

DEVELOPING *and* LIVING YOUR STRATEGIC PLAN

COLLABORATING DIFFERENTLY

At Catalyst for Educational Change (CEC), community is not just a value—it's our driving force. We're dedicated to mobilizing communities to spearhead district-wide improvement initiatives. Our philosophy champions collective accountability, empowering every stakeholder with a voice and a role in shaping the educational landscape. With a proven track record in orchestrating strategic planning endeavors, we ensure that stakeholders, including students, don't just observe the past; they become architects of the future. Join us in forging a path towards transformative change where every voice matters and every contribution counts.

STRATEGIC PLANNING

PHASE 1 <i>Readiness Sessions</i>	These sessions are designed to equip the district for the Strategic Planning journey. They encompass discussions on process intricacies, environmental scan endeavors, essential data outlets, pertinent research for the Plan Team, and groundwork for Strategic Management components.
PHASE 2 <i>Strategic Plan Development Sessions</i>	<p>CEC's strategic planning sessions, consisting of five key meetings, prioritize the collaborative development of the Plan with stakeholder representatives at the forefront. Central to CEC's approach is active stakeholder engagement, ensuring that diverse voices are heard and valued throughout the process. As part of our commitment to inclusivity, we incorporate student input and participation, offering a unique opportunity for their perspectives to shape the Strategic Plan. Utilizing surveys, forums, and focus groups, we facilitate a comprehensive feedback process, ensuring that the resulting plan reflects the needs and aspirations of all involved.</p> <ul style="list-style-type: none">• Orientation: What are we here to do? 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 examination of various data as presented by District representatives and the development of a SWOT 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? 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 opportunity for the Team to review stakeholder feedback and make revisions to the plan based on data and evidence.
PHASE 3A <i>Living the Plan Development Sessions</i>	The Living the Plan Development sessions are designed to help Cabinet members and other appropriate personnel to finalize Key Performance Indicators (KPI) 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 SCORECARD® by CEC.
PHASE 3B <i>Scorecard and Dashboard Design and Development</i>	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 KPIs. SCORECARD® by CEC, an innovative Microsoft Excel tool designed to streamline your school or district's continuous improvement journey. This macros-enabled spreadsheet/workbook seamlessly integrates with your strategic and action plans, accepting data to track progress towards specific goals and KPIs. Unlike traditional end-of-term tools, SCORECARD® operates in real-time, providing ongoing insights to inform and adjust current actions as well as data visualizations for external communication.

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.

"I AM EXTREMELY GRATEFUL TO HAVE BEEN A PART OF MY SCHOOL DISTRICT'S STRATEGIC PLANNING PROCESS. I GOT TO MEET AND UNDERSTAND MANY STAKEHOLDERS RANGING FROM COMMUNITY MEMBERS TO BOARD MEMBERS, WHILE ALSO BENEFITTING 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 boldly partners with school systems nationwide to drive tangible, measurable transformation. Guided by a steadfast mission and visionary ethos, we employ a rigorous systems-oriented approach to foster collaborative cultures and institute equitable, evidence-driven practices. Our unwavering focus is on cultivating environments where both educators and students thrive, resulting in profound and lasting impacts on the entire educational ecosystem.

