

Strategic Planning Workshop

March 7, 2023



IRVINGTON
UNION FREE SCHOOL DISTRICT

Part I: Opening Activities



Welcome & Introductions



NORMS – AN OFFERING

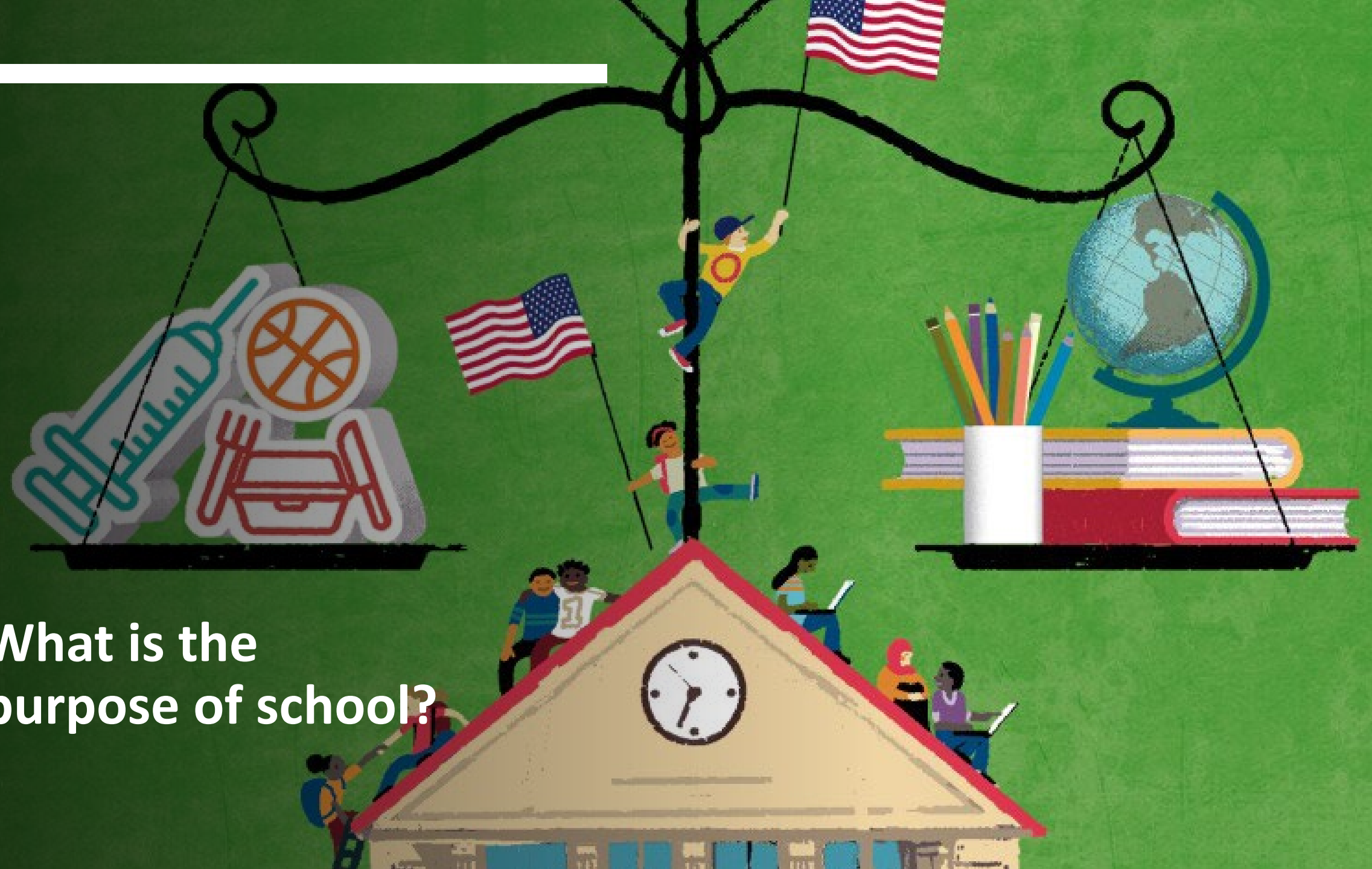


- Be here now
- Hear all voices
- Take an inquiry stance and honor the perspectives of others
- Act and make decisions for the overall good of the cooperative
- Honor agreements and own the work of the group
- Prepare for upcoming sessions to maximize our time

Workshop Outcomes:

- Develop an early understanding of Phase I data
- Identify similarities & differences between Strategic Planning data and existing district data reports
- Reach consensus regarding overall data trends: strengths & areas of growth

What is the
purpose of school?



Strategic Planning takes on new importance



If there's one lesson to take away from the pandemic, it's the importance of looking ahead. And not just "looking ahead", but "feeling ahead". By imagining together in structured ways, and creating the experience of change before it happens, rather than while it's happening, we have a hope of planning, and even affecting our future.

Filippo Cuttica

Futurist, designer, artist

Understanding the “why”...

The need for manual and physical skills, as well as basic cognitive ones, will decline, but demand for technological, social and emotional, and higher cognitive skills will grow

Governments are keen to help their citizens develop in these areas, but it is hard to devise curricula and the best learning strategies without being more precise about the skills needed. It is difficult to teach what is not well defined.

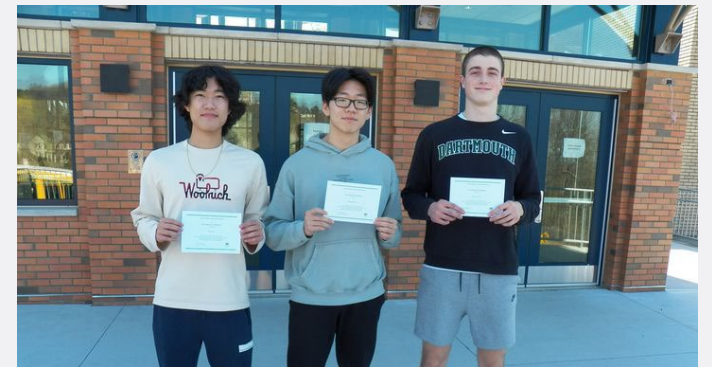
McKinsey & Company
June 2021

The McKinsey & Company logo is displayed in white serif font on a dark blue rectangular background. The text is arranged in two lines: "McKinsey" on the top line and "& Company" on the bottom line.

McKinsey
& Company



**IUFSD has the privilege of
educating the future
community, state,
national, and world
leaders**



OK... so what now?

The changing nature of work and the economy

Political division

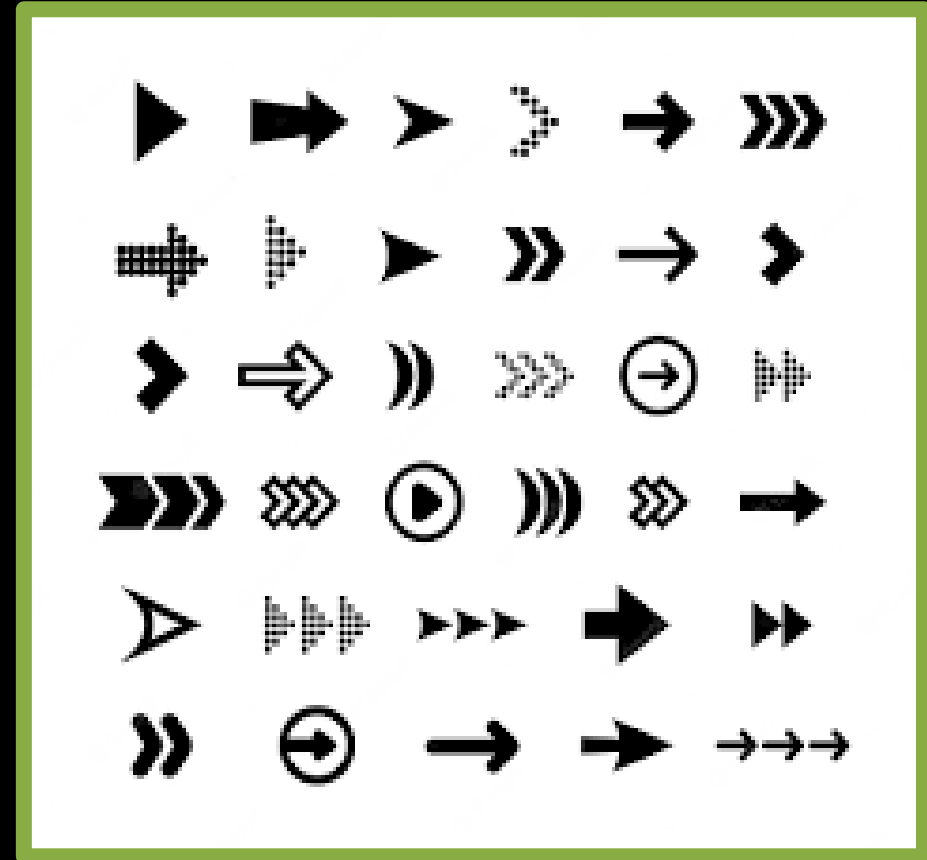
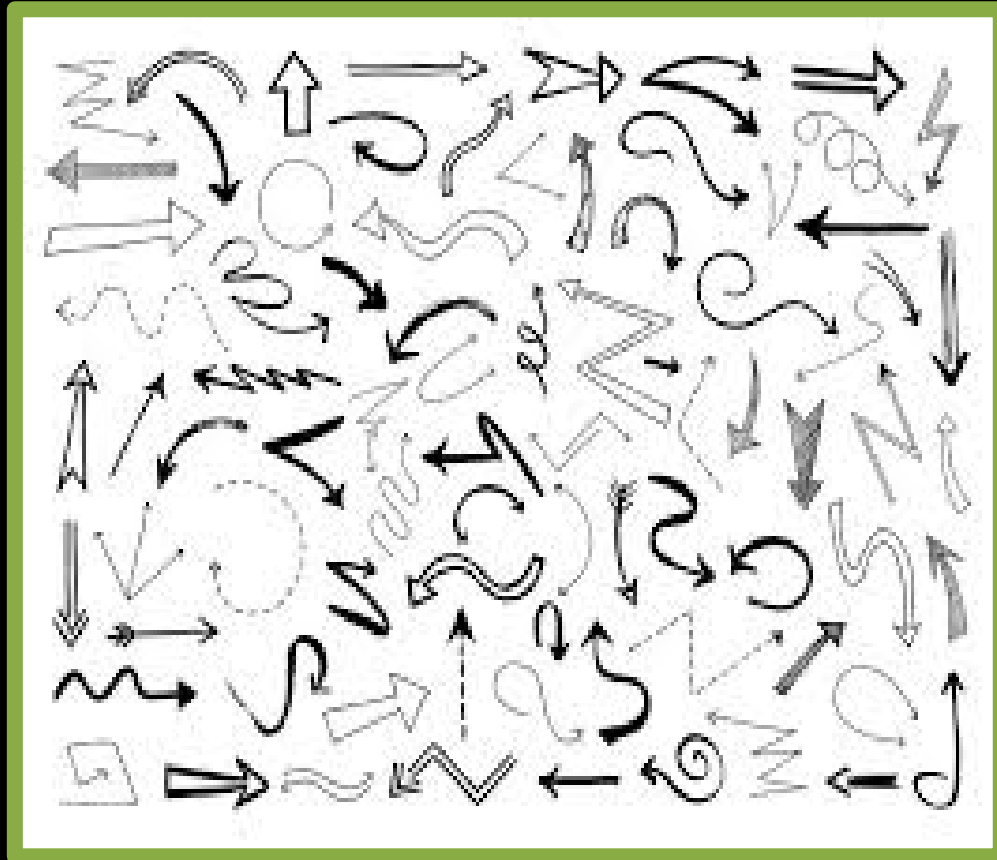
Post-covid confusion about the purpose of schools

IUFSD students as future leaders

Differences of opinion about how to measure success in schools

School Boards as a uniquely American structure charged with school governance

Shared Vision



Part II: Brief Process Review



**Building on the rich history of
success at IUFSO**

**Where are we now?
Where are we going?
How will we work together on
behalf of our students to reach
our optimal future?**

Phase I

Phase II

Phase III

Engage the Community

Focus and Plan for the Future

Implement & Evaluate Impact

Engage the community to establish the current state of reality and the shared vision for the future:

Kick of meeting to further customize the process

Individual interviews

Focus Groups

Community Survey

Review of District Performance Data

Facilitate Board or Planning Committee Sessions to develop the strategic plan, which includes:

Mission

Vision

Profile of the Graduate

Core Values

Strategic Priorities

Strategic Objectives

Facilitate Educator workgroups to develop:

Action plans that include: strategies, timelines, resources needed, responsible staff.

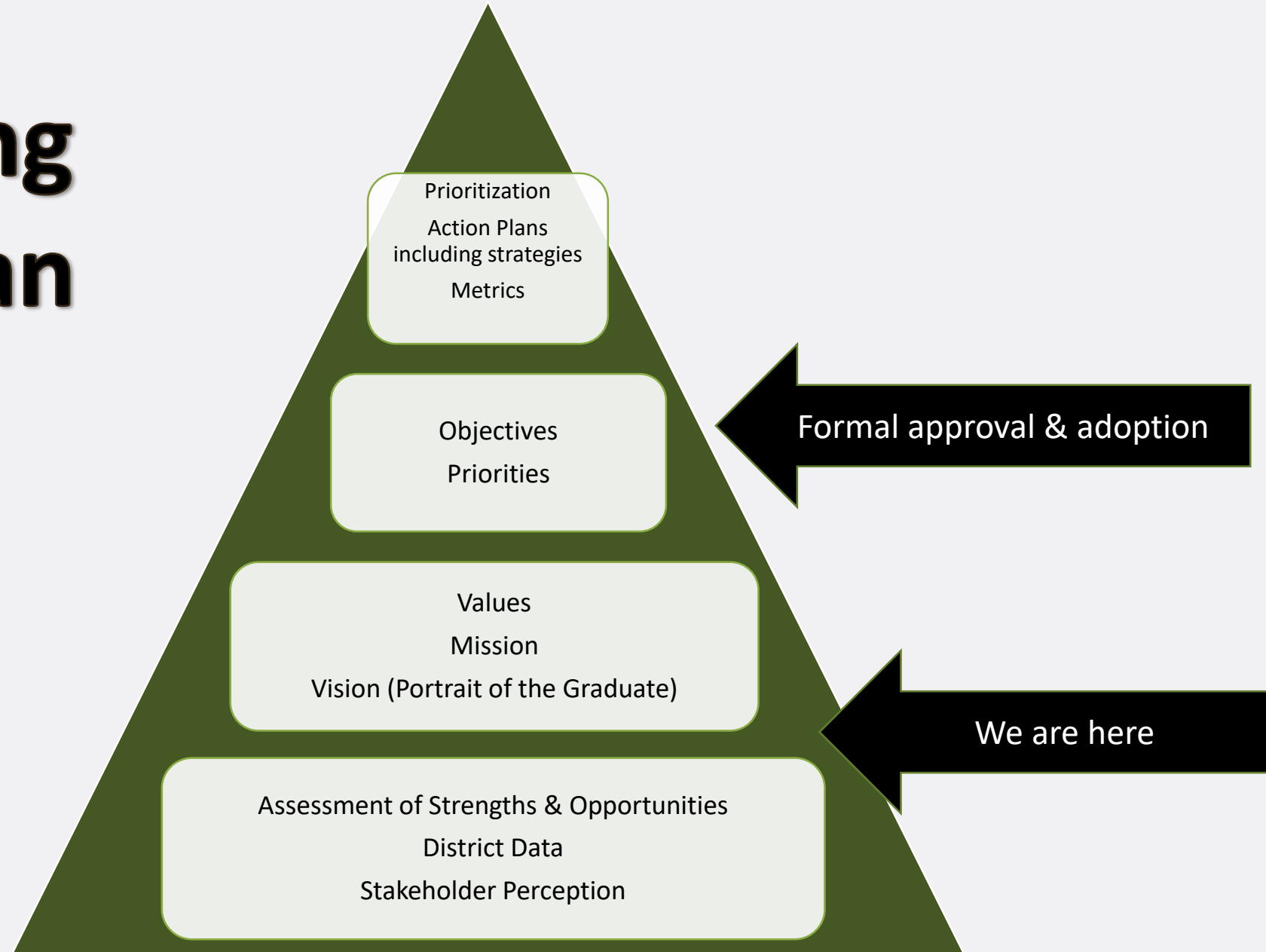
Strategic Indicators to measure progress of Strategic Plan

Strategic Dashboard to track and communicate Strategic Plan and progress



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Building the Plan



Systemic Alignment



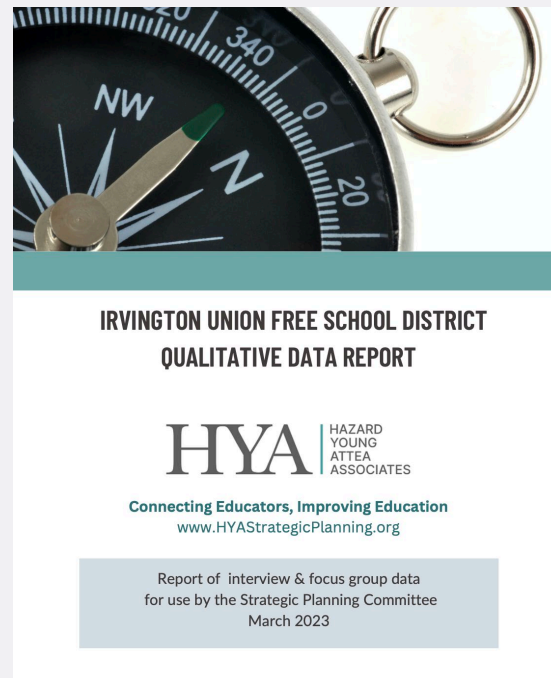
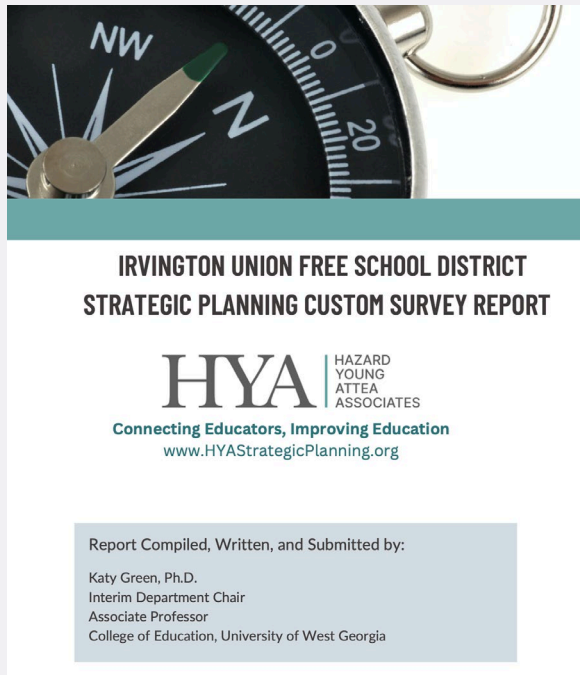
Part III: Data Workshop



Data collected specifically for Strategic Planning

1. Qualitative data: Interview & focus group report
2. Quantitative data: Survey data report

** This is an opportunity for the “first glance” at the reports with more depth to come as we work together over the next month



Why do we use protocols?



-
- Collectively construct meaning
 - Diverse backgrounds & perspectives
 - Different communication styles

Step 1 – Prediction Dialogue

I assume ...

I predict ...

I wonder ...

*My expectations are
influenced by ...*



Step 2 - Observations

I observe that ...
Some patterns/trends that I notice ...
I see that this number is _____ compared to the other numbers ...
I can count ...
I see ...



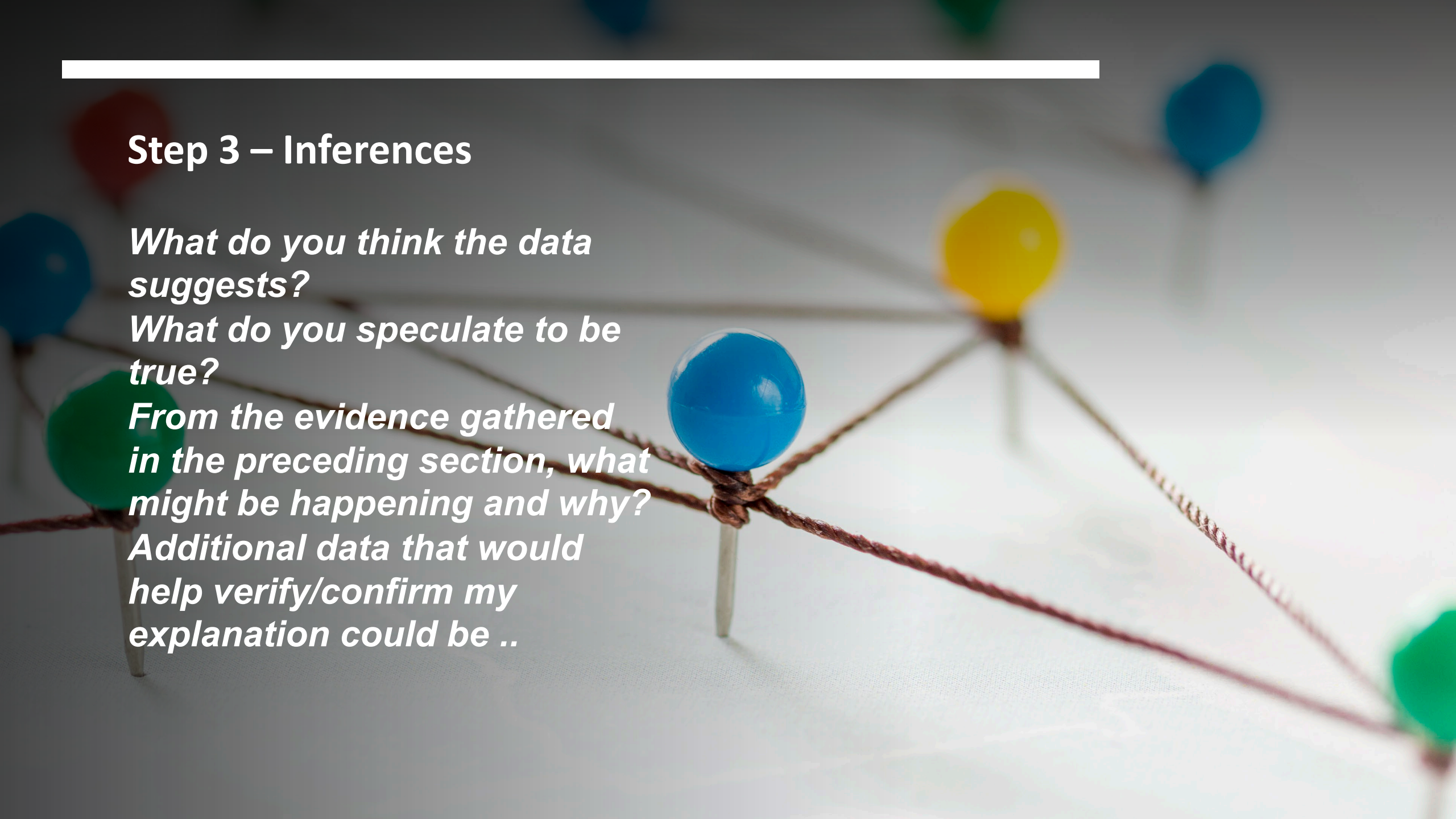
Step 3 – Inferences

What do you think the data suggests?

What do you speculate to be true?

From the evidence gathered in the preceding section, what might be happening and why?

Additional data that would help verify/confirm my explanation could be ..



Our initial analysis...



Strengths



Challenges



Questions we have
about the data

Initial Analysis...

District Strengths

- What should remain the same?
- What should remain largely the same with tweaks or improvements?
- What should be celebrated?

District Challenges

- What can we improve or address in a different way?
- What changes in the district or environment create the need for a new approach?
- What potential threats exist that we need to be aware of and perhaps prepare for?

Connecting Strategic Plan data to existing district data

Three groups:

1. Student Performance Report
2. School Quality Survey
3. DEI Root Cause Report & Current Strategic Plan elements (mission, theories of action, objectives & goals)

Your task:

1. Identify elements of the District report that support or refute the Strategic Plan data
2. Given your findings, what changes to our initial analysis should we consider?

Consensus

I can live with the decision

I will support my colleagues in implementing this decision

I will do absolutely nothing to impede the implementation of this decision



Fist

to

Five



Lack of Consensus

Consensus

Achieving Consensus

Part IV: Closing Activities



On March 15th

march 2023

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- Portrait of the Graduate (AKA Profile of the Learner, The Vision for our Students)
- Decision regarding a general vision statement
- Mission – our purpose
- Core Values – framed as theories of action in the previous plan

To prepare:

1. Read *Defining the Skills Citizens will Need for the Future World of Work* – short article from McKinsey & Company
2. Thoroughly review data reports and create your top 5-7 items for the Portrait of the Graduate.
 - What do all students need to know and be able to do as a result of their experience in IUFSD?
 - What skills or competencies will ensure that our students are ready for their future?
 - What does the data suggest? What do YOU think?



Questions? Comments?

Exit ticket:

1. What do you want me to know that didn't come up or that you didn't want to say in front of the whole group?
2. What thoughts do you have (if any) about how to ensure we hear all voices and truly have a collaborative process on March 15th?
3. Anything else?

