

## **Strategic Planning & Design Themes Pipestone Area Schools**

### **QUESTION: What should the strategic planning and strategic design work do for the Pipestone Area Schools?**

#### **Purpose of This Summary**

This document synthesizes stakeholder feedback regarding what the strategic planning and strategic design work should accomplish for Pipestone Area Schools. Responses were analyzed using a psychometric approach, with additional weighting applied to emphasized and repeated statements. The resulting themes reflect the most salient expectations of stakeholders.

#### **1. Clarity of Direction, Purpose, and Measurable Goals**

Stakeholders expect the strategic design to establish a clear, written direction for the district. This includes clearly articulated mission, vision, and values, along with measurable goals that define success. The plan should remove ambiguity, align decision-making, and serve as a shared roadmap for continuous improvement.

#### **2. Student Outcomes, Achievement, and Graduate Readiness**

A dominant expectation is that the strategic plan directly improves student outcomes. This includes academic growth, achievement above state averages, and alignment to the recent board adopted Portrait of a Graduate. Stakeholders want a plan that clearly articulates what the district is offering students and how success will be measured.

#### **3. Authentic and Broad Stakeholder Engagement**

Authentic engagement of students, families, staff, educators, and community members is essential. Stakeholders value a planning process that builds trust, encourages participation, and fosters shared ownership of goals.

#### **4. Alignment, Coherence, and Collective Focus**

The strategic plan is expected to align governance, leadership, staff, and students around common priorities. Clear expectations and focused goals should ensure that everyone understands what the district is working toward and how their role contributes.

#### **5. Transparency, Communication, and Public Accountability**

Stakeholders want the strategic plan to clearly communicate goals and progress to the broader community. The plan should function as a public accountability tool, demonstrating responsible stewardship and progress toward stated objectives.

#### **6. Culture, Pride, and Organizational Identity**

While secondary to academic outcomes, stakeholders recognize that achieving strategic goals strengthens culture, morale, and pride. Successful implementation is expected to create a positive spillover of school pride into the broader community.

#### **Overall Insight**

Collectively, stakeholders expect the strategic planning and design work to create a clear, measurable, student-centered direction. The plan should be developed through authentic engagement, aligned across the system, transparently communicated, and capable of producing meaningful academic and cultural results.