

# Developing and Maintaining the School Strategic Plan

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# Goals

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*What is a Strategic Plan*

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*Why is the Strategic Plan Important*

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*Strategies for Developing the Strategic Plan*

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*Timeline*

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*Quality Strategic Plan Requirements*

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*Required Structure of Strategic Plan*

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*Example Strategic Plan*

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*Maintaining the Strategic Plan*

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*Post Onsite Visit*

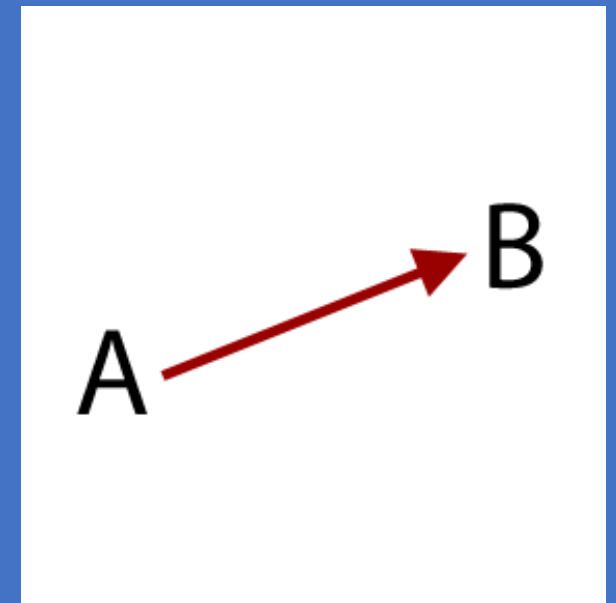
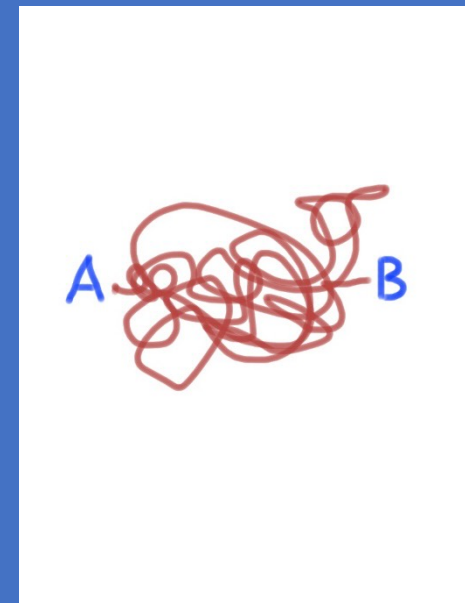
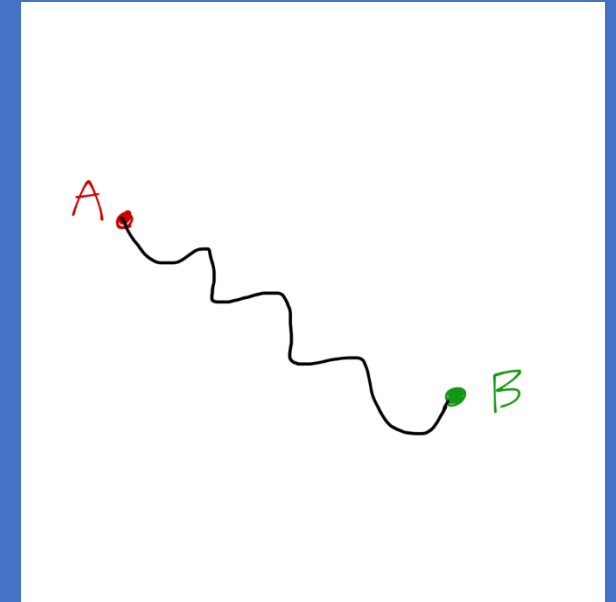
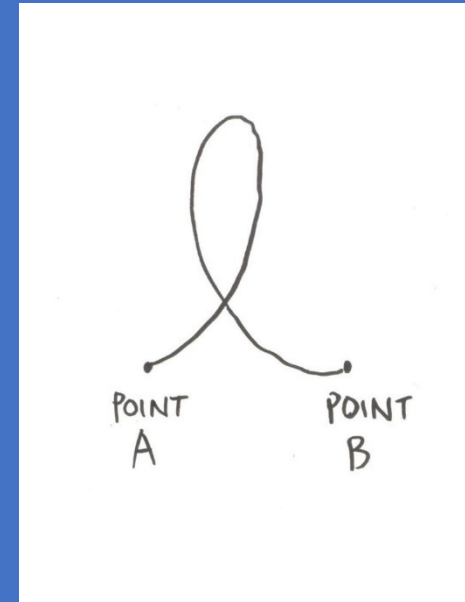
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# Disclaimer

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Every school's governance, environment, and community functions differently.

Be mindful that there are multiple routes from "HERE" to "THERE" – keep *your* **mission, students** and **stakeholders** in sight at all times when considering the ideas presented in these slides.



# What is the School Strategic Plan and Why it is Essential

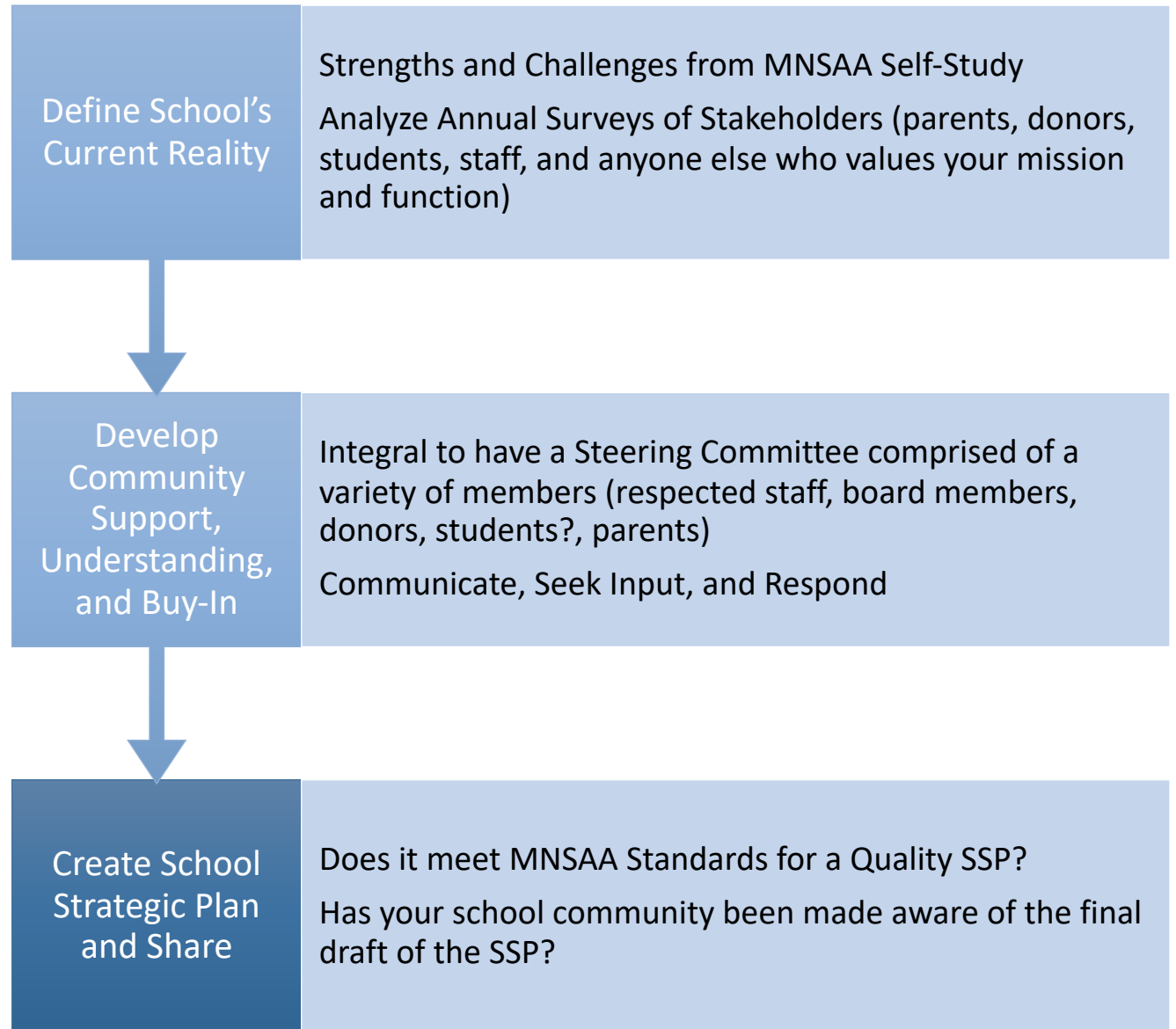
A visionary roadmap of objectives, strategies and action steps that takes your school from 'now' to 'future'

Where your school wants to be and how you are going to get there



To avert the feeling of chaos in our work as administrators / teacher leaders and provide a plan to make our school's future bright(er) for the kids we get to serve.

# Process for Development

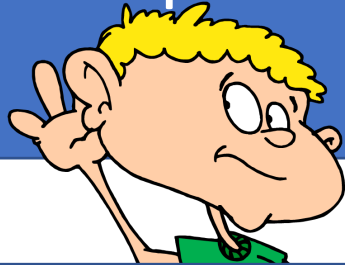


# Suggested Timeline for SSP Development



Analyze Strengths / Challenges from Self-Study and Stakeholder Surveys

**Fall  
2021**



Share Strengths and Challenges with Stakeholders and accept feedback for consideration.  
Consider: Listening Sessions, Meetings, Video Presentations, Etc. to share.

**November  
2021**



Utilize Steering Committee to draft objectives and action steps that are student driven, reflect school's current reality, and reasonableness considering human resources and available means.

**December  
2021**



Complete final editing and begin promoting final draft to stakeholders (parents, committees, donors, appropriate public entities, website parishes / congregation etc.)

**January  
2022**



Invite your Onsite Visiting Team in to validate your Self-Study and your School Strategic Plan.

Use your Team Chair!

**Spring  
2022**

# A Quality SSP Is:

## Valid

- Does SSP reflect current reality of school?
- Seek outsiders (principal's, community members) to check your tunnel vision.

## Connected

- Are the challenges in your self-study addressed?
- Review, review, and re-review your self-study; highlighter investment.

## Supported

- Do all those that care for and support your school know the initiatives within the SSP?
- Think about who your school will need to accomplish the goals within SSP.

## Visionary

- Does your SSP take you into the future?
- Avoid the to-do list.

## Reasonable

- Are you and your team able to accomplish the goals in the SSP
- Challenge yourself, but don't set up for failure.

## Focused

- Are students at the heart of improvement?
- Ask, "Will this objective benefit the kids I get to serve everyday?"

# Required Components of SSP

## Objectives

“End Result”

- Far reaching statement of where you want to be as a school.
- Can this *really* ever be attained?
- Does this objective require numerous accomplishments to be attained?

## Strategies

“The Recipe”

- Concise statement that works to accomplish the objective.
- Start with a verb!
- Requires defined action steps to come to fruition.

## Action Steps

“The Ingredients”

- Indicate who is doing what and when to reach the strategy
- The finite roadmap for the Objective.
- Steps are chronological and sequential

## Example of SSP



## ASSOCIATION STRATEGIC PLAN

(OBJECTIVE 1) **St. Joseph's School will meet the academic needs of each student.**

(STRATEGY 1) **Develop a vertically aligned curriculum Pre-K through 8<sup>th</sup> grade.**

	Timeline	Responsibility	Progress Report
<b>(Action Step 1)</b> Form a Curriculum Committee comprised of teachers representing various grade levels.	Spring 2014	Principal	<i>Teacher committees have been established and are actively working to develop an updated and standards aligned curriculum.</i>
<b>(Action Step 2)</b> Create a curriculum mapping template to be used for all subject areas.	Spring/Summer 2014	Curriculum Committee	<i>A curriculum driving committee has been established by administration and teachers. This committee developed a web-based template that allows teachers to input information throughout the academic year. This will allow ease in communication to stakeholders as well as maintaining the ability to adjust when necessary.</i>
<b>(Action Step 3)</b> Collect curriculum map data utilizing the template designed in action step 2. <ul style="list-style-type: none"> <li>Language Arts (14-15)</li> <li>Science (15-16)</li> <li>Specials (P.E., Music, Art, Technology)</li> <li>Social Studies (16-17)</li> <li>Math (17-18)</li> </ul>	Years are noted in parentheses of action step 3	Curriculum Committee	<i>Timeline per content area has been adjusted to accommodate St. Joseph's School's specific need and text cycle reality. Faculty teams are working to update and align the English Language Arts Curriculum during the 2014-2015 academic year, including ensuring assessments are appropriately providing documentation for student progress. Specialist classes (Art, Physical Education, Music and Technology) are being aligned by those PLC teacher teams over the next two academic years. Religion will be addressed on a Diocesan level over the next 2 years.</i>
<b>(Action Step 4)</b> Analyze and align curriculum to ensure written curriculum is expressly reflective and tied to state standards. <ul style="list-style-type: none"> <li>Language Arts (14-15)</li> <li>Science (15-16)</li> <li>Specials (P.E., Music, Art, Technology)</li> <li>Social Studies (16-17)</li> </ul>	Summer of year noted	Curriculum Committee	

# Maintaining School Strategic Plan

## Structured Maintenance

Annual Progress Report  
(completed in June and submitted to  
MNSAA APR Review Team)

Living Document to meet  
unexpected realities of school

## Intrinsic Value

Road map for leadership (bigger  
than one person or position)

Directs resources to an agreed  
upon plan and purpose that will  
support students

Stability for inundation of ideas  
presented to leadership of school

## Ideas

Make part of  
board/advisory/donor meetings,  
State-of-School Report, and  
development plans

Print, Laminate,  
Post, Mark-Up

Make part of Evaluation of self  
and/or governance

# After Your On-Site Visit



## Responding to Team and Board Actions

(Accredited Status)

- Bring your Steering Committee back together to review the feedback and report from MNSAA
- You will respond to MNSAA's Team Report and possibly have a timeline of evidence to provide pending visit.
- Amend SSP if necessary
- Share with your community and stakeholders

What's Clear?

What's Not?

Other Thoughts?

