOCUS

*We **focus** on the highest priorities with a relentless determination. Distraction from the core business is not an option.*

RESULTS

*We create strong, positive **cultures**: We are all responsible*

CULTURE

Strategic Planning For System Success: Big Hill/No Shortcuts

SUMMIT



How do we honour achievements and refresh our commitments?

CAMP 4

When and How will we MONITOR PROGRESS and ADJUST as needed?

CAMP 3

How will we develop and resource Specific GOALS AND STRATEGIES?

CAMP 2

What are our PRIORITIES?: Of all the things we could do, what must we do?

CAMP 1

How well does OUR CURRENT PERFORMANCE support what our kids deserve and need?

BASE CAMP

What's our WHY? : Our Mission, Vision and Values

What Does the Evidence Indicate You Should Address?

Current Realities:

*The Way You Do
Things and the
Results You Get*

Likely Future:

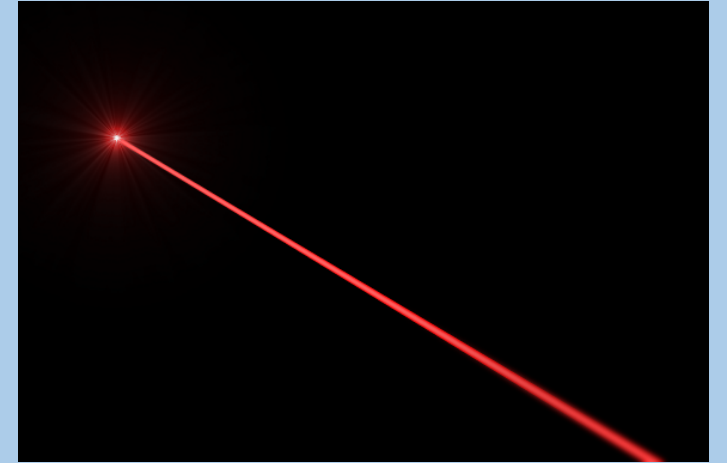
*The Status Quo
Playing Forward*

Preferred Future:

*What the Vision
Describes and How
You Will Get There*

Focus

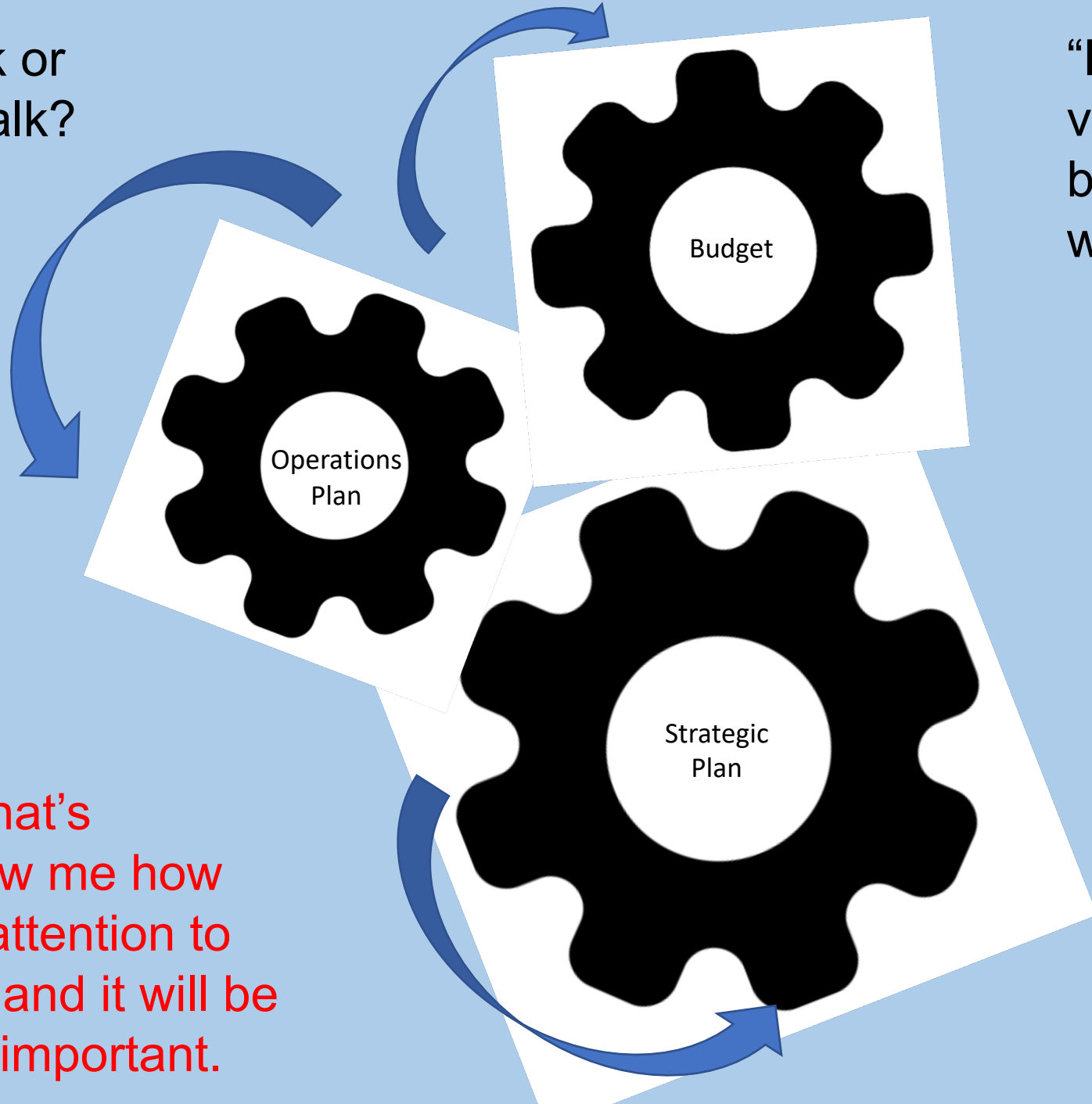
- Successful organizations are laser focussed
- Too many goals = lack of focus
- It is better to under-commit and over-deliver than the opposite



Remember, You Can Do Anything You Want...
You Just Can't Do Everything You Want



Talking the Talk or Walking the Walk?



“Don't tell me what you value. Show me your budget, and I'll tell you what you value.”

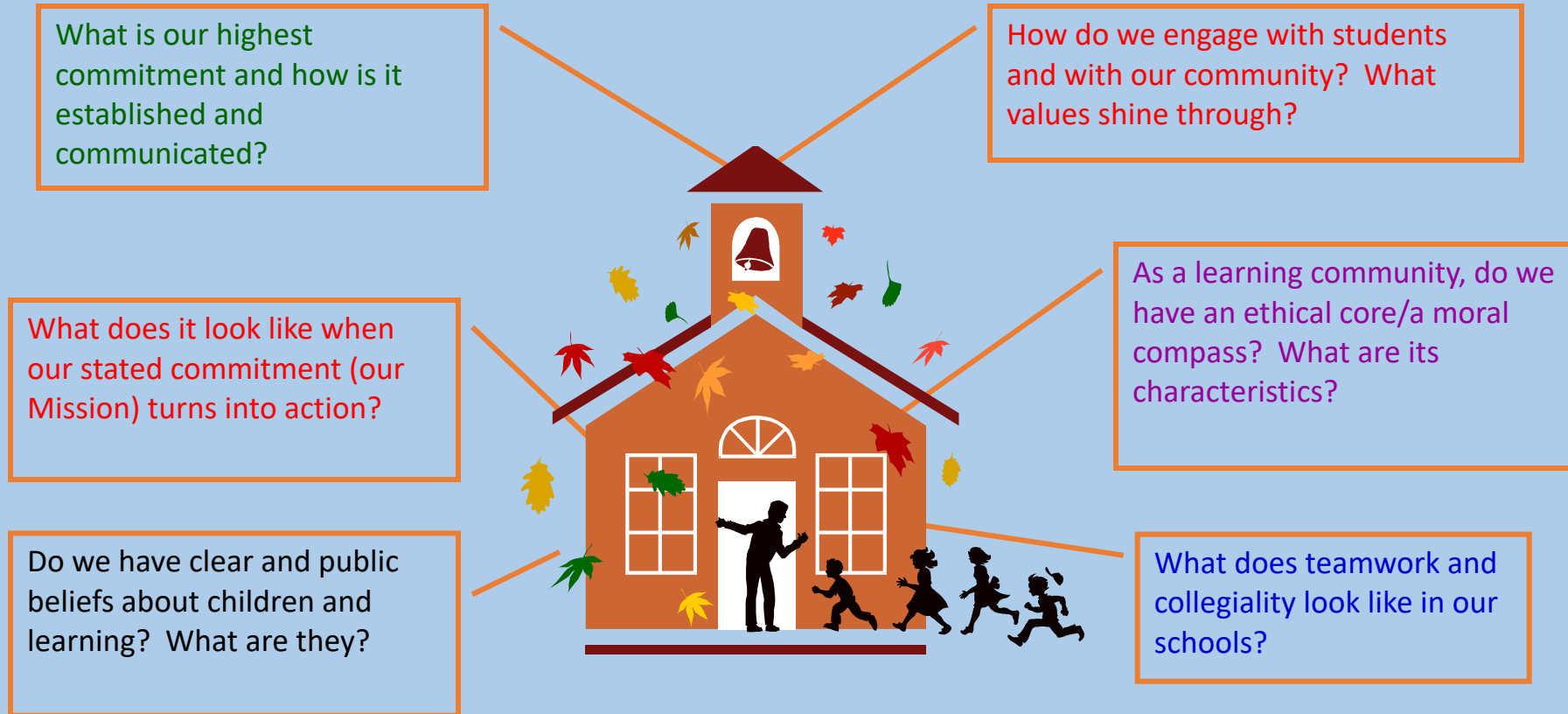


Don't tell me what's important. Show me how much you pay attention to your Strat Plan and it will be obvious what's important.

The Seven...~~Eight~~...NINE Deadly Sins of Strategic Planning

- Failure to plan effectively: No plan or endless planning; No focus on improvement & growth;
- Failure of vision: too much status quo;
- Failure to focus on declared priorities: a disconnect between the plan and the action;
- Failure to be nimble in response to environmental changes;
- Failure to identify and gather key data in a timely manner;
- Failure to align accountabilities and performance measures with strategic priorities;
- Failure to support & build capacity in those who are most accountable (leaders);
- Failure to align organizational efforts, and then to monitor, assess and adjust;
- Failure to allocate resources to support and sustain implementation.

Communities That Are Engaged and Feel Trust and Support Become Strategic Plan Champions



A good Strategic Plan assures your communities that the following three essentials are in place:

- **Alignment:** *The system's focus and energy is directed to its declared priorities.*
- **Sustainability:** *The major goals and operational plans are supported over time and until they have been fulfilled.*
- **Coherence:** *The plan makes sense and those engaged in clearly see their roles and accountabilities.*



Your Plan is at the foundation of the district's work. It defines:

- What you pay attention to and what you don't.
- Who plays what roles in the Plan's development, activation, monitoring, adjusting and reporting.
- The degree of thoughtfulness and sophistication of your responses to the full range of issues that are on your radar every day.

EXAMPLE A 3 - YEAR PLANNING CYCLE	
YEAR 1	Implement new strategic plan
YEAR 2	Continued implementation
YEAR 3	Final year of implementation Strategic stakeholder engagement New plan development with board of education

EXAMPLE B 4 - YEAR PLANNING CYCLE	
YEAR 1	Implement new strategic plan
YEAR 2	Continued implementation
YEAR 3	Continued implementation
YEAR 4	Final year of implementation Strategic stakeholder engagement New plan development with board of education

EXAMPLE C 5 - YEAR PLANNING CYCLE	
YEAR 1	Implement new strategic plan
YEAR 2	Continued implementation
YEAR 3	Continued implementation
YEAR 4	Continued implementation
YEAR 5	Final year of implementation Strategic stakeholder engagement New plan development with board of education