

# Disrupting

for Excellence



## Strategic Plan

Steering Committee Meeting 1

December 6, 2023

# Welcome!

Dr. Devon Q. Horton  
Superintendent of Schools



# Steering Committee Introductions

Your Name

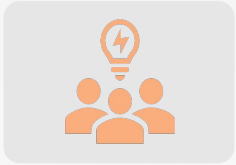
Your relationship with DeKalb County School District

One word or phrase to describe how you feel about the district's next strategic plan

# About Insight Education Group



We are **practitioners** with school and district experience and a passion for supporting our partners to shape educational systems that are truly equitable for all learners.



We are committed to providing a **partner-driven process** rather than relying on "ready-made" programs.



We understand and appreciate the **challenges, nuances, and opportunities** of implementing small and large-scale systems and initiatives.

# Facilitator: Aurora Lora



- Worked in education for 23 years
- Elementary school teacher
- Middle & high school principal
- Principal supervisor
- Assistant superintendent
- Associate superintendent
- Superintendent

# Today's Focus

**01**

Calibrate on the purpose of a strategic plan.

**02**

Review the process and timeline for plan completion.

**03**

Understand the steering committee's role in the process.

**04**

Identify structural and content affinities to inform the plan design.

**05**

Outline next steps.

# Meeting Norms

Engage

Seek to understand others' views

Think short-term and long-term

# What is a Strategic Plan?

A foundation and roadmap for a district's improvement efforts that helps to keep the district *focused, disciplined, and accountable*.

A "*living document*" that ensures all stakeholders are on the same page.

An accountability dimension that ensures *alignment* between the priorities and goals at the district level and in schools.



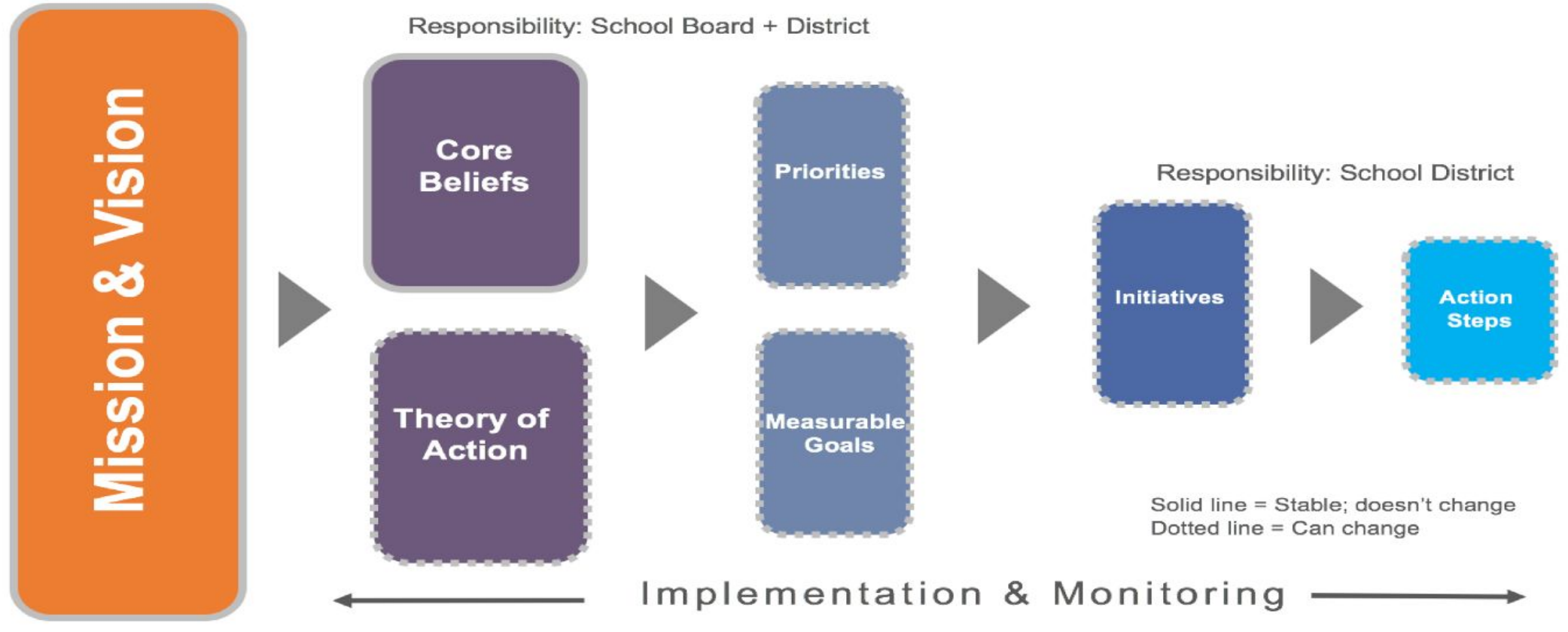


# Why Develop a Strategic Plan?

“Leaders must develop a district-wide strategy for improving teaching and learning and then design and manage the entire organization in a coherent way that strengthens and supports the strategy. When leaders fail to achieve organizational coherence, the system does not work well for anyone - students, teachers, administrators, or parents.”

Childress, S., Elmore, R., Grossman, A., & Johnson, S. (Eds.). (2007). *Managing school districts for high performance*. Cambridge: Harvard Education Press.

# INSIGHT'S STRATEGIC PLANNING FRAMEWORK



# District Project Plan

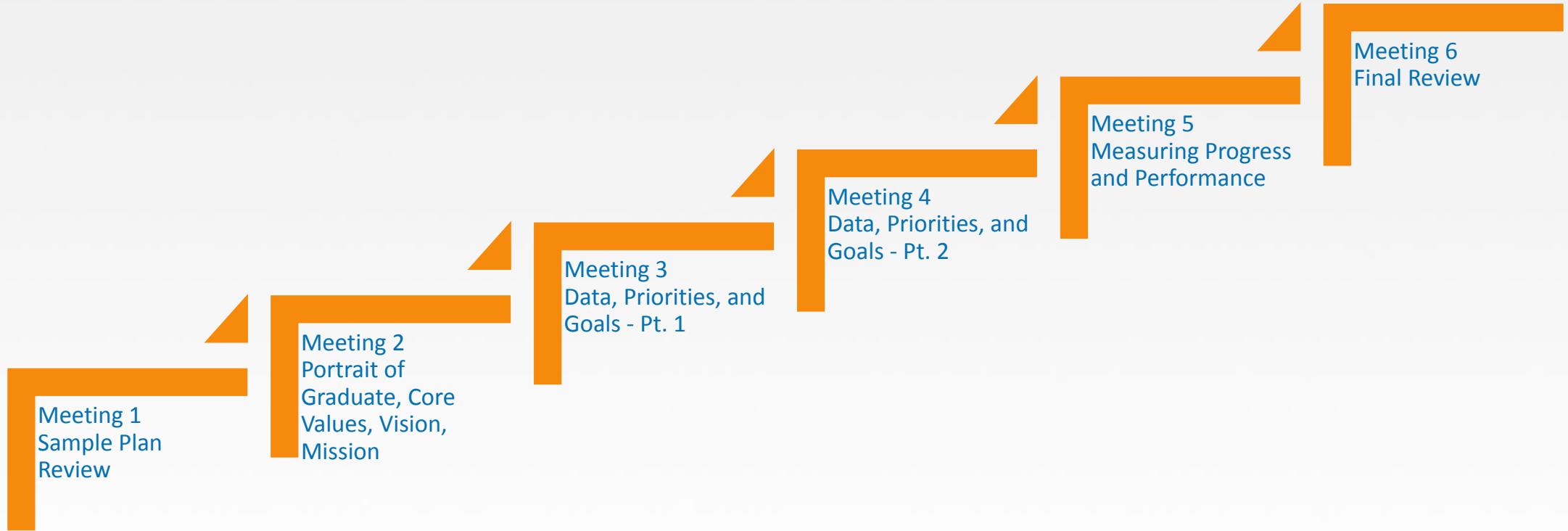
| OCT              | NOV/DEC                     | JAN                 | FEB  | MAR           | APR                | MAY | JUN                     |
|------------------|-----------------------------|---------------------|--|---------------|--------------------|-----|-------------------------|
| Project Planning |                             |                     |  |               |                    |     |                         |
|                  | Steering Committee Meetings |                     |  |               |                    |     |                         |
|                  |                             | Data Analysis       |  |               |                    |     |                         |
|                  |                             | Stakeholder Surveys |  |               |                    |     |                         |
|                  |                             |                     | District Leadership Drafts Sections for Feedback |               |                    |     |                         |
|                  |                             |                     |  | Focus Groups  |                    |     |                         |
|                  |                             |                     |  | Data Analysis |                    |     |                         |
|                  |                             |                     |  |               | Draft Shared       |     |                         |
|                  | Board Work Session          |                     | Board Work Session                               |               | Board Work Session |     | Final Plan to the Board |

# Steering Committee's Role

What is the *value* of a steering committee?

- Advise on development of the plan
- Elevate the voices of stakeholders
- Be ambassadors for the project
- Provide thought leadership on the implementation of the plan

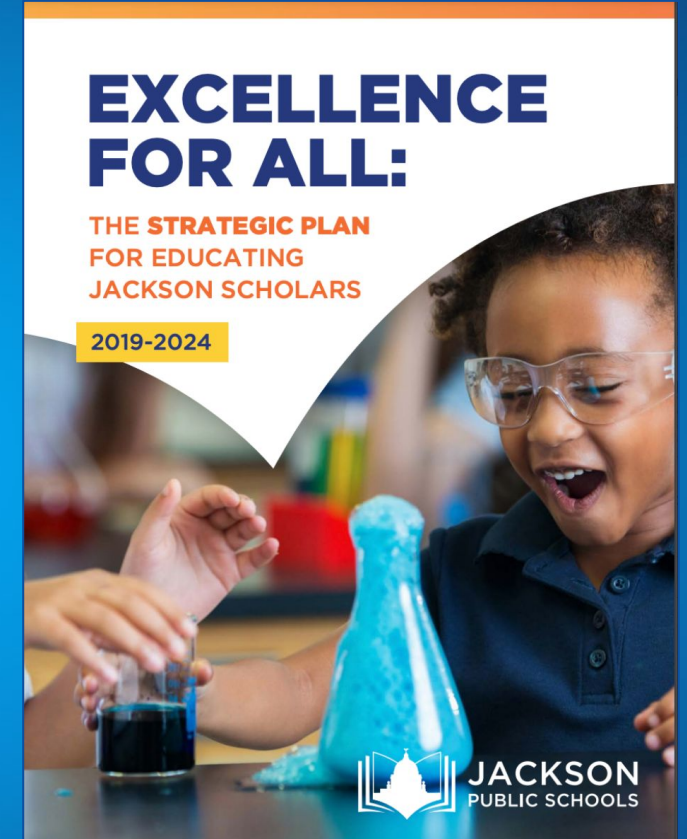
# Steering Committee's Meetings



# Sample Plan Walkthrough

## Jackson Public Schools

- What resonates with you about the layout of the plan?
- What resonates with you about the content of the plan?



# Sample Plan Review

**At your table, review your assigned plan(s) and make note of:**

- What resonates with you about the layout of each plan?
- What resonates with you about the content of each plan?

**Think about the following question:**

What aspects of the layout and/or content you reviewed should we replicate and avoid as we develop the DeKalb County plan?

[Sample Plans](https://bit.ly/InsightSamplePlans)



<https://bit.ly/InsightSamplePlans>

Q & A



# Next Steps

## Steering Committee Meeting #2

- January 25, 2024
- Focus
  - Portrait of a Graduate
  - Core Values
  - Vision
  - Mission



# Meeting Feedback



I appreciate...



I wonder...

