



# IRVINGTON

UNION FREE SCHOOL DISTRICT

Strategic Planning Kick-Off

October 2022

# National Reach. Local Focus.

Our associates bring together local knowledge with nationally accepted best practices to support your district.





Mr. Prem Aithal



Dr. Laurie Kimbrel

# Your HYA Team



**IRVINGTON**  
UNION FREE SCHOOL DISTRICT

## **Building on the rich history of IUFS**

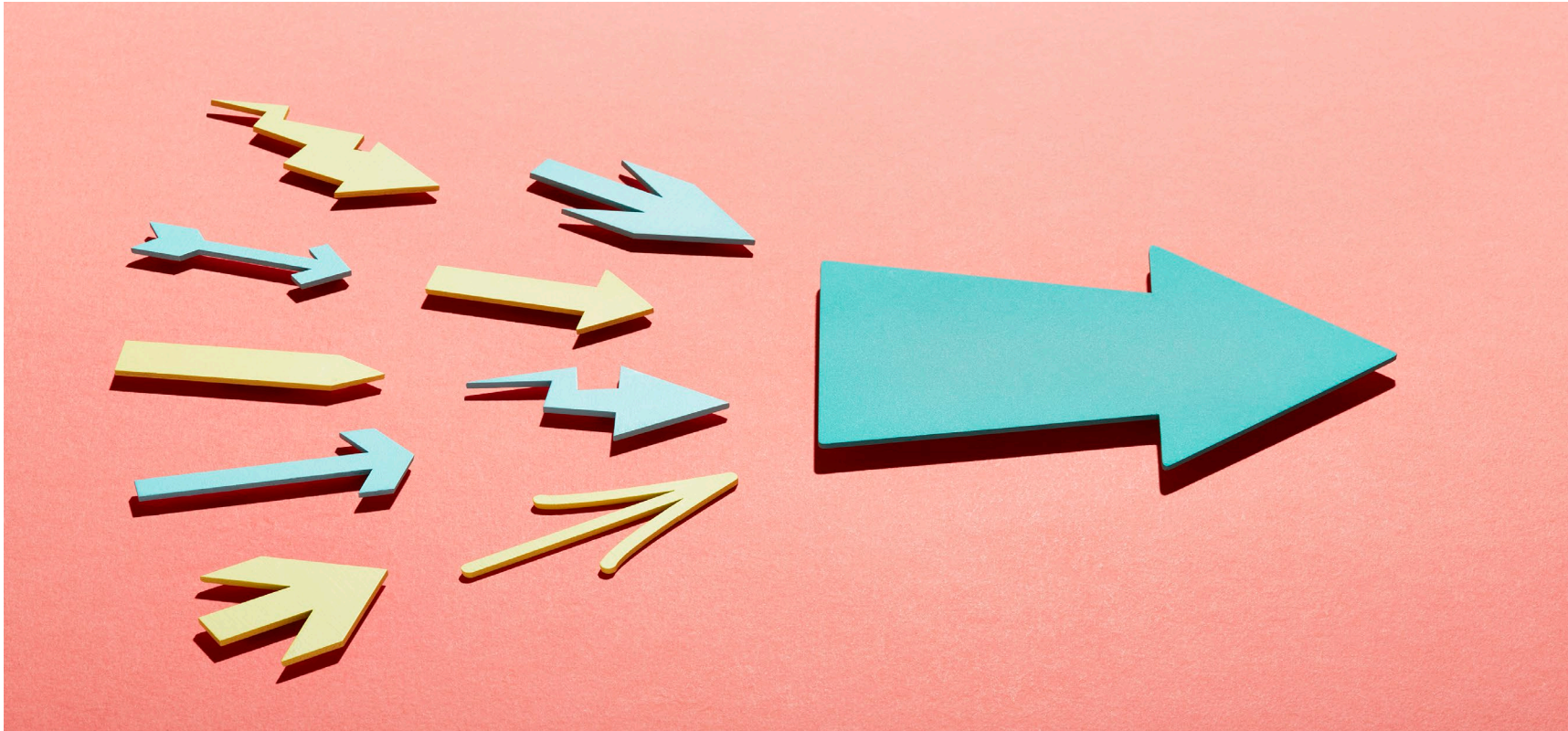
Where are we now?

Where are we going?

How will we work  
together on behalf of  
our students to reach  
our optimal future?

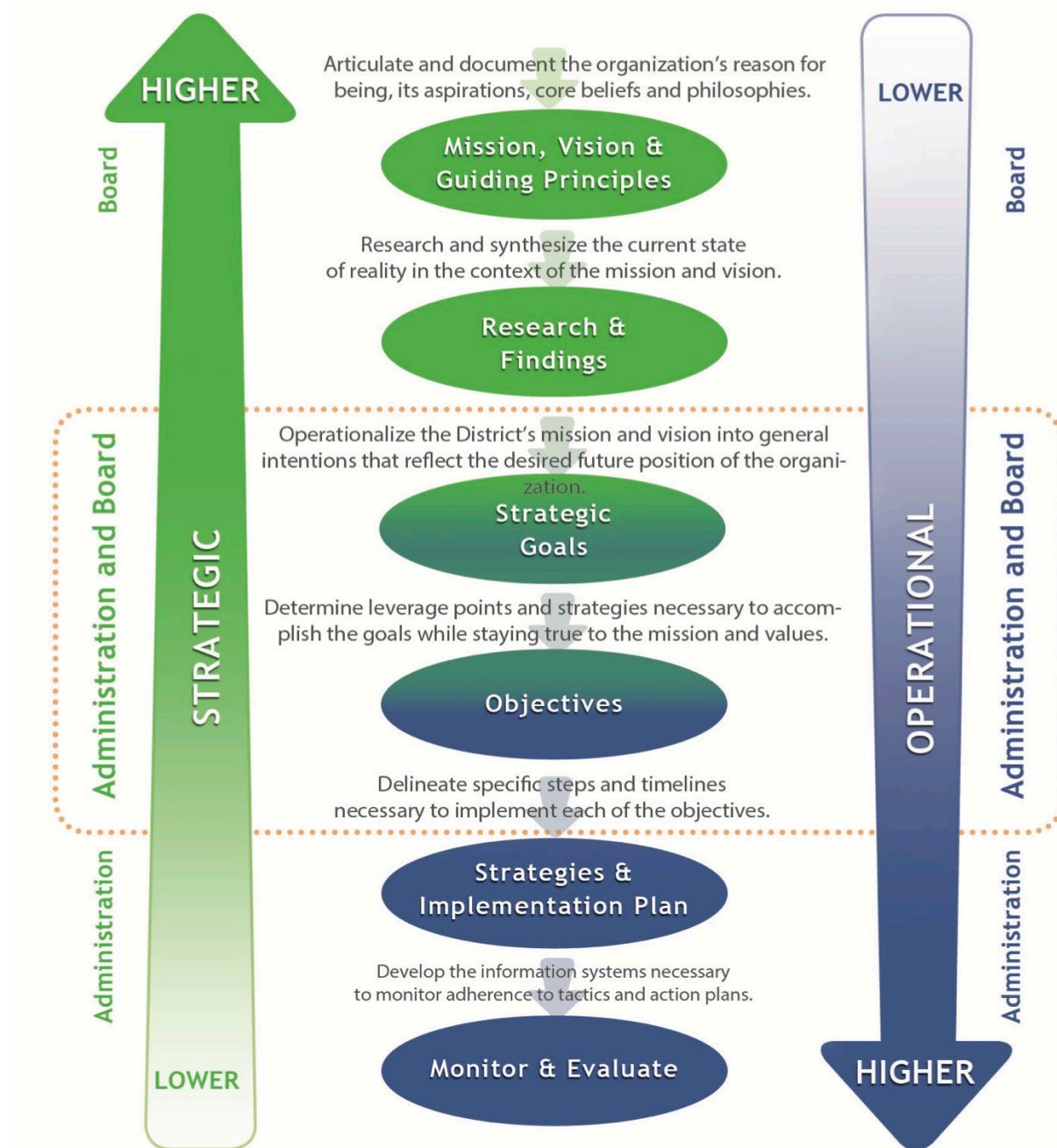
# Strategic Plans Create a Shared Direction to Support Student Success

---





# The HYA Model



# Customized Process for IUFS



**IRVINGTON**  
UNION FREE SCHOOL DISTRICT

**HYA** | HAZARD  
YOUNG  
ATTEA  
ASSOCIATES

# Phase I – Engage the Community

- Kick-off meeting
- Interviews
- Focus groups
- Community survey
- Review of student & District performance data including prior strategic plan





# Phase I Deliverables

- Communication templates
- Community Survey Report
- Focus Group & Interview Report

## Data presentation:

- Overall themes
- Specific data from stakeholder groups

## ANALYSIS

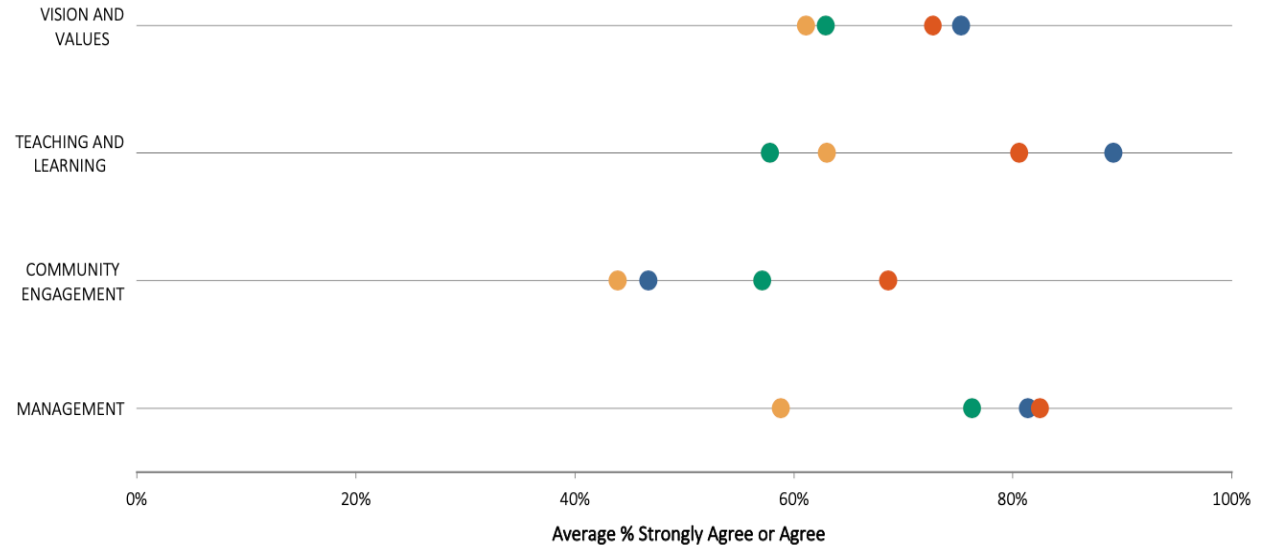
### Overall Quality of Education Rating

Respondents were asked to rate the overall quality of education in the District on a scale of 1 (Unsatisfactory) to 5 (Excellent). Percent of constituent groups responding "Good" or "Excellent" are presented below.



### State of the District Summary

Respondents rated statements related to the state of the district on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree). Each statement corresponds to one of the following constructs: Vision & Values, Teaching & Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported in the appendix.



### Academic Expectations in the District

Respondents rated the academic expectations in the district on a scale of 1 (Much too low) to 5 (Much too high). Each constituent group's mean is presented below.



School Board Input:  
Who should be  
included in focus  
groups?

# Phase II – Focus and Plan for the Future

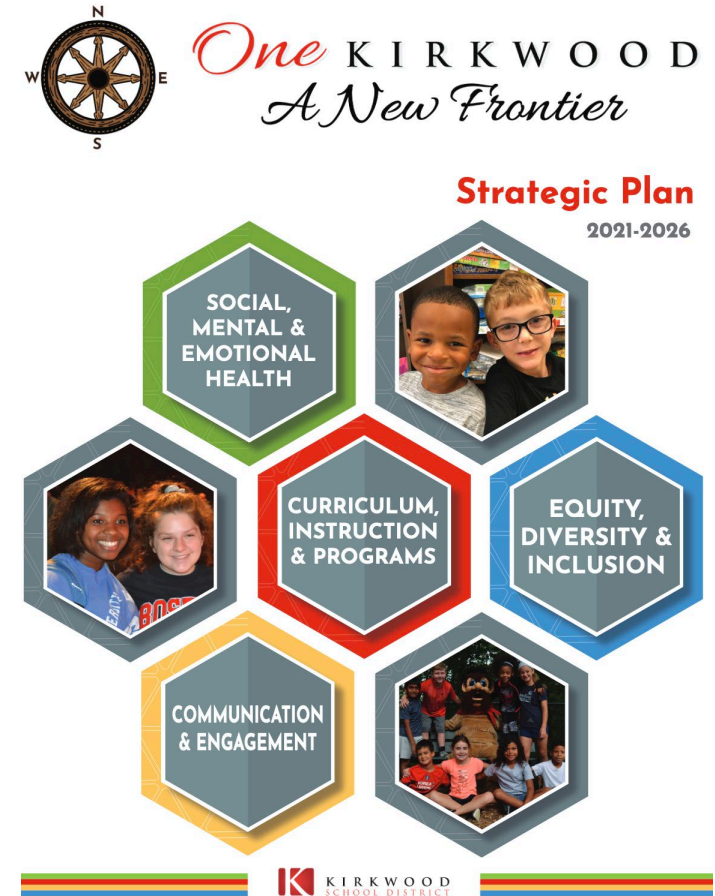
Facilitation of strategic plan workgroup sessions to use data to establish:

- Where are we today?
- Where are we going?
  - Portrait of the Graduate
  - Vision
- How will we work together?
  - Mission
  - Core Values
- What will it take to reach our vision?
  - Priorities & Objectives



# Phase II Deliverable

Final draft of  
Strategic Plan ready  
for School Board  
approval and  
suitable for printing  
and the district  
website





School Board Input:  
Who should be  
included in the  
Strategic Planning  
Committee?



# Phase III – Implement & Evaluate Impact

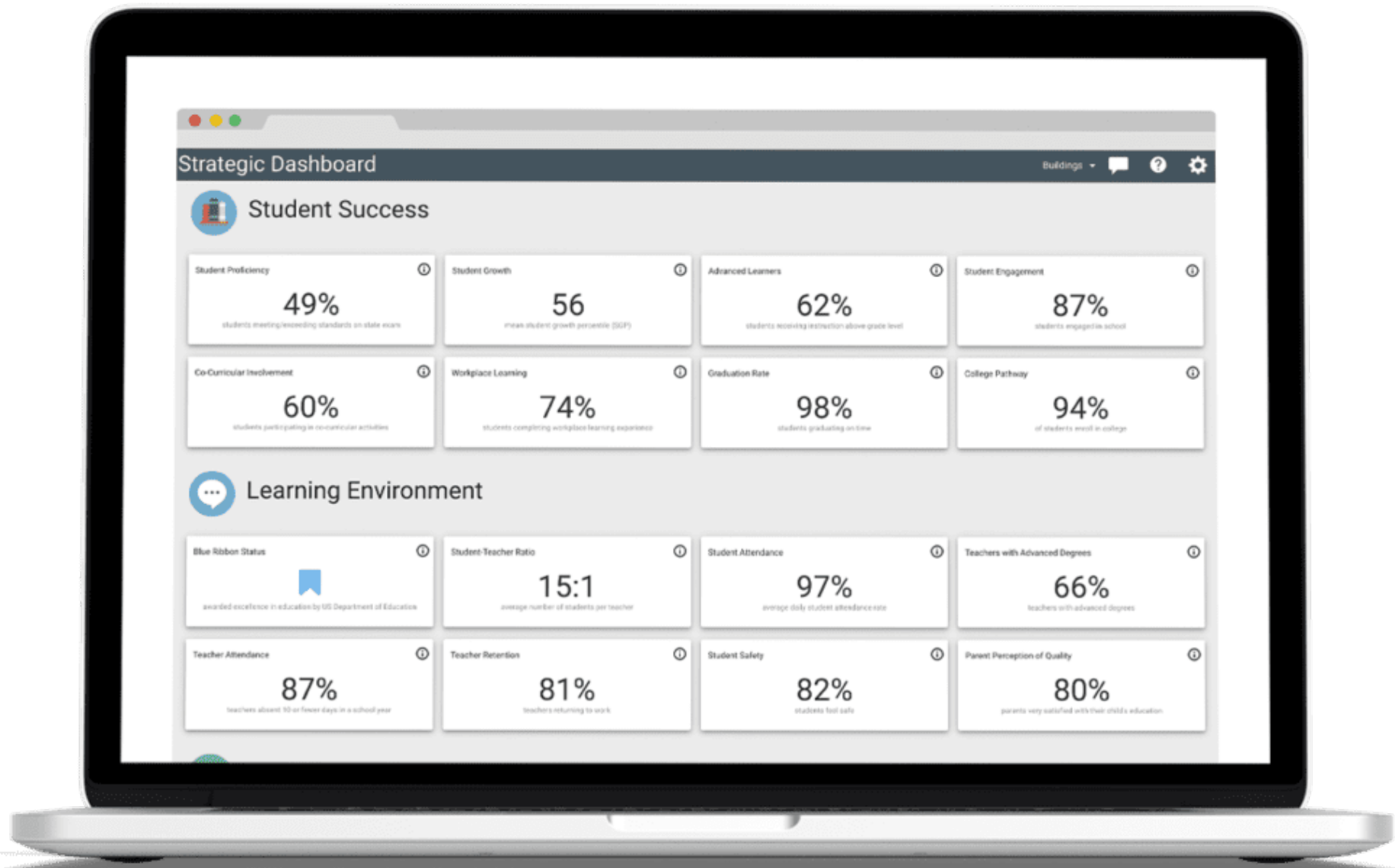
- Development of implementation plans
- Strategic indicators including development of metrics & benchmarks
- Strategic Dashboard



Plans live or die in implementation. Research suggests that 90% of organizations fail to successfully implement their strategies. HYA's model supports administrators as they develop, implement, and monitor the living strategic plan.

# How do we use data to tell a compelling story to the community?







# DRAFT Timeline

---

- Phase I: Engage the Community - *Oct 2022-Feb 2023*  
*(interviews, focus groups, community survey, data analysis)*
- Phase II: Focus and Plan for the Future - *Mar 2023-May 2023*  
*(culminates with Board approval of the Strategic Plan)*
- Phase III: Implement and Evaluate Impact – *Summer 2023 or Sept 2023-Dec 2023*





School Board Input:  
What thoughts do you  
have about the optimal  
timeline for IUFSO?



I am hard pressed to think of any organization that has sustained some measure of greatness in the absence of goals, values, and missions that become deeply shared throughout the organization.

**Peter Senge**



# LET'S GET STARTED

Dr. Laurie Kimbrel

[lauriekimbrel@hyasearch.com](mailto:lauriekimbrel@hyasearch.com)

Mr. Prem Aithal

[premaithal@hyasearch.com](mailto:premaithal@hyasearch.com)