

Strategic Planning 3D

Dream, Determination, and Destiny by Design



Strategic Planning-3D Model

“Dream, Determination, and Destiny by Design”

Pre Planning

Administration will prepare a State of the Schools overview and distribute to all participants.

Planning Meetings

NJSBA will facilitate the three planning meetings where the district stakeholders will create the essential elements of a strategic plan: the vision, goals, and objectives.

Developing the Action Plans

After the completion of the planning meetings, the next step in the process is the development of action plans by administration. These correspond directly to the identified goals and objectives.

Presentation of Strategic Plan to the Board of Education

The NJSBA consultant will work with the Superintendent to coordinate the presentation of the strategic plan to the full board of education at a regularly scheduled board meeting. All participants in the plan should be notified by the school district when this presentation is scheduled so that they may attend for the celebration.

Annual Review

Upon request, the NJSBA consultant will facilitate the annual meeting reviewing the progress of the Strategic Plan. This meeting will include updates in each of the goal areas. All participants in the plan should be notified of this meeting and invited to attend.



Strategic Planning- 3D Model

“Dream, Determination, and Destiny by Design”

Rationale:

Due to the demands of the current educational climate and the implementation of the Common Core Standards, PARCC Assessments, Revised Teacher and Principal Evaluation Process, Boards of Education are scheduling less time intensive workshops and other activities. The 3 to 5 year 3D strategic planning model provides a more stream lined strategic approach while retaining the key components of staff and community input, visioning, and goal setting. It is performance driven from inception but permits administration to develop the action plans, a key function in the goal setting process. This model represents the best practice of the community developing the “what” and administration taking responsibility for the “how.” It combines all of the essential features of strategic planning in a more concise format.

Process Considerations:

The consultant will provide an initial meeting with the Superintendent, Board President, and other key members to explain the process and distribute materials. Three strategic planning meetings, each approximately a month to six weeks apart and 1.5 -2 hours in duration will be scheduled to include representation from district and community stakeholders.

- **Pre-Meeting** - with Superintendent and key strategic team members
- **First Meeting** - “Dare to Dream” Vision and Expectations for the Future (2 hours)
- **Second Meeting** – “Determination” Strengths, Accomplishments, and Challenges (1.5 hrs.)
- **Third Meeting** -“Destiny by Design” Goal Statements and Related Objectives (1.5 hrs.)
- **Final Meeting** - Strategic Plan is delivered to the Board of Education

After each meeting, the consultant will prepare outcomes of the meeting for district web postings. The consultant will prepare the composite report once the process is completed. The Superintendent / Administrative team will prepare the action plans based on the developed goals, objectives, and strategies. Actions plans, after completion by the administration, are attached. There are no requirements for participants to attend all meetings as the outcome of each meeting is posted on the web for everyone to read. Districts usually do not need to cap number of participants. The time frame to completion is approximately 4 - 5 months. This model requires less district cash outlay.



SAMPLE

Strategic Plan 3D Calendar

<i>September</i>	Planning Meeting with Board Explanation of process and calendar
<i>November</i>	Meeting #1 Dream- State of the Schools and Creating a Common Vision
<i>December</i>	Meeting #2 Determination- Strengths and Challenges
<i>January</i>	Meeting #3 Design the District's Destiny- Goals and Objectives
<i>February</i>	Delivery of Strategic Plan
<i>February-March</i>	Action Planning by Administration
<i>April-May</i>	APPROVAL OF STRATEGIC PLAN Plans prioritized

CELEBRATION!!!



NJSBA Strategic Plan Programs

NJSBA is dedicated to helping the board select the best program and will work with the board to develop a process that meets the very special needs of your board, the school district and the community.

	\$6,500 Standard Program	\$4,000 3D Program
NJSBA brings to the process our proven expertise in consensus building, developing effective communications, and strengthening engagement and involvement.	√	√
NJSBA will meet with Steering Committee, Strategic Team or Coordinating Committee to discuss the scope and details of the actual process, how to identify the groups to be represented and ways in which to select them.	√	√
Assure that the process is in place, materials are developed and provided and that details for the planning day are clear and organized.	√	√
Set organizational details for future meetings, including communication and publicity regarding the process.	√	
Plan and conduct orientation workshop(s).	√	
Assist in establishing Research Committee(s) to collect internal and external data in preparation for a report to the Planning Council.	√	
Facilitate the Planning Council Conference to create the essential elements of a strategic plan: the vision, beliefs, mission, goals and strategies/objectives.	√	
Facilitate and schedule the 3 evening meetings to take place in 3 consecutive months.		√
Facilitate the strategic planning meeting in accordance with the expectations of the strategic planning committee to include key components of staff and community input, visioning, and goal setting.		√
Facilitate the Planning Day in accordance with the expectations of the coordination committee.	√	
Assist the Action Plan Team to create the action plans needed to accomplish the strategies/objectives.	√	
Facilitate the second Planning Council Conference where action plans will be presented for review.	√	
Presentation of the plan to the full board of education.	√	√
Prepare for the board an executive summary that details the process and the key components of the Plan.	√	√



Some of the Boards of Education that have utilized NJSBA services to facilitate their Strategic Planning process:

Barnegat (3D)	Hackettstown (3D)	North Plainfield
Belmar	Hammonton (3D)	Northern Valley Reg.
Bellmawr	Harding Township	Ocean City (3D)
Blairstown (3D)	(3D)	Orange Township
Bogota	High Point Regional	Oradell
Branchburg	Hopatcong (3D)	Palmyra (3D)
Bridgewater-Raritan	Hopewell Valley (R)	Pemberton Township
Brielle	Howell (3rd R)	Pennsville
Byram (3D)	Hunterdon Co.	Pequannock
Cape May City	Polytech (3D)	Pine Hill (3D)
Cedar Grove	Institute for Excellence	Pinelands Regional
Chesterfield	Charter School	Pitman
City of Burlington	Kittatinny	Pittsgrove Township
Clifton (3D)	Lakeland Reg. (3D)	Readington
Clinton Township	Lebanon Township	Robert Treat Academy
Cranford	Linwood	Charter
Delaware Township	Little Falls (3D)	Rockaway Borough
(3D)	Little Silver (R)	Roxbury (3D)
Delaware Valley	Long Beach Island	Scotch Plains-Fanwood
Delran	Long Hill Township	So. Orange/Maplewood
Dennis Township (3D)	Lopatcong (3D)	Southampton
East Hanover	Mendham Boro. (3D)	Southern Regional
Estell Manor	Mendham Township	Springfield Township (3D)
Flemington-Raritan	Middletown	Sparta
Freehold Borough	Midland Park	Still Water
Glassboro	Milltown	Sussex Co. Technical (3D)
Glen Ridge	Mine Hill	Upper Freehold Reg.(R)
Gloucester City	Morris Plains	Upper Saddle River (3D)
Great Meadows (3D)	Netcong	Vineland (3D)
Greater Newark	North Brunswick	Wanaque
Charter School (3D)	North. Hunterdon-	Wayne
Green Brook	Voorhees	Westfield
Greenwich Township		West Milford (3D)
		Wharton (R)

(R): Renewal
(3D): 3D Model



Stakeholder Groups for Schools

Stakeholder - defined as a person or group that has an investment, share, or interest in something, as a business or industry.

Groups of stakeholders for your school / school district may include:

Parents
Guardians
Teachers
Staff
Administrators
Students
Community Members
PreSchools / Nursery Schools
Township Government Officials
Clergy / Ministerium / Rabbinical Council
Business Owners
Fire Fighters
Police Officers
Alumni
Business owners involved in providing internships for students
Community leaders
Community groups
Community Education staff / students
Partners in education (i.e., university or college staff)
Professional organizations
Parents / community members from your sending district(s)

Chamber of Commerce
Non-Profit Directors
Social Service Providers
Sports organizations in your town
Leaders of Boy Scouts / Girl Scouts
Donors to your school / education foundation
Educational experts who live in your community
Community organizations specific to your community, i.e., Horseman's Association, Carriage Association, Cycling Association, Men's or Women's Clubs, Mom's of Multiples, Junior League, etc.
Senior Citizens Groups
Hospital Auxiliary
Drug Alliance
Elks, Lions, Rotary, Kiwanis, etc.
Township Historic Association
School District Education Foundation leadership and members
Veterans Association
Masons
Eastern Star
Political Groups, etc.

These groups can provide valuable input into your strategic planning process.

