

The FOUR Pillars of a Strategic Plan

Mission

Who we are?
Why do we exist?

Vision

What must we become?

Values

How must we behave?

Goals and Strategies

How we gauge our success?



The strategic plan team met on five occasions:

- Orientation
- Data Retreat
- Vision Retreat
- Setting Direction Retreat
- Strategic Plan Approval

Stakeholders provided feedback to the team:

- Initial Environmental Scan Survey
- SWOT Analysis following the Data Retreat
- Preferred Future Statement following the Vision Retreat
- Draft of the Strategic Plan following the Setting Direction Retreat



The work of the strategic plan team is documented and available at the following web address:

<https://www.district90.org/about/strategic-planning-process-information-2020-25>

Strategic Plan Team Work

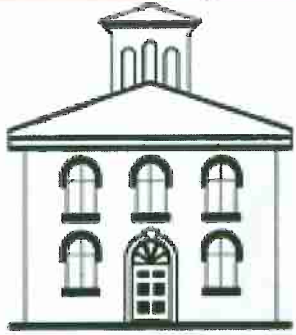
After a day of developing a shared understanding of the District's performance, the plan team conducted a SWOT Analysis:

- Strengths
- Weaknesses
- Opportunities
- Threats

Stakeholders reviewed the analysis both at community forums and through electronic surveys to provide the strategic plan team feedback.

RIVER FOREST DISTRICT 90 SWOT ANALYSIS	
<p>STRENGTHS: What are we most proud of? What do we consider to be the results of our best work? What advantages do we have? What do others say about us in positive ways?</p> <ul style="list-style-type: none"> • High student academic achievement • Dedicated and talented faculty and staff • History of fiscal responsibility and stewardship • Central Office visionary and shared leadership • Commitment to continuous improvement • Family value for public education • Investment in technological tools and strategies • Extra- and co-curricular activities for students • Subject area opportunities beyond core instruction that develop the "Whole Child." • Commitment to equity and inclusiveness. 	<p>WEAKNESSES: What do we consider to be our weaknesses? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well?</p> <ul style="list-style-type: none"> • Achievement disparities and gaps among student subgroup populations • Clarity for students and families of readiness expectations both academic and non-academic performance • Inequities among all students, classrooms, and schools • Staff collaboration, articulation, and communication • Early learning programs and services- serving more students birth to age 6 to better prepare all students for start of school • Support for increased student and staff social, emotional, and health needs • Challenging all students with rigor and relevance in instruction • Student agency- engagement, voice, choice, innovation, goal setting, progress monitoring • Reporting of student, classroom, and school performance • Innovative instructional practices including technology integration- professional development, follow up support, and coaching • Aging facilities impacting learning environment- upgrades, maintenance, safety, environmental
<p>OPPORTUNITIES: What opportunities for improvement do we know about, but have not addressed? Where with a little work could we change a weakness into a strength? What are we not doing currently that might be the opportunity for us to improve?</p> <ul style="list-style-type: none"> • Community outreach to address birth to five educational programs and services • Broader communication and engagement with the community • Family education and engagement opportunities • Make better use of time and space • Improve engagement, satisfaction, and collaboration at the middle school level 	<p>THREATS: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress? What do we have little control over that might impact our resources?</p> <ul style="list-style-type: none"> • Address a mindset that is resistance to change • Develop and execute a financial strategy to address financial projections • Address the impact of social media on District culture • Address the impact of teacher and substitute shortages • Ensure a collaborative and successful teacher contract development that enhances District mission, vision, values and goals

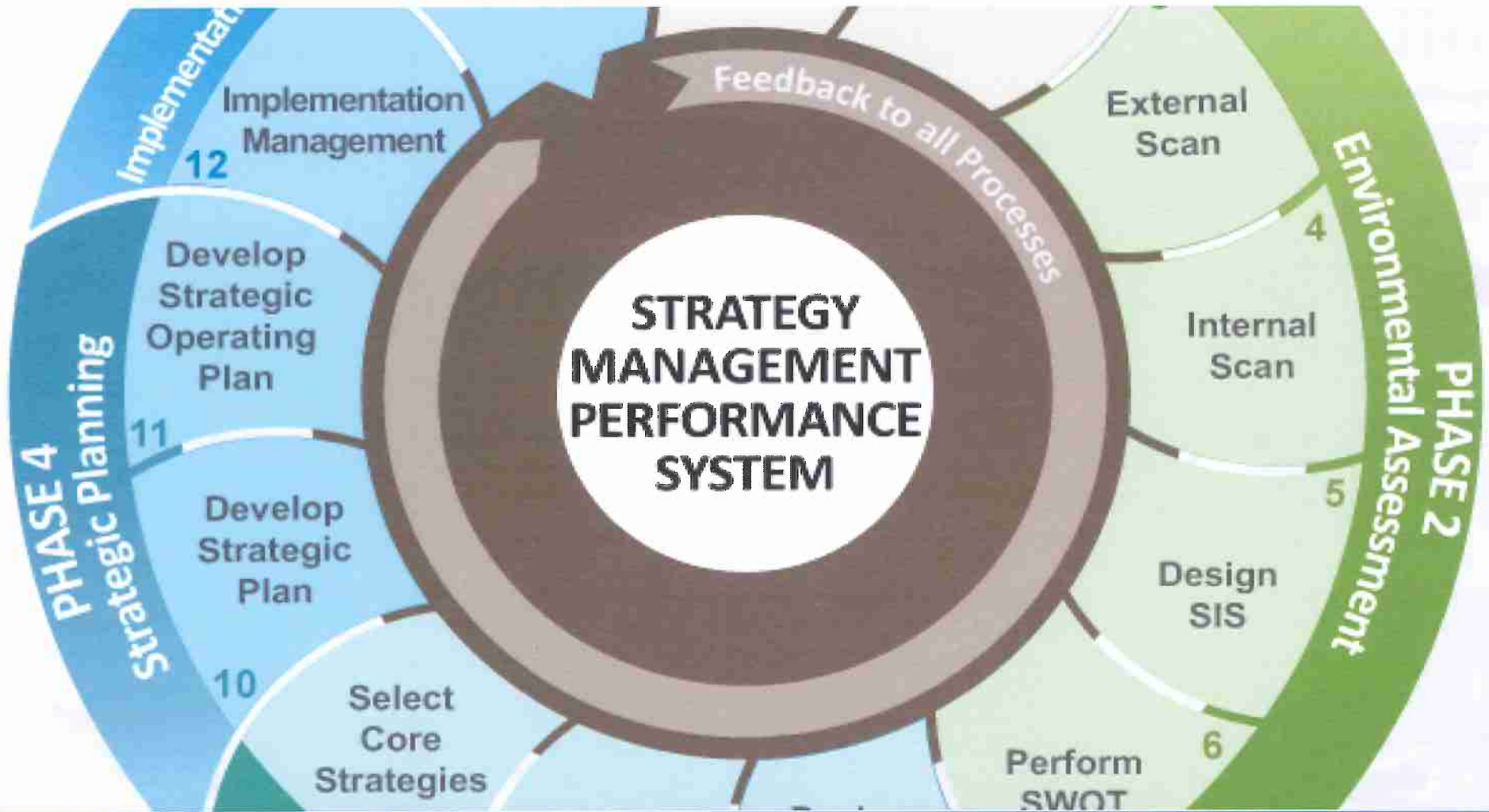
SWOT Analysis from the Data Retreat



River Forest
Public Schools

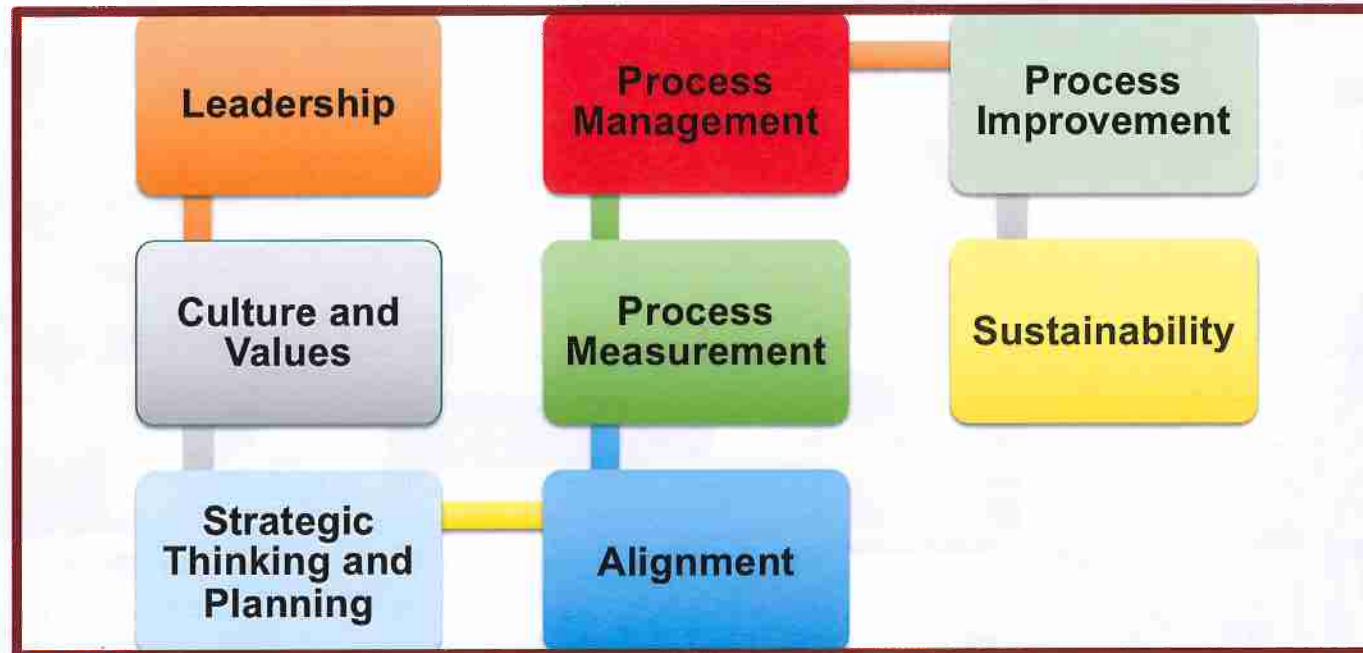


Next Steps



Strategic Management Survey

Eight Dimensions of a Strategic Management System



Strategic Management Survey

D90 commits to using the Strategic Management System's Dimensions to ensure the strategic plan will serve as the future direction of the District from 2020-2025.

1. Align the plan goals and strategies to a data system

- Identify key indicators, measures, and targets for all goals and strategies

2. Align the data system to a progress monitoring and reporting system for all stakeholders.

- Progress monitor and report growth and achievement while making adjustments to ensure improved results

3. Align the Plan to individual and team performance and program evaluations

- Align individual, team, school, and program goals and feedback to the data system

4. Align the Plan to the work structures and shared decision-making processes

- Align the plan to school, team, department and program structures and processes to ensure ownership, responsibility and accountability

5. Align the Plan strategies to action plans

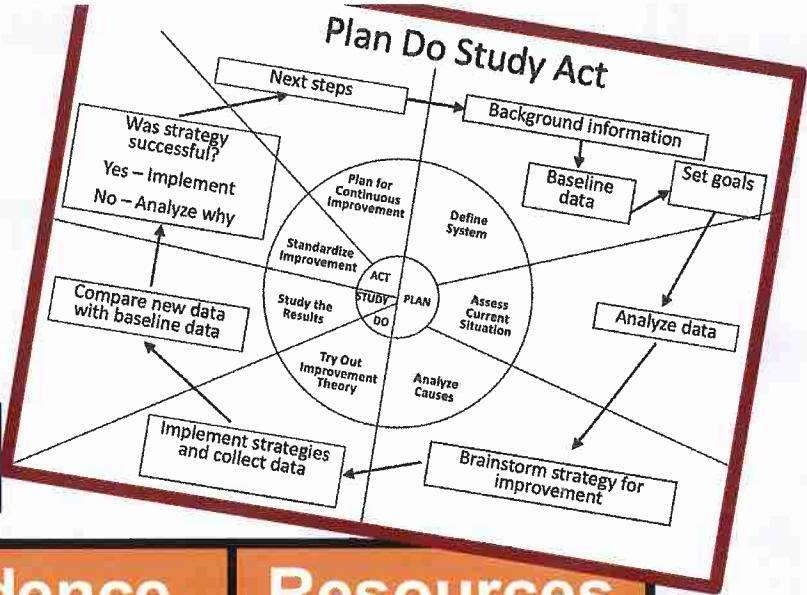
- Make sure strategy actions plans follow a consistent SMART process *to develop a two-way collaborative communication system*

6. Align the Plan to resources of time and money

- Align budget and meeting agendas to the Plan in order *to ensure focus and priority.*

Living the Plan

Action Planning



Tasks	Desired Outcomes	Evidence	Resources

Action Planning

For every goal and each strategy:

- Indicators
- Measures
- Targets

Aligned data system

- District
- Department
- Schools
- Grade/Courses
- Classroom
- Student



Scorecard and Aligned Data System

Thanks to the Strategic Plan Team!



Progress Monitoring and Reporting