



A New Commitment

2015-2020

Why We Pursue a Strategic Plan

- *Respond to critical issues (challenges & opportunities)*
- *Address relevancy of programs & services*
- *Address potential program changes*
- *Plan for growth & expansion*
- *Develop new funding sources*
- *Satisfy requirements from funders*
- *Control the District's future!*

"If You Fail to Plan... You Are Planning to Fail"

–Benjamin Franklin

Strategy Development Process

Determining the Core

What drives us

Vision

What we want to be

SWOT Analysis

Capacity to get there

Strategy

Our game plan

Alignment

How to make it work

**The Strategy
Development
Process**



Review: Mission and Vision

Vision

- *The Derby Public Schools rigorously prepare all students for high achievement and success*

Mission

- *The Mission of the Derby Public Schools is to join with our community to provide all students with a high quality education and the tools necessary to compete and succeed in a diverse, global society.*

Review: Core Ideology

To determine goals and strategies, it was essential that the Derby School District identify the core values, beliefs, purposes and competencies that would drive their decision making.

Review: Core Purpose

Core Purpose

The core purpose is the Derby Public Schools reason for being and is the idealistic motivation for doing the School's work.

- to ensure that every student receives the highest quality education possible, with the goal of creating well-educated, responsible and productive members of society.
- to realize high levels of academic achievement and the personal well-being for every child.
- to be committed to the development of our students' character, talents, abilities and intellect in order that they may have the opportunity to succeed in a global society.

Review: Core Values

Core values are the essential and enduring principles that guide every action and decision on behalf of the Derby Schools

- That the Derby Public Schools establish clear goals, measure progress, and take responsibility for results.
- That as educators, we accept responsibility for the success of our students.
- That the family is an integral and valued part of the learning process.
- That the Derby Public Schools provide a supportive and respectful environment that promotes the development of the “whole” (physical, social, emotional and cognitive) child and enhances learning for all children.
- That the Derby Public Schools openly share relevant information about their performance with all stakeholders.

These core values should be communicated and embraced throughout the organization.

They should be honored by everyone involved, particularly the board and staff leadership.

Review: Core Competencies

To accomplish our purpose, the Derby Public Schools must ensure:

- The understanding of the academic standards established by the state of Connecticut.
- High quality, effective instruction for all students.
- Systematic professional development that promotes academic excellence and assists teachers in the delivery of effective instruction.
- That every educator is skilled in the promotion of motivation, engagement and self-discipline among our students.
- The capacity to collect, analyze and utilize the data on student performance so as to provide constructive feedback and to promote the improvement of instruction.
- Proactive support services (PCRC, Youth Services Bureau, etc.) are engaged and available to support students and educators.
- To provide a stimulating, challenging and culturally responsive curriculum.
- That a metric is established to evaluate and monitor child development and instructional programs of the educational system.
- Effective relationships and interpersonal skills.
- Rigor (thoroughness, meticulousness, care, attention, precision).
- The effective use of modern communications and learning technology with an infrastructure that supports ongoing advances in technology.



Review of Goals: 2010-2014

ACADEMICS

- Ensure that each of our students is academically prepared to succeed in life and in the global economy.

HUMAN CAPITAL

- Recruit, develop, evaluate and retain a highly effective, diverse staff dedicated to student achievement and success.

OPERATIONS

- Promote greater economic efficiencies in district operations while preserving educational qualities and increasing access technology.

SCHOOL CLIMATE

- Ensure a positive quality of school life for every student while actively engaging parents, community organizations and citizens as partners.

Next Steps

- 1. Call a meeting of all committee volunteers to:
 - review Values, Beliefs, Competencies and Mission and Vision for any additions.
 - begin constructing goals, objectives for each strategic area
 - establish chair, standing monthly meetings to develop action plan (3-4) for presentation to the BOE in June 2015 for approval and to begin implementation