

An aerial photograph of a field with rows of green and reddish-brown plants. A small tractor is visible in the upper right quadrant. A large, white, rounded rectangular oval is superimposed over the center of the image, containing the text.

**NMSBA/CES PUBLIC
SCHOOL DISTRICT
STRATEGIC PLANNING**

Agenda

Introduction

Elements and Milestones of a Sound
Strategic Plan

Review elements and milestones handout

Review templates

Superintendent Evaluation

Final tips & takeaways

**If you don't know
where you are going
any road will get you
there.**

Lewis Carroll



Plan your work and work your plan

Removing pitfalls and potholes in
reaching your goals.

Key Elements of a Strategic Plan:

- Community meeting to determine the districts highest priority needs.
- Board work session to identify vision, mission, core values, guard rails and goals.
- Superintendent and leadership team develop action plans, strategies, key performance indicators, timeline and responsible party (position).
- Board Work Session to review and provide final input on the action plans.



Community Needs Assessment



- Identify Key Stakeholders to invite to the meeting: Students, parents, certified staff, non-certified staff, administration and Board, Local and State government, community.
- Session will include:
 - Brain-storming session
 - Prioritize needs by like groups
 - Prioritize needs by stratified groups
- Final Report developed submitted to board for approval

Board Work Session

- Develop Vision, Mission, Core Values, Guard Rails and District Goals
- Vision: a written declaration clarifying your organizations meaning and purpose for stakeholders. Describes what you aim to achieve. Comprised of 3 parts: what you do, how you do it and why you do it.
- Mission: Describes the purpose of your organization's existence. A mission statement details where the organization aspires to go.
- Core Values: A collection of the most important beliefs and ingrained principles the guide the organizations actions.
- Guard Rails: Define boundaries and help guide the decision-making process.

Board Work Session Cont'd.

- Develop 3-5 SMART Goals for the district
 - Goals will be:
 - Specific –The goal is well defined, clear, and unambiguous
 - Measurable – You can use data to determine if you've met the goal
 - Achievable – The goal is realistic and possible to complete within the time frame. You have the right skills and resources to achieve it.
 - Relevant – The goal aligns with your values, long-term goals, and objectives. It may also matter to your team or organization.
 - Time bound – The goal has an appropriate deadline.

Guard RAILS

- Need to take care in ensuring that one differentiates between directives and Guardrails.
 - A directive tells people what to do and leaves only one or two options.
 - A Guardrail tells people what not to do and leaves many options while removing one or two
- Guardrails describe what is unacceptable or “non-negotiable” on the journey toward the desired goals (represent the values that must be honored on the way to meeting goals)
- Examples of Guardrails:
 - Do not make significant decisions without first engaging with stakeholders
 - Do not allow teachers or principals in the bottom two quartiles of performance to serve in low-performing campuses.

Guard Rails Continued

- Do not allow inequitable treatment of students.
- Enroll fewer students in our low-performing campuses.
- Guardrails are given and written in a way to allow the board to protect the values of the community while allowing maximum freedom for educators to serve the needs of students.



REPORTING/Accountability

- Reporting Template
 - Have reporting by Leadership team to Superintendent
 - Reporting by Superintendent to the board
 - Monthly reporting to Superintendent
 - Quarterly reporting to the Board
 - Semi-Annual reporting to the community



Panel Discussion Moriarty Edgewood Board of Education

Overview of MESD Planning process

Q&A



THANK YOU FOR ATTENDING THE STRATEGIC PLANNING SESSION!!!



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