

To: Board of Education
From: Dr. Laurie Heinz, Superintendent
Date: June 20, 2019
Re: *2020 Vision* Strategic Plan Year 4 Update

Overview & Commitment to Strategic Planning

Four years ago this month, the D64 Board approved the *2020 Vision* Strategic Plan as an opportunity to continue improving our District in a systematic way by realigning our initiatives around the outcomes we want to achieve as expressed in our mission and vision.

The plan embraces a mission that resonates with all stakeholders: ***“Inspire every child to discover, learn, achieve, and care.”*** These powerful words create a clear understanding of our purpose as a District.

The *2020 Vision* Strategic Plan is committed to continuous improvement as our guiding philosophy. District 64 engaged the Consortium for Educational Change (CEC) to conduct an audit in February 2015. This District-level process -- called a [“System Overview Assessment”](#) -- allowed us to benchmark our District against effective practices of other "high performing" districts around three key indicators: learning, collaboration, and results.

The CEC utilizes a continuous improvement framework built around the Malcolm Baldrige Performance Excellence Program and also embraces the Professional Learning Community model. D64’s Strategic Plan was designed to look at our District through a lens of continuous improvement and carries forward a growth mindset as a way in which to approach improvement.

The *2020 Vision* plan was created through a robust, community-informed strategic planning process from February - June 2015.

- A diverse [Strategic Plan Steering Committee](#) of volunteers was assembled from our schools and community to offer a wide representation, working with experienced consultant Mr. Robert Ewy. As part of its work, the committee conducted a SWOT analysis by identifying the District’s Strengths, Weaknesses, Opportunities and Threats.
- In addition, more than 800+ community members completed a survey about priorities for education in District 64.
- Committee members visited with many community and civic organizations to share information about the strategic planning process and invited residents to contribute ideas to the plan’s areas of focus.



- The committee sponsored two community preview sessions of the "working draft" of the six strategic objectives and their rationales.
- The previous five-year strategic plan, *Journey of Excellence 2010-15*, also was fully reviewed to determine what areas were completed, what goals were still to be achieved, what areas were worthwhile to consider bringing forward, and what "lessons learned" would be valuable to consider as a new plan was formulated.

A scorecard also was designed to help track progress in each goal area.

Six Strategic Objectives

The challenges identified through the Steering Committee's work and research were used as a springboard to develop these six strategic objectives. The objectives reflect the importance of focusing on academics, creating communities of practice where our professional educators can support one another as they themselves continuously learn and grow, and ensure the District is financially strong and our facilities are safe and secure.

As the drawing below illustrates, to achieve our mission and vision, the plan begins with a strong "foundation." The two objectives in green related to our learning environment and finances provide the sturdy base that is vital if we are to educate our students. In turn, a professional learning and growth objective (shown in yellow) identifies what we must do to support teachers in their work. Finally, three educational objectives (in shades of orange) are supported by these efforts and lead us ultimately to fulfill our mission and vision.



Annual Review

Each year, we have reconvened the Steering Committee to review the strategies being used to reach our objectives and recommend any needed adjustments. In this way, we have been able to help the plan remain fresh and focused each year as we move toward 2020. Most recently, the committee met on May 29, 2019.

Tonight, the Board will receive an update on Year 4 of the plan, what remains left to do in the fifth and final year (2019-2020), and what might still need to be tackled in 2020-21 to fully implement the *2020 Vision*.