

Developing and Maintaining the School Strategic Plan

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Goals

What is a Strategic Plan

Why is the Strategic Plan Important

Strategies for Developing the Strategic Plan

Timeline

Quality Strategic Plan Requirements

Required Structure of Strategic Plan

Example Strategic Plan

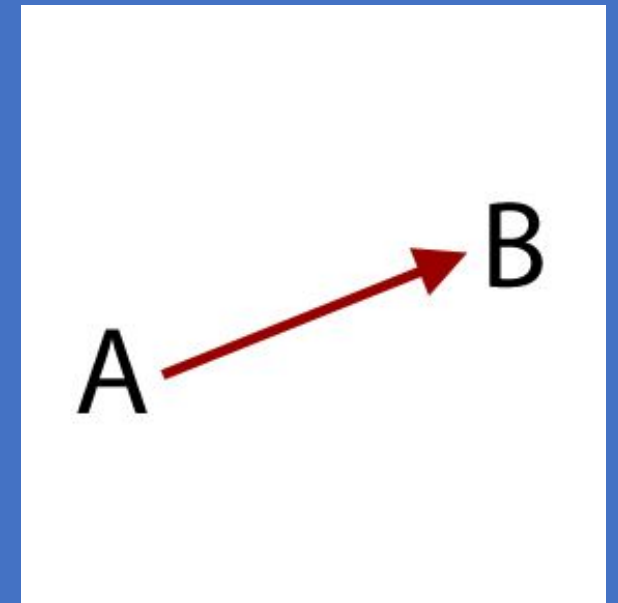
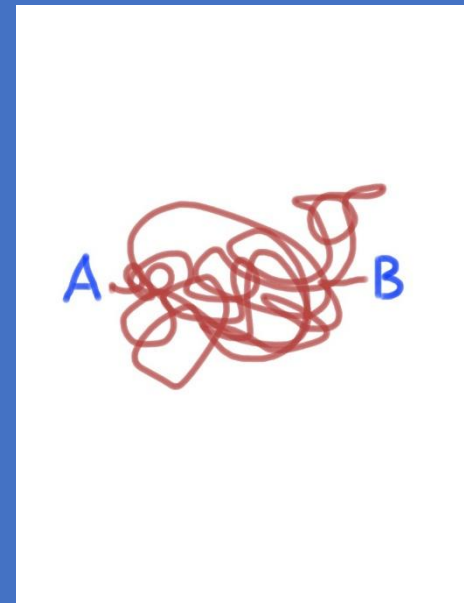
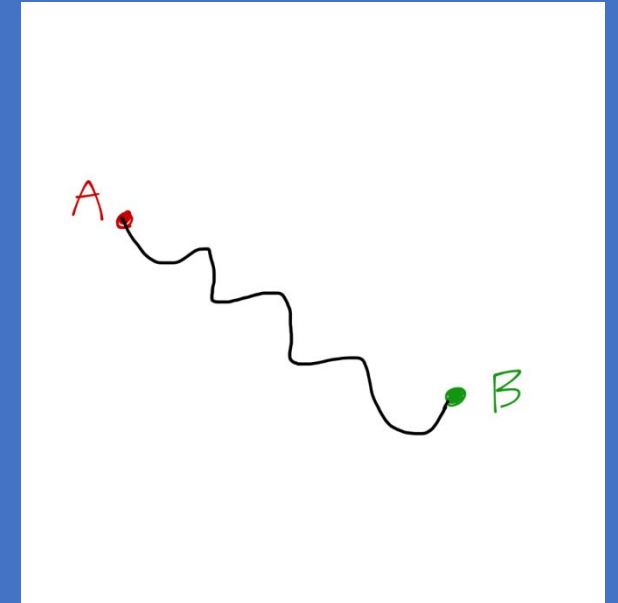
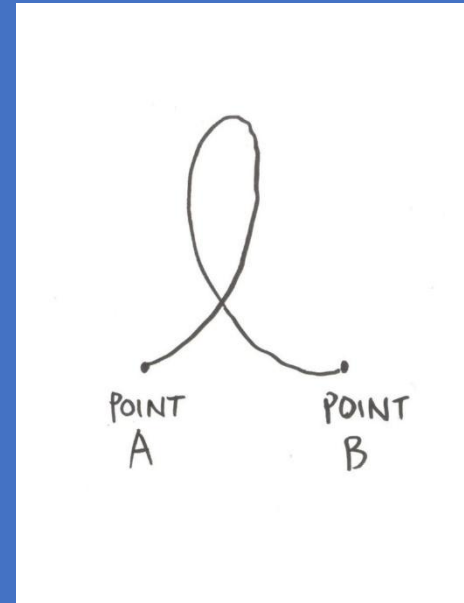
Maintaining the Strategic Plan

Post Onsite Visit

Disclaimer

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

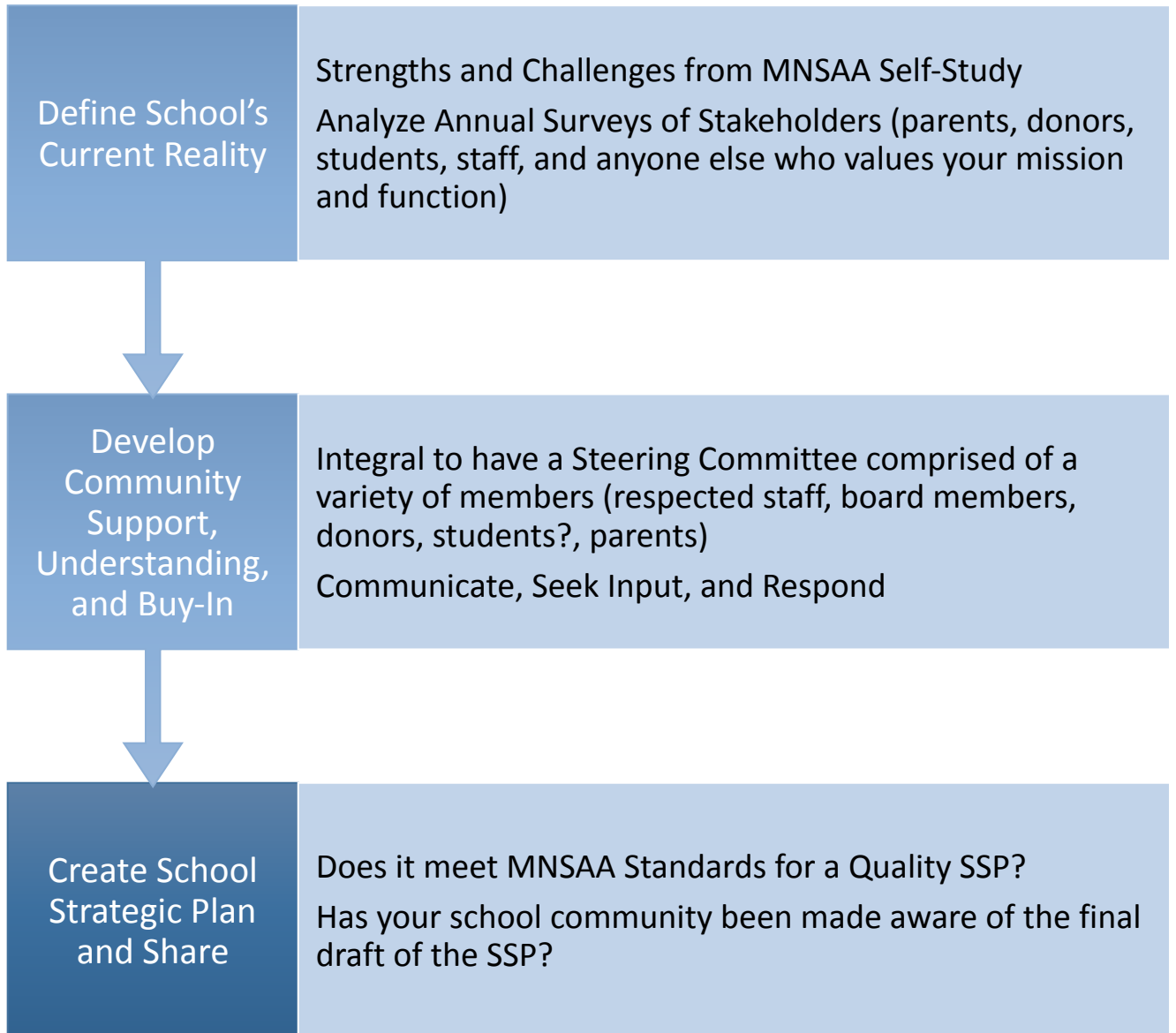
A visionary roadmap of objectives, strategies and action steps that takes your school from 'now' to 'future'

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

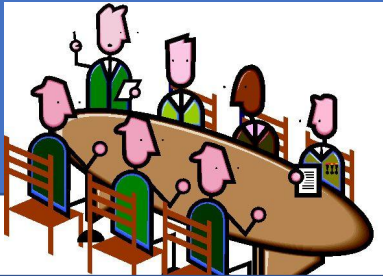


To avert the feeling of chaos in our work as administrators / teacher leaders and provide a plan to make our school's future bright(er) for the kids we get to serve.

Process for Development



Suggested Timeline for SSP Development



Analyze Strengths / Challenges from Self-Study and Stakeholder Surveys

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

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.

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

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

**Fall
2024**

**November
2024**

**December
2024**

**January
2025**

**Spring
2025**

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

MNSA 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 8th grade.**

	Timeline	Responsibility	Progress Report
<p>(Action Step 1) Form a Curriculum Committee comprised of teachers representing various grade levels.</p>	Spring 2014	Principal	<i>Teacher committees have been established and are actively working to develop an updated and standards aligned curriculum.</i>
<p>(Action Step 2) Create a curriculum mapping template to be used for all subject areas.</p>	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>
<p>(Action Step 3) Collect curriculum map data utilizing the template designed in action step 2.</p> <ul style="list-style-type: none"> ▪ Language Arts (14-15) ▪ Science (15-16) ▪ Specials (P.E., Music, Art, Technology) ▪ Social Studies (16-17) ▪ Math (17-18) 	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>
<p>(Action Step 4) Analyze and align curriculum to ensure written curriculum is expressly reflective and tied to state standards.</p> <ul style="list-style-type: none"> ▪ Language Arts (14-15) ▪ Science (15-16) ▪ Specials (P.E., Music, Art, Technology) ▪ Social Studies (16-17) 	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?

