

A photograph of a campus scene. In the foreground, there are vibrant orange flowers and green foliage. In the background, a multi-story brick building with a prominent entrance is visible under a clear blue sky. A white semi-transparent box is overlaid on the image, containing text and a bulleted list.

Two Connecting Themes

- Students at the center of their active learning
- Parents and community at the center of District two-way communication

A photograph of a campus scene, identical to the one above. It shows orange flowers in the foreground and a brick building in the background. A white semi-transparent box is overlaid on the image, containing text and a bulleted list.

Six Strategies or Themes

- Climate of Exploration
- Connections among Experiences
- Ethical Conduct and Global Citizenship
- Healthy, Balanced Life
- Intrinsic Value of Learning
- Optimal Use of Time



41 Action Plans

- 21 short-term action plans (< 2 years)
- 13 mid to long-term action plans (< 5 years)
- 7 action plans for focused research (TBD)



Lessons Learned

Strong, Enduring Foundation

- The Mission and Beliefs are embedded in Board Policy
- Many of the six strategies have been incorporated into the culture as themes



Lessons Learned

Strong, Enduring Foundation

- Mission Statement (incorporating the Motto)
- 11 Belief Statements
- 5 Parameters
- 4 Objectives

We need to revisit, not reinvent



Lessons Learned

Strategic Plan should Guide Annual Goals

- The Strategies and Action Plans stayed explicit in our work
- Year-to-year coherence will be improved if we keep the Mission, Beliefs, and Objectives explicit in our planning

Annual evaluation of progress in meeting objectives of strategic plan

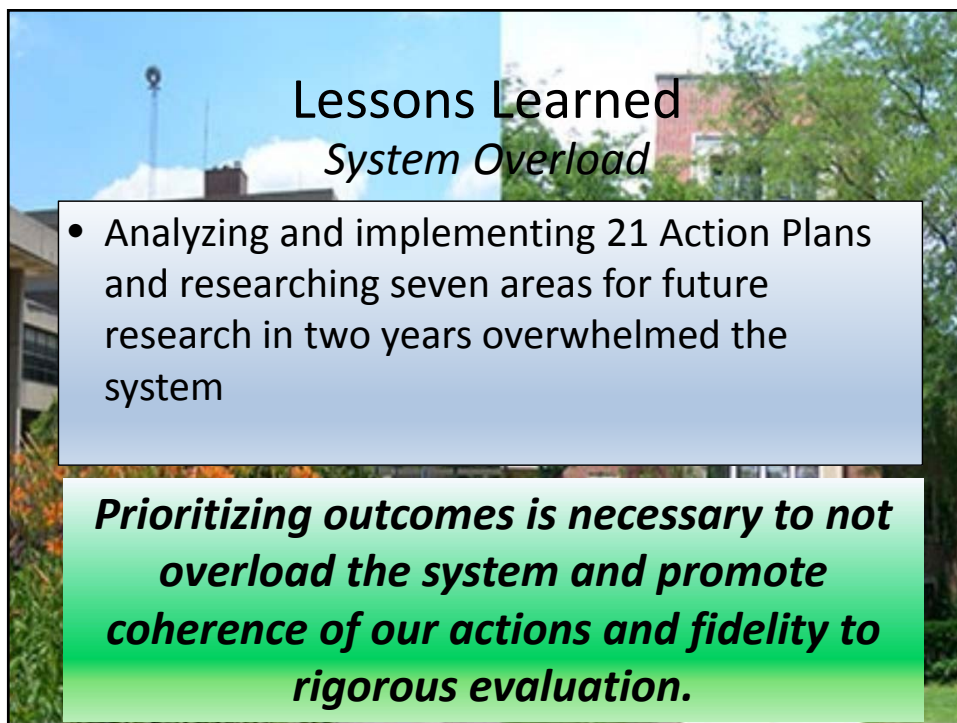


Lessons Learned

Leadership Development

- Being deeply involved in the strategic plan can help develop future leaders
- Many of the influential leaders around the school were involved in the plan as younger teachers

Opportunity for leadership development of teachers



Lessons Learned

System Overload

- Analyzing and implementing 21 Action Plans and researching seven areas for future research in two years overwhelmed the system

Prioritizing outcomes is necessary to not overload the system and promote coherence of our actions and fidelity to rigorous evaluation.

Next Steps

- 1) Engage a strategic planning consultant
- 2) Organize a core committee
- 3) Engage students, staff, Board, and community
- 4) Define themes and identify gaps
- 5) Develop strategies to close identified gaps
- 6) Prioritization
- 7) Implementation and annual evaluation to guide plan through future years