

STRATEGIC PLANNING

*A key to the ongoing effectiveness
of any organization
is its ability to renew itself –
to seek and find better ways
of fulfilling its mission
and responding to change.
(DuFour, 1992)*

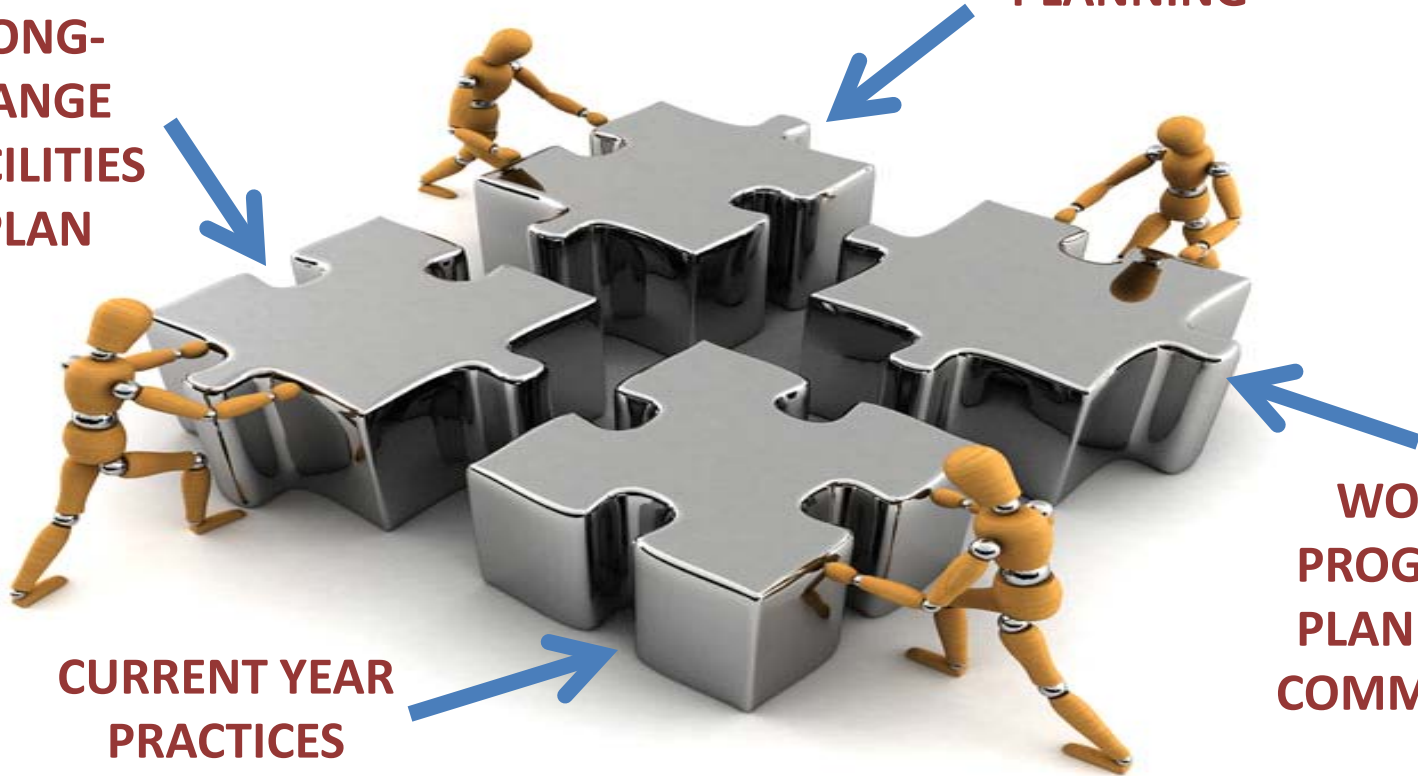
CONTEXT

- ✓ *Frame both our current work and our multi-year work plan so that we*
 - bring clarity to district focus
 - build capacity to accomplish the work
 - provide coherence in district/campus action
 - establish constancy to stay the course.

Adapted from Paul Houston, American Association of School Administrators

**LONG-
RANGE
FACILITIES
PLAN**

**STRATEGIC
PLANNING**



**CURRENT YEAR
PRACTICES**

**WOLFE
PROGRAM
PLANNING
COMMITTEE**

INTEGRATED APPROACH to DISTRICT PLANNING

Summary: Projected Process and Time Line

2010	
January 27 Board Meeting	<ul style="list-style-type: none"> Discuss and consider strategic planning process and consultation with Cambridge Strategic Services
TBA	<ul style="list-style-type: none"> Provide information sessions
February	<ul style="list-style-type: none"> Prepare for Planning
February	<ul style="list-style-type: none"> Phase 1: Build Strategic Team a team of approximately 30 individuals participate in the first phase. The planning team includes some Board of Trustee members, the Superintendent, teachers, campus and central office administrators, students, community and business representatives.
February or March	<ul style="list-style-type: none"> Conduct First Planning Session with strategic team (3-days) develop Beliefs, Mission, Strategic Parameters, Objectives, Strategies
March Board Meeting	<ul style="list-style-type: none"> Communicate the Draft Plan
March/April to May/June	<ul style="list-style-type: none"> Build Action Teams Develop Action Plans <p style="text-align: right;">} 3- 4 months</p> <p>five action teams of about 25 – 30 people each will spend about three to four months developing draft action plans</p>
September/October	<ul style="list-style-type: none"> Conduct Second Planning Session (2-days) strategic planning team reviews each of the five action plans
October	<ul style="list-style-type: none"> Prepare Implementation Schedule (with supporting resource plan/multi-year plan)
October/November	<ul style="list-style-type: none"> Obtain Board Approval of plan



INTEGRATED APPROACH to DISTRICT PLANNING

- ❖ Maximizing and supporting direct, inclusive community involvement and dialogue
- ❖ Utilizing resources efficiently and effectively
- ❖ Identifying the desired state for EC-20⁺ learning
 - Learner-centric
 - Flexible and Sustainable
 - Future – oriented
- ❖ Maximizing performance of individuals and the district as a whole
- ❖ Graduating highly - qualified/fully-competent Katy ISD students able *to create their future*

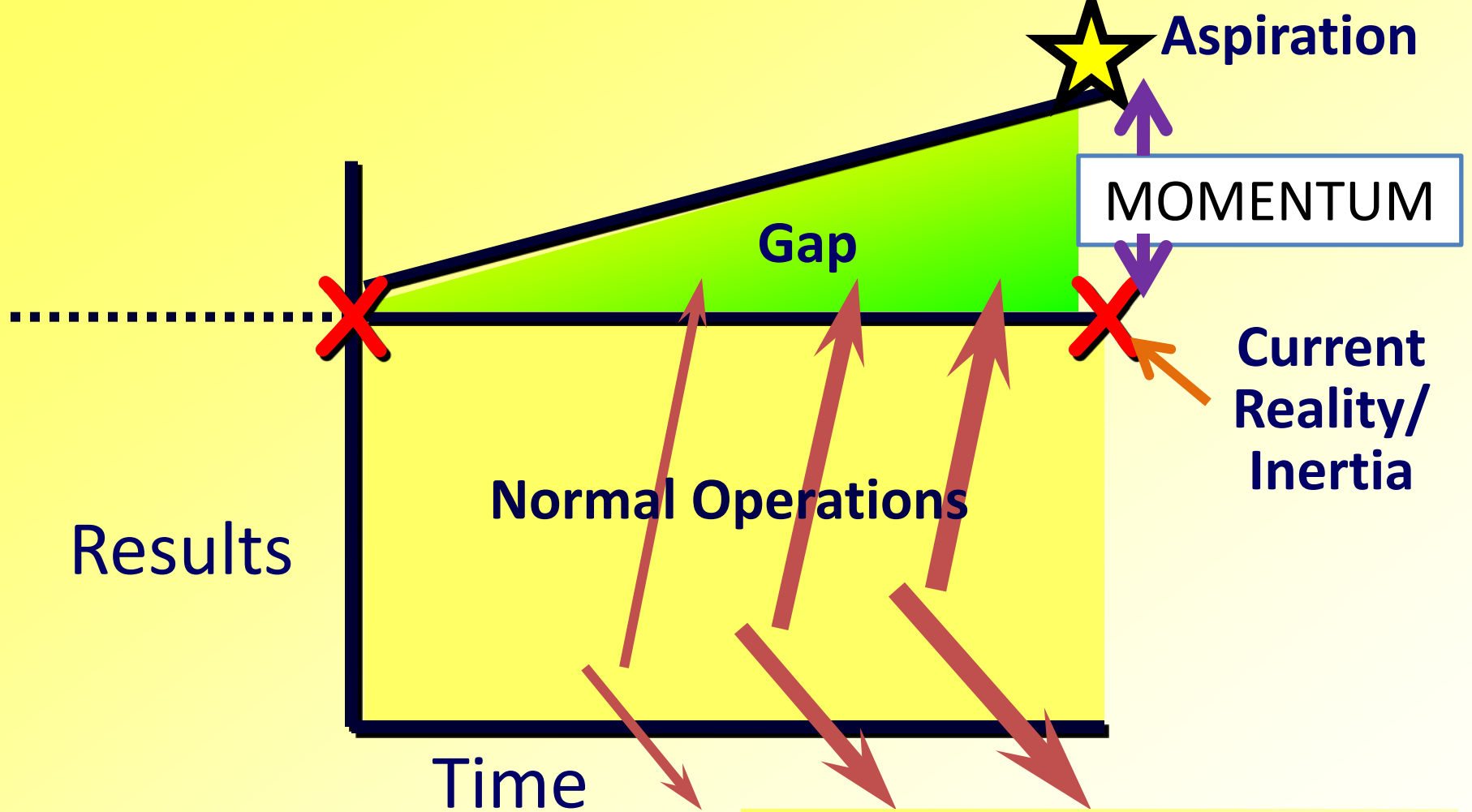
Aligned Acts of Improvement

Multi - Year
Strategic Plan

STRATEGIES

Alignment of
Resources,
Staff, Curriculum,
Programs and
Assessments
Support Models/
Mechanisms

KATY
Independent School District

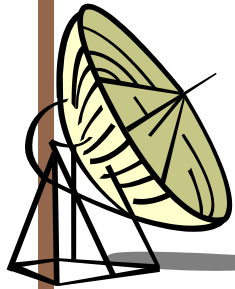


Strategic Abandonment

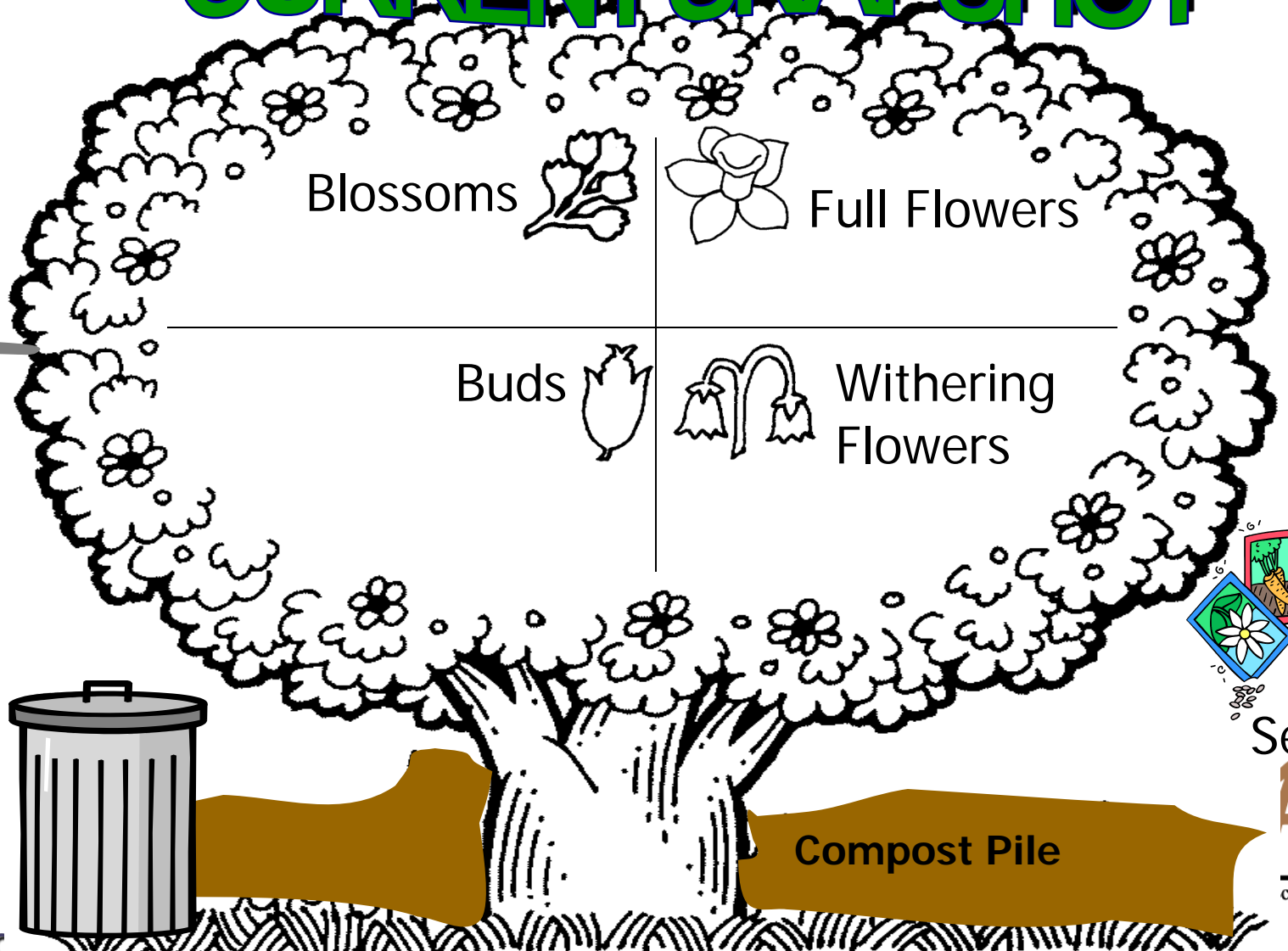
- ✓ Relevance
- ✓ Redundancy
- ✓ Return on Investment

ORGANIZATIONAL LEARNING:
DETECTING & GARDENING MULTIPLE CHANGE INITIATIVES

CURRENT SNAPSHOT



A Giant
Radar
Screen



Compost Pile

Seeds



Strategic Planning...

...the means by which
human organizations
continuously create themselves
to serve extraordinary purpose

We believe that...

- Each individual is inherently unique with immeasurable value.
- Each individual has the ability to learn and to excel.
- Learning has no limits.
- Working together fosters individual enrichment and community connectivity.
- Healthy relationships are a fundamental human need, vital to family and community connections.
- A community's actions reveal its character.

We believe that...

- Democracy requires responsibility.
- Diversity strengthens community.
- Open-mindedness is key to exploration and to removing barriers.
- Change is universal and offers both challenge and opportunity.
- Perseverance leads to growth.
- Passion propels the discovery of unlimited possibilities.

Mission

A declaration of

- the **unique identity** to which your organization aspires
- its **specific purpose (student results)**
- the **critical means** by which it will achieve its purpose

Mission

**Katy Independent School District,
the leader in educational excellence,
together with family and community,
provides unparalleled learning experiences
designed to prepare and inspire each student
to live an honorable, fulfilling life--
*to create the future.***



Strategic Objectives

- ✓ Each student will attain academic success achieving personalized, unique learning goals.
- ✓ Each student will be equipped to thrive in a rapidly changing world.
- ✓ Each student will explore enriching experiences through the pursuit of self-directed learning.
- ✓ Each student will engage in growth experiences that develop a passion for lifelong learning.
- ✓ Each student will learn, value and demonstrate individual responsibility within any community.
- ✓ Each student will value the importance of the learning process.

Strategies

- We commit to develop educational processes that foster individual and unique learning through innovative approaches that respond to changing needs.
- We commit to support teachers in their pursuit of individual student achievement.
- We commit to partner with family and community to model healthy relationships, build good character, and create a culture of honor.
- We commit to collaborate globally with business/industry and post secondary institutions to create and deliver innovative learning experiences.
- We commit to establish and utilize processes and protocols for systemic follow-through through reflective practice.
- We commit to develop and utilize a process that engages the support systems in the design and execution of the strategic objectives.

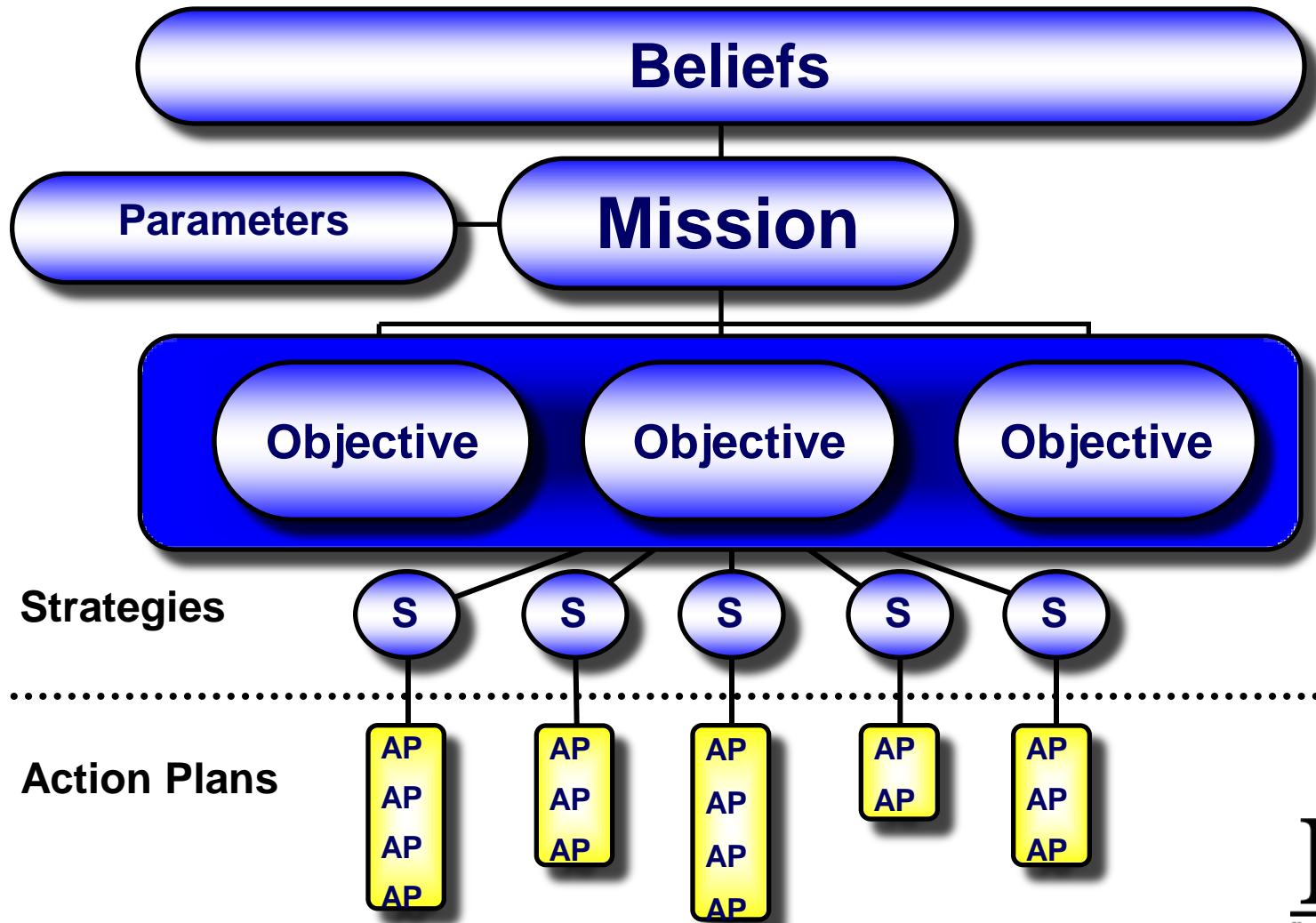
Parameters

Boundaries within which the organization will accomplish its mission; **self-imposed limitations.**

Parameters

- ✓ ***We will base all decisions on what is best for each student.***
- ✓ ***We will treat all people with dignity and respect.***
- ✓ ***We will model and expect strength of character.***
- ✓ ***We will focus all our resources on accomplishing our mission.***
- ✓ ***We will follow through on our commitments.***
- ✓ ***We will not compromise excellence.***
- ✓ ***We will stand firm in our beliefs and demand respect for each student, each employee, each community member, and the school system.***

Strategic Plan



Strategic Planning...

**...the means by which
human organizations
continuously create themselves
to serve extraordinary purpose**



*“The future belongs to those
who create it, not to those who
merely inherit it.”*

William J. Cook, Jr., Ph.D.
Founder and President
Cambridge Strategic Services



5/17/2010

SCHOOL FACILITY REFERENDUM PLANNING TASK FORCE