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Strategic **P**lanning **A**ction & **R**e-envision **C**ommittee

WSSD Strategic Plan Community Feedback:

- **COMMUNITY SURVEY**

  - _will be sent out on_ **Monday, December 12**

  - _will run from_ **December 12 to December 23**

  - _will help to refine our Vision-for-Impact_

  - _will highlight how to get involved in Strategic Planning_

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WSSD Strategic Plan Community Feedback:

- *BUILDING VISION-FOR-IMPACT*

  ○ *Thursday, January 5, 2023: 7:00 pm-9:00 pm*

  in SHMS Library

  &

  ○ *Monday, January 9, 2023: 9:00 am-11:00 am*

  in B-226

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WSSD Strategic Plan Community Feedback:

- *ACTUALIZING PATHWAYS*

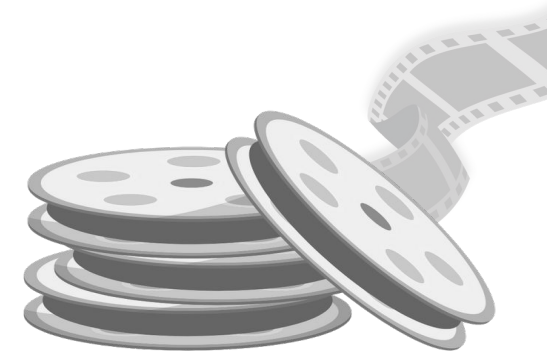 - *Saturday, March 11, 2023: 9:00 am-11:00 am*

    in SHMS Library

    &

  - *Thursday, March 16, 2023: 1:00 pm-3:00 pm*

    Virtual Meeting

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Audits Crosswalk

Focus Areas 2022-2023

- **Focus Area: Teaching, Learning & Innovation**
  - Clearly defined Learning Goals
  - Common Formative and Summative assessments
  - Data-informed practices
  - Strategic Planning/Learning Journeys & Innovation
- **Focus Area: Equity, Inclusion and Belonging**
  - To eliminate the historical and systemic practices, programs, protocols and policies that continue to marginalize underrepresented groups
  - To strengthen developmental experiences, skills and mindsets for all students to foster a sense of agency and integrated identities.
- **Focus Area: Culture, Community and Communications**
  - Community forums and town halls
  - Building & Departmental websites
  - Parents/Guardians community participation and engagement
- **Focus Area: Operations & Finance**
  - Safety & Security
  - Athletic facilities/fields/ restrooms/learning spaces/sustainability
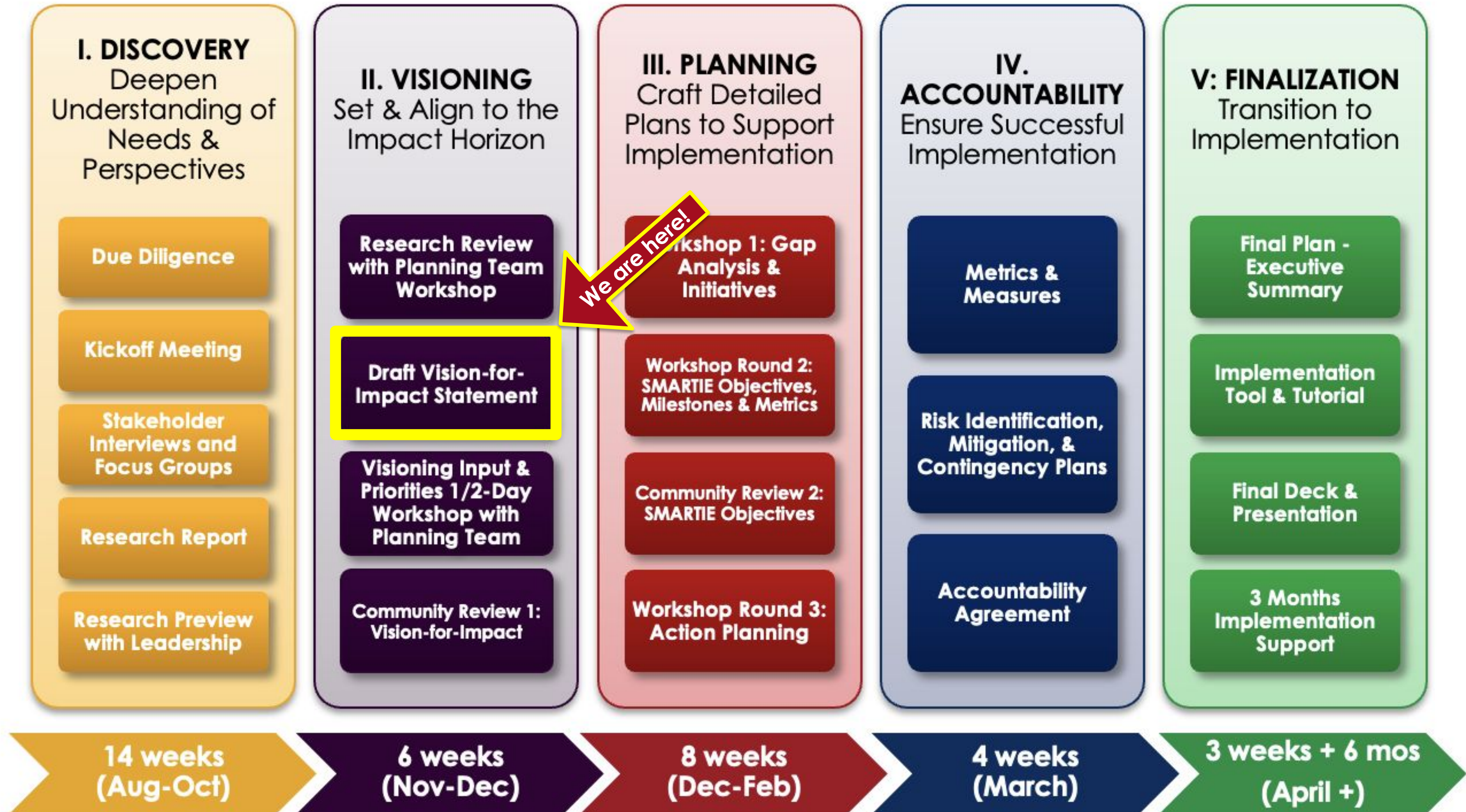 - Cost benefit analysis prioritizing needs /performance-based practices

Wallingford-Swarthmore School District Strategic Plan

| **Project Purpose** | To develop agreement on and alignment to a shared **10-year vision for impact**, set key **three-year planning initiatives, goals, and an implementation roadmap** for Wallingford-Swarthmore School District. |

Discovery + **Visioning** + **Detailed Planning** + **Accountability** = **Finalization & Implementation**

BLOOM
ASPIRE | GROW | ACHIEVE

Project Structure & Activities

I. DISCOVERY
Deepen Understanding of Needs & Perspectives

- Due Diligence
- Kickoff Meeting
- Stakeholder Interviews and Focus Groups
- Research Report
- Research Preview with Leadership

II. VISIONING
Set & Align to the Impact Horizon

- Research Review with Planning Team Workshop
- Draft Vision-for-Impact Statement
- Visioning Input & Priorities 1/2-Day Workshop with Planning Team
- Community Review 1: Vision-for-Impact

III. PLANNING
Craft Detailed Plans to Support Implementation

We are here!

- Workshop 1: Gap Analysis & Initiatives
- Workshop Round 2: SMARTIE Objectives, Milestones & Metrics
- Community Review 2: SMARTIE Objectives
- Workshop Round 3: Action Planning

IV. ACCOUNTABILITY
Ensure Successful Implementation

- Metrics & Measures
- Risk Identification, Mitigation, & Contingency Plans
- Accountability Agreement

V: FINALIZATION
Transition to Implementation

- Final Plan - Executive Summary
- Implementation Tool & Tutorial
- Final Deck & Presentation
- 3 Months Implementation Support

| 14 weeks (Aug-Oct) | 6 weeks (Nov-Dec) | 8 weeks (Dec-Feb) | 4 weeks (March) | 3 weeks + 6 mos (April +) |

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Participant Roles

Full Planning Team
- All Members of the WSSD Administrative Team
- Four WSSD Board members
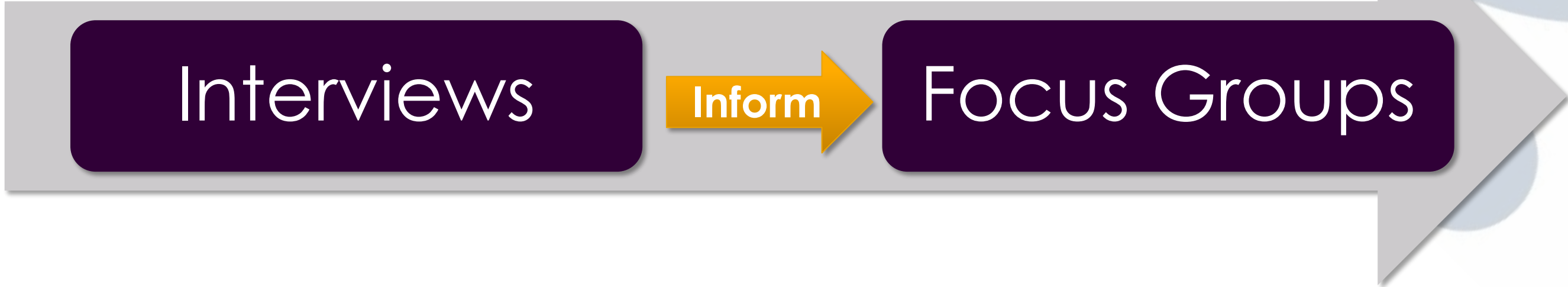 - Participation in workshops & detailed planning

Core Leadership Team
- Superintendent's Office; Office of Teaching, Learning, and Innovation; Office of Student Services; Office of Communications
  - Sounding board for Bloom team
  - Occasional ad hoc meetings

Project Lead/Liaison
- (Bi)Weekly project check-ins w/ Bloom
- Dr. James Conley

BLOOM
ASPIRE | GROW | ACHIEVE

Phase I – Discovery

I. DISCOVERY
Deepen Understanding of Needs & Perspectives

- Due Diligence
- Kickoff Meeting
- Stakeholder Interviews and Focus Groups
- Research Report
- Research Preview with Leadership

Interviews **Inform** → Focus Groups

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ASPIRE | GROW | ACHIEVE

Participant Roles – Phase II

Task	WSSD Engagement
Research Review Workshop	• Entire planning team participates in 3-hour session
Vision-for-Impact Statement Drafting	• **Adjustment:** Community is surveyed. • **Adjustment:** Expanded planning team drafts statement (Bloom provides tutorial)
Analyze Visioning Input & Strategizing Next Steps	• **Adjustment**: Planning team is reconstituted to included additional voices • **Adjustment:** Entire planning team participates in analysis and strategy building • Core leadership finalizes vision-for-impact and statements of intent
Finalizing Vision-for-Impact	• Leadership collaborates with Bloom on the facilitation of session • **Adjustment:** WSSD promotes sharing of vision-for-impact session and opportunities to actualize pathways

II. VISIONING
Set & Align to the Impact Horizon

Research Review with Planning Team Workshop

Draft Vision-for-Impact Statement

Visioning Input & Priorities 1/2-Day Workshop with Planning Team

Community Review 1: Vision-for-Impact

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Participant Roles – Phase III

Task	WSSD Engagement
Workshop 1: Gap Analysis & Initiatives	• Leadership supports assignments to small-group, pathway-specific work teams • Full planning team attends 2.5-hour workshop • Leadership reviews outputs and makes decisions about final strategic initiatives
Workshop Round 2: SMARTIE Objectives, Milestones & Metrics	• Planning team members join planning pathways workshops @ 3 hours each • 1-2 hours of virtual homework
Community Review 2: SMARTIE Objectives	• Leadership collaborates with Bloom on the facilitation of session • WSSD promotes community review session
Workshop Round 3: Action Planning	• Planning team members join planning pathways workshops @ 2.5 hours each • Up to 3 hours of virtual homework • Leadership reviews and finalizes action plans

III. PLANNING
Craft Detailed Plans to Support Implementation

Workshop 1: Gap Analysis & Initiatives

Workshop Round 2: SMARTIE Objectives, Milestones & Metrics

Community Review 2: SMARTIE Objectives

Workshop Round 3: Action Planning

ASPIRE | GROW | ACHIEVE

Participant Roles – Phase IV

Task	WSSD Engagement
Metrics & Measures Dashboard	• Leadership participates in 45-min meeting
Risk Identification, Mitigation & Contingency Plans	• Leadership participates in 90-min meeting
Accountability Agreement	• Leadership participates in 60-min meeting

IV. ACCOUNTABILITY
Ensure Successful Implementation

Metrics & Measures

Risk Identification, Mitigation, & Contingency Plans

Accountability Agreement

BLOOM
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Participant Roles – Phase V

Task	WSSD Engagement
Final Plan – Executive Summary	• Leadership reviews draft
Implementation Tool & Tutorial	• Accountability manager gets trained on tool
Final Deck & Presentation	• Leadership collaborates with Bloom on final presentation • All welcome to attend
Implementation Support	• Leadership/accountability manager engages with Bloom liaison

V: FINALIZATION
Transition to Implementation

- Final Plan - Executive Summary
- Implementation Tool & Tutorial
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- 3 Months Implementation Support

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