

TO: Board of Education

FROM: Sally Pryor
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DATE: February 19, 2010

SUBJECT: Presentation of District 64 Strategic Plan including Action Plans

Background

Under the leadership of facilitator Dr. Howard Feddema of the Cambridge Group, the original members of the Strategic Planning Team reconvened on February 5-6. The purpose of the meeting was to receive the work of the five Action Teams created in early October. Almost 100 community volunteers participated on the Action Teams. Throughout the fall, the teams followed a specific planning protocol to identify the key components of their assigned strategy, research best practices, develop a sequence of plans to implement the strategy, and develop a cost-benefit analysis for each plan.

The Action Team leaders attended the meeting on February 5 to present their action plans and cost-benefit analyses, and answered questions from the planning group. Following a thorough and detailed review of these materials, the Strategic Planning Team then made a few small revisions to the plans to align them overall. The planning team then agreed by consensus to accept a set of 26 action plans designed to implement the five strategies in the Strategic Plan. The entire set of plans is intended to be five years' worth of work. The planning team also selected plans to recommend to the Superintendent for consideration during 2010-11, the first year of implementation.

Strategic Plan Components

The Strategic Plan includes the following components:

- Beliefs (*an expression of fundamental values, ethical code, overriding convictions, inviolable principles*)
- Mission (*a declaration of the unique identity to which District 64 aspires, its specific purpose and the means by which the District will achieve its purpose*)
- Objectives (*an uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed its present capability*)
- Parameters (*boundaries within which the organization will accomplish its mission; self-imposed limitations*)
- Strategies (*bold resolutions that dedicate the organization's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives*)

These components are the same as those originally created by the Strategic Planning Team at its first session on April 23-25, 2009 and presented to the Board on May 4, 2009. Only small wording revisions were made to strategies 2 and 5 stemming from the planning team's comprehensive review on February 5-6.

In addition, the planning team now presents to the Board for the first time:

- 26 Action Plans for the five strategies.

All these materials are appended to this memo.

With the presentation of the full plan, the work of the Action Teams as well as the original Strategic Planning Team is now completed and the groups are disbanded. In all, 120 volunteers representing all stakeholders in our vital partnership participated in the process. We look forward to acknowledging their efforts in person at the regular Board meeting on February 22 when certificates of appreciation will be presented.

Next Steps

Moving forward, District 64 now will make the transition from the planning phase to the beginning of actual implementation of the plan. It also marks the transition from the work of willing volunteers to the responsibility of the Board to approve the plan and the District's administration to budget and implement the action plans.

The timing of this meeting also ensures the Board has a clear understanding of the plan prior to its superintendent candidate interviews scheduled for February 25-27.

The schedule through the spring includes these key dates:

- **February – April:** The ESC administrative team continues its detailed budgeting and scheduling analysis for 2010-11 action plans.
- **April 26: Board of Education Meeting.** The ESC administrative team presents its recommendations to the Board for the action plans to be implemented and budgeted for the 2010-11 school year.
- **May 10: Board of Education Meeting.** The Board approves the Strategic Plan and the specific implementation plans with budget for the 2010-11 school year.
- **June 16-17:** Dr. Feddema returns to work with all District 64 administrators and if possible, the new superintendent, to begin the important process of assigning specific responsibilities for implementation of the plan in 2010-11 to the appropriate administrator. These will become part of each administrator's goals and subsequent evaluation for the 2010-11 year.

Summary

We are proud to deliver the full Strategic Plan to the Board on schedule. This effort spans more than two years and has its genesis in a prior Board's goals adopted in November 2007 to undertake a comprehensive strategic planning effort. District 64 is very fortunate to have benefitted so tangibly from a supportive Board as well as the host of volunteers who generously contributed an amazing range of talents and made an unfailing commitment to the ideal of improving education in this community. This is indeed an important moment of achievement and pride for us all.

As Dr. Feddema noted, District 64 has worked hard to plan and now should work the plan hard. Guided by this outstanding work, our efforts will be focused on the areas that will have the greatest impact for our students in coming years. What a bright future for District 64!