

Strategic Planning Workshop

April 26, 2023

7:00 – 10:00 pm



IRVINGTON
UNION FREE SCHOOL DISTRICT

Part I: Opening Activities

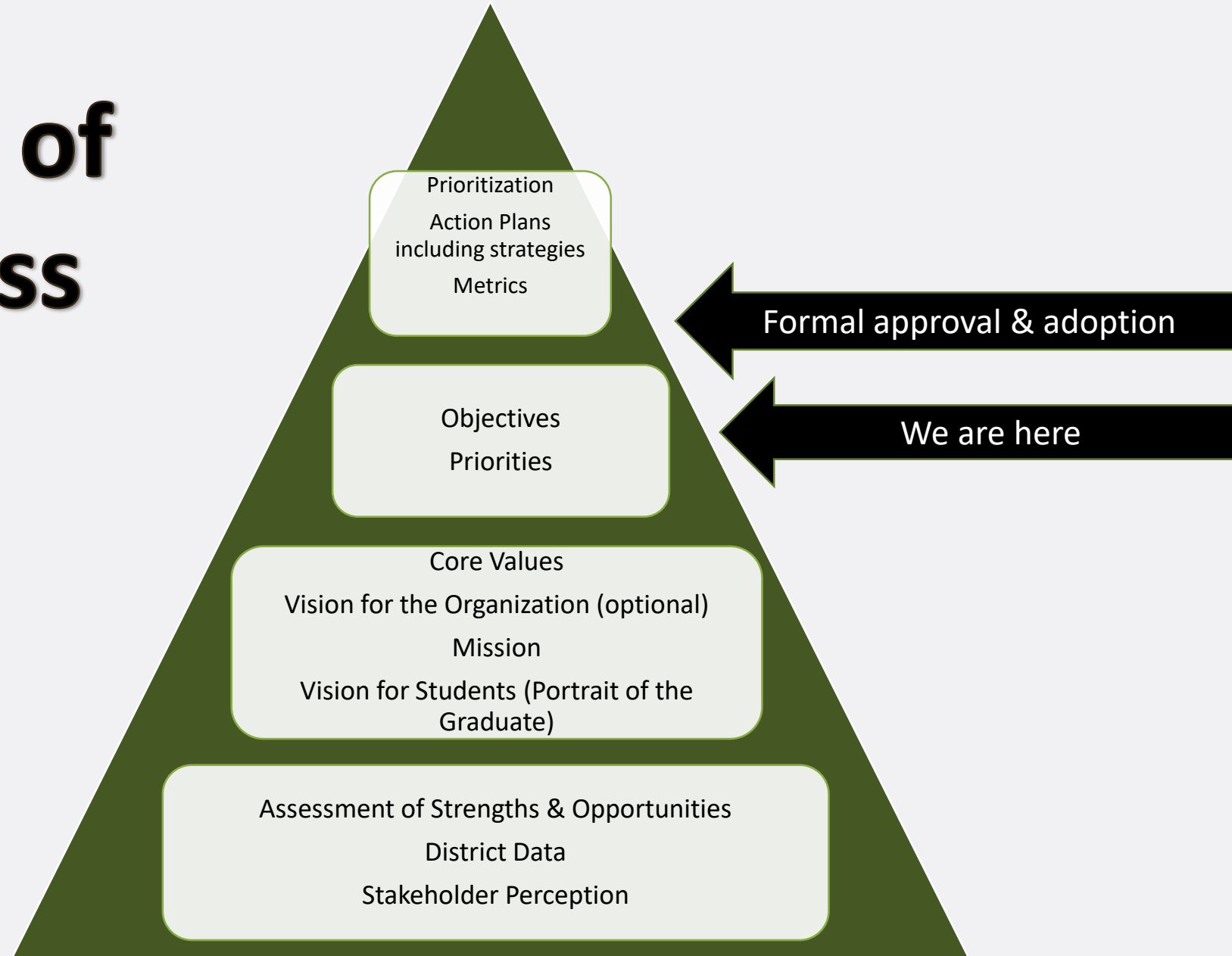


Welcome Back

Workshop Outcomes:

- Portrait of the Graduate update
- Develop draft Strategic Objectives for each Priority area
- Gather feedback regarding the mission statement

Review of Progress



Why use discussion protocols (with adults and in classrooms)?



-
- Creates a structure to ask challenging questions of each other
 - Ensures equity and parity of voice
 - Builds a space for listening and give us license to listen
 - Makes the most of limited time



Gentle

reminders

Part II: Portrait of the Graduate



Portrait of the Graduate: Subcommittee Report



Part III: Strategic Priorities & Objectives



The “What”

Priority

- General categories
- Broad and long term
- Communication tool

Objective

- What we want to accomplish
- Define the areas of focus within a priority
- May reflect current strengths or areas of growth
- Create a bridge between the Portrait of the Graduate (vision) and tangible strategies
- At the governance or directional lev
- Does not prescribe specific strategy

Strategy

- Specific and technical method by which an objective will be achieved
- Strategy development requires understanding of

An Example

Priority:
Personal Health

Objective: Decrease weight
to fall within the AMA
guidelines for my height

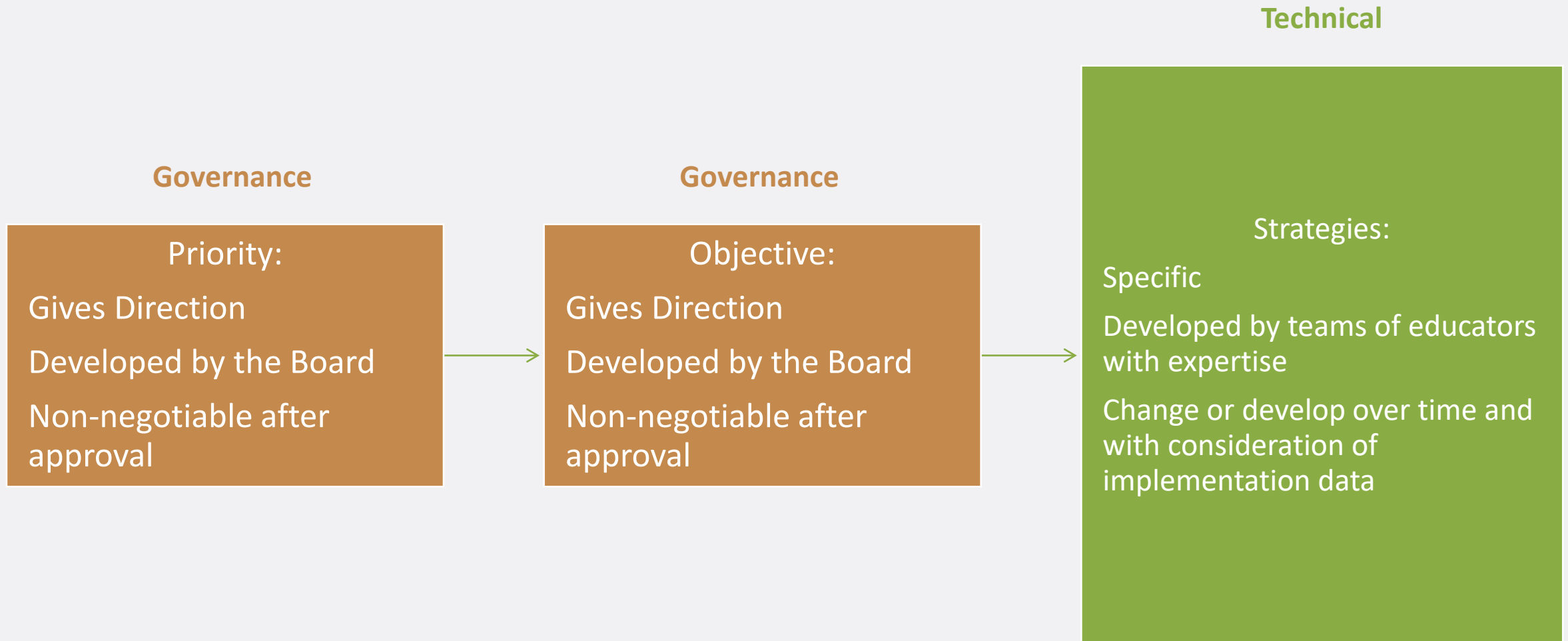
Strategies:

- Run 5 miles 3 times per week
- Eat 3 servings of vegetables per day
- Drink 8 glasses of water every day
- Limit pizza to one time per month
- Purchase a scale and weigh in every day (preview of strategic indicators)

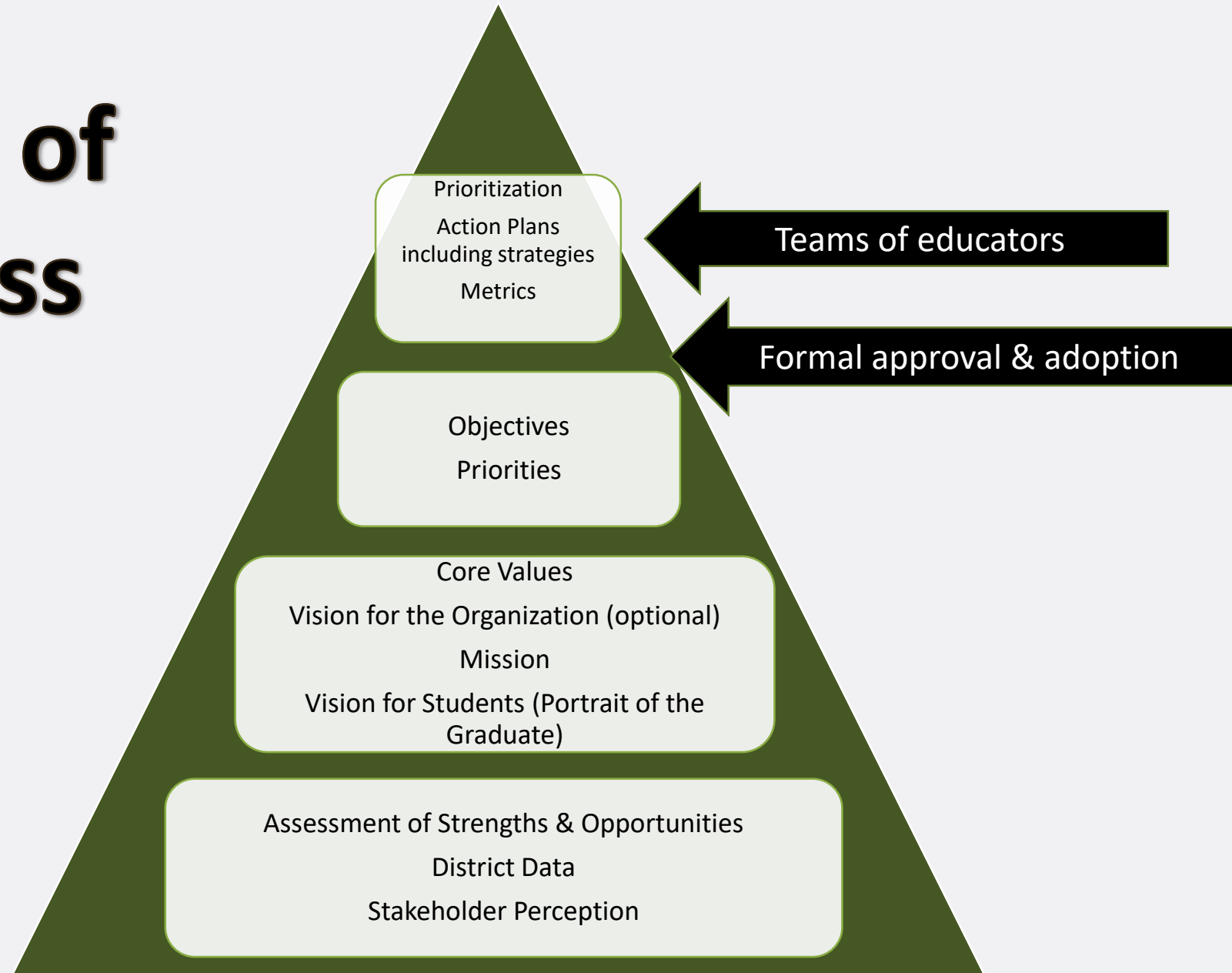
A School Example



The “Who”



Review of Progress



Our DRAFT Priority Areas

Student Success

Learning Environment

Fiscal Responsibility

Community Engagement

Priority Teams

Student Success

- Beth
- Brian
- Kris

Learning Environment

- Susan
- Jayne
- Gail

Fiscal Responsibility

- Carol
- Maura

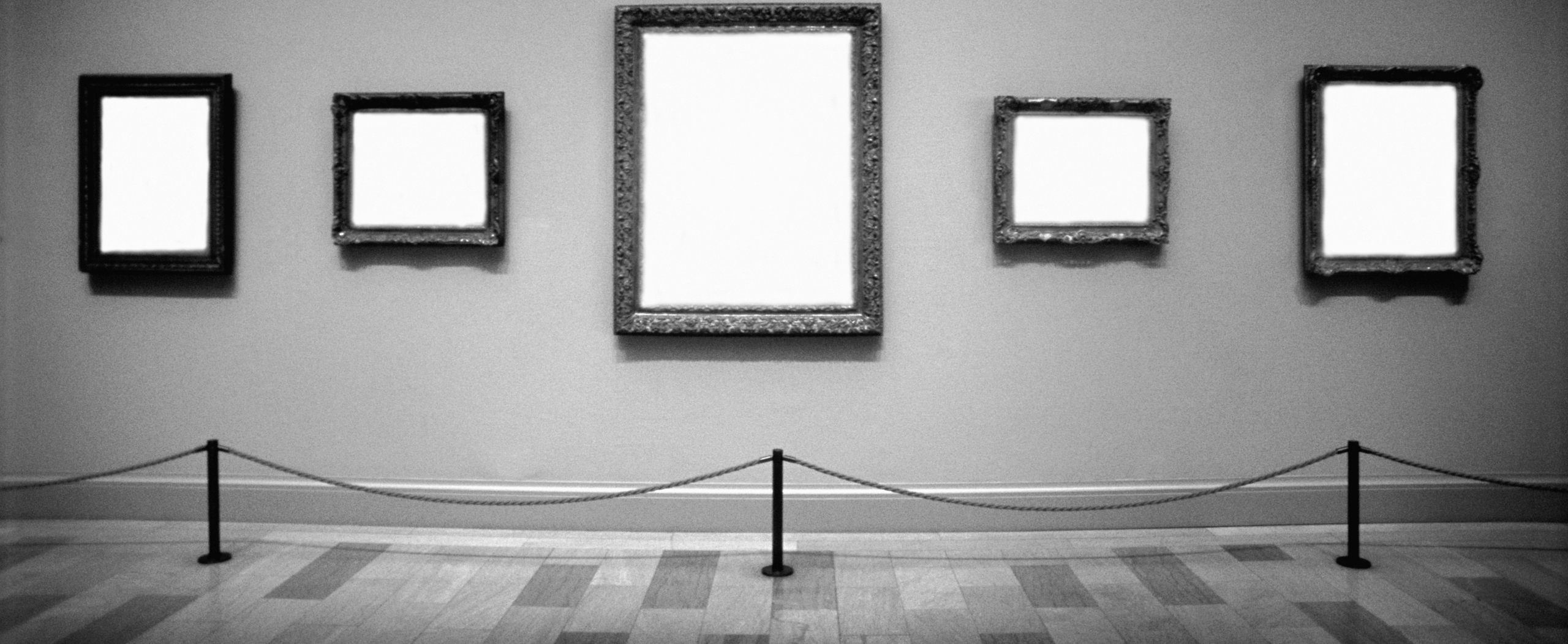
Community Engagement

- Andrea
- David

Your tasks

1. Develop draft objectives that define the areas of focus in your assigned priority area.
2. Your objectives may address an area of growth or may continue work on an area of strength (or existing area of focus).
3. Objectives should have a connection to data (strategic plan or other district data reports).
4. Most districts choose between 4-8 objectives for each priority.
5. The Portrait defines the vision of the optimal future. Consider how objectives move the district closer to realization of the Portrait.
6. Label a poster with your priority and list your draft objectives.

Peer Feedback: Gallery Walk



The Gallery Walk

Two purposes: Become familiar with the work of the other small groups, offer mid-process peer feedback.

Directions: As a team, stand in front of the poster to which you have been assigned. Bring your post it notes and a pen.

You will remain at this poster for four minutes. In that time, you will offer at least one piece of written feedback in these categories (more is better):

- I notice...
- I like...
- I wonder...

This is a silent activity. Although you are with your team, you are not discussing with your team.

When four minutes have elapsed, you will be prompted to move to the next poster and the activity repeats until all posters have been visited by all teams.

Consider the feedback

What did you learn?

Which items should be considered in your next draft?

What items are interesting but go in the “parking lot” for future consideration or consideration in another area?

What items will not be considered in the next draft?

Why?

Part IV: Mission



Mission Statement Best Practices

- A mission is a brief description of why an organization exists.
- Unlike a vision statement, a mission focuses on now
- Simple, action oriented
- Adds clarity
- If it's not actually useful to the organization, don't write one
- Avoid buzz words, general words, typical hype – “world class,” “best possible,” “21st century”

Examples:

“To inspire humanity — both in the air and on the ground.” Jet Blue

“To accelerate the world’s transition to sustainable energy.” Tesla

“To connect the world’s professionals to make them more productive and successful.” LinkedIn

“To help humanity thrive by enabling all teams to work together effortlessly.” Asana

“Build the best product, cause no unnecessary harm, use business to inspire and implement solutions to the environmental crisis.” Patagonia

Previous Plan Language: Mission

The mission of the Irvington Union Free School District is to create a challenging and supportive learning environment in which each student attains his or her highest potential for academic achievement, critical thinking and life-long learning. Our schools encourage the discovery and development of students' individual strengths, skills and talents, and foster social and civic responsibility.

Personal Reflection Questions: Mission

1. What does the current mission say about who we are, what our purpose is, whom we serve, and how we are unique?
2. Is it simple, clear, and action oriented?



**In small groups:
How can we revise our
mission to describe how we
will work towards realizing
the portrait of the graduate?**



Part V: Closing Activities



Questions?
Comments?

