

COLLABORATING DIFFERENTLY

As an organization, Catalyst for Educational Change (CEC) values community. As such, we work to engage the community in district improvement efforts. We believe in collective responsibility that embraces and empowers all stakeholders in the spirit of mutual support and respect. The CEC team will rely on a strong history of facilitating strategic planning processes where stakeholders not only participate in reflecting on the district's past, but more importantly, are active participants in setting the course for the future, including students.

STRATEGIC PLANNING

<p>PHASE 1 Readiness Sessions</p>	<p>The purpose of the Readiness Sessions is to prepare the district for the Strategic Planning process. Readiness includes discussions of process details, environmental scan efforts, critical data sources, relevant research for the Plan Team, and preparation for Strategic Management elements.</p>
<p>PHASE 2 Strategic Plan Development Sessions</p>	<p>The five strategic planning sessions focus on the development of the Plan by stakeholder representatives. As indicated previously, stakeholder engagement is a cornerstone feature of CEC's process. We use surveys, forums, and focus groups to ensure a robust feedback process as we move through the development of the Strategic Plan. An outline of the sessions and their purpose follow:</p> <ul style="list-style-type: none"> • Orientation: What are we here to do? This session provides an opportunity to communicate the purpose and structures of the process, develop a common language, and establish roles and responsibilities. • Data Retreat: Where are we now? The focus of this session is the examination of various data as presented by District representatives and the development of a SWOT (strengths, weaknesses, opportunities, threats) analysis. • Vision Retreat: Where do we want to be? Team members will review stakeholder feedback and revise the SWOT; revisit the current Plan to reflect on the mission, vision, and core values/commitments; engage in visioning activities; and develop the Preferred Future Statement. • Setting Direction Retreat: How will we get from where we are to where we want to be? This session focuses on identifying goals, strategies, and potential key performance indicators aligned to the mission and vision. The key outcome from this session is the Draft Strategic Plan. • Final Plan Review: What will make our plan better? The session serves as the opportunity for the Team to review stakeholder feedback and make revisions to the plan based on data and evidence.
<p>PHASE 3A Living the Plan Development Sessions</p>	<p>The Living the Plan Development sessions are designed to help Cabinet members and other appropriate personnel to finalize Key Performance Indicators and convert the Plan's strategies into action plans. These efforts can run in conjunction with the development of the Strategic Plan's Performance Management dashboard.</p>
<p>PHASE 3B Scorecard and Dashboard Design and Development (OPTIONAL)</p>	<p>CEC will work with the Superintendent and Cabinet to develop an outcomes-based scorecard and dashboard aligned to the Strategic Plan's goals, strategies, and Key Performance Indicators. The development of the Scorecard and Dashboard will begin following the 16-week Strategic Plan Development timeframe. Implementation and related training will be phased in over the course of the year. CEC will recommend an aligned partner to design the dashboard system or the district can use their own.</p>



STAKEHOLDER ENGAGEMENT AND STRATEGIC PLANNING

CEC's Strategic Planning process engages stakeholders as thought partners and advisors for setting and achieving strategic goals as well as participants in progress monitoring the district's selected goals, strategies and objectives.

As facilitators of the Strategic Planning process, CEC will:

- Scan and seek input on the district's and community's landscape to identify best practices.
- Invite meaningful stakeholder engagement in data collection and recommendation development.
- Facilitate cross-stakeholder conversations about the recommendations.
- Adapt its approach based on the unique needs and assets identified by stakeholders.

As such, CEC's approach ensures capacity-building for the stakeholders involved in the work of strategic planning.

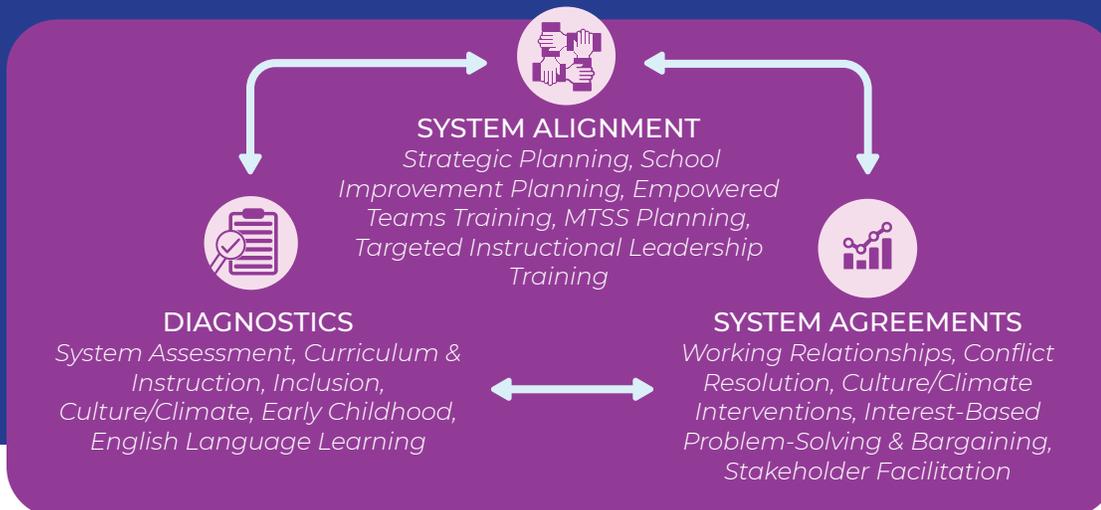
IN THEIR WORDS...

"I am extremely grateful to have been a part of my school district's strategic planning process. This experience wasn't only enriching for me, as I got to meet and understand many stakeholders ranging from community members to board members, but also enriching for everyone else, as they got to see a student's standpoint on the decisions being made in the district. Considering and implementing student voice into any decisions being made in a school district is one of the best ways to ensure the success and prosperity of any educational institution."

- Brock Bottcher, Belvidere Student

ABOUT CEC: *We are committed to change management and that starts with identifying your unique strengths and areas for improvement.*

CEC partners with schools to provide a solution to meet their needs. This includes customized support with training, coaching, and tools that increase the leadership team's knowledge, skills, and practices. This is done through virtual and onsite sessions with each school, individual and team through coaching, professional learning, data reviews, retreats, and academic plan development.



THE
CEC
PROCESS

CATALYST FOR EDUCATIONAL CHANGE

Learn more about how CEC can support your team at cecweb.org.

