

Disrupting

for Excellence



Strategic Plan
Steering Committee Meeting 1
December 6, 2023

Welcome!

Dr. Devon Q. Horton
Superintendent of Schools



Steering Committee Introductions

Your Name

Your relationship with DeKalb County School District

One word or phrase to describe how you feel about the district's next strategic plan

About Insight Education Group



We are **practitioners** with school and district experience and a passion for supporting our partners to shape educational systems that are truly equitable for all learners.



We are committed to providing a **partner-driven process** rather than relying on "ready-made" programs.



We understand and appreciate the **challenges, nuances, and opportunities** of implementing small and large-scale systems and initiatives.

Facilitator: Aurora Lora



- Worked in education for 23 years
- Elementary school teacher
- Middle & high school principal
- Principal supervisor
- Assistant superintendent
- Associate superintendent
- Superintendent

Today's Focus

01

Calibrate on the purpose of a strategic plan.

02

Review the process and timeline for plan completion.

03

Understand the steering committee's role in the process.

04

Identify structural and content affinities to inform the plan design.

05

Outline next steps.

Meeting Norms

Engage

Seek to understand others' views

Think short-term and long-term

What is a Strategic Plan?

A foundation and roadmap for a district's improvement efforts that helps to keep the district *focused, disciplined, and accountable*.

A "*living document*" that ensures all stakeholders are on the same page.

An accountability dimension that ensures *alignment* between the priorities and goals at the district level and in schools.

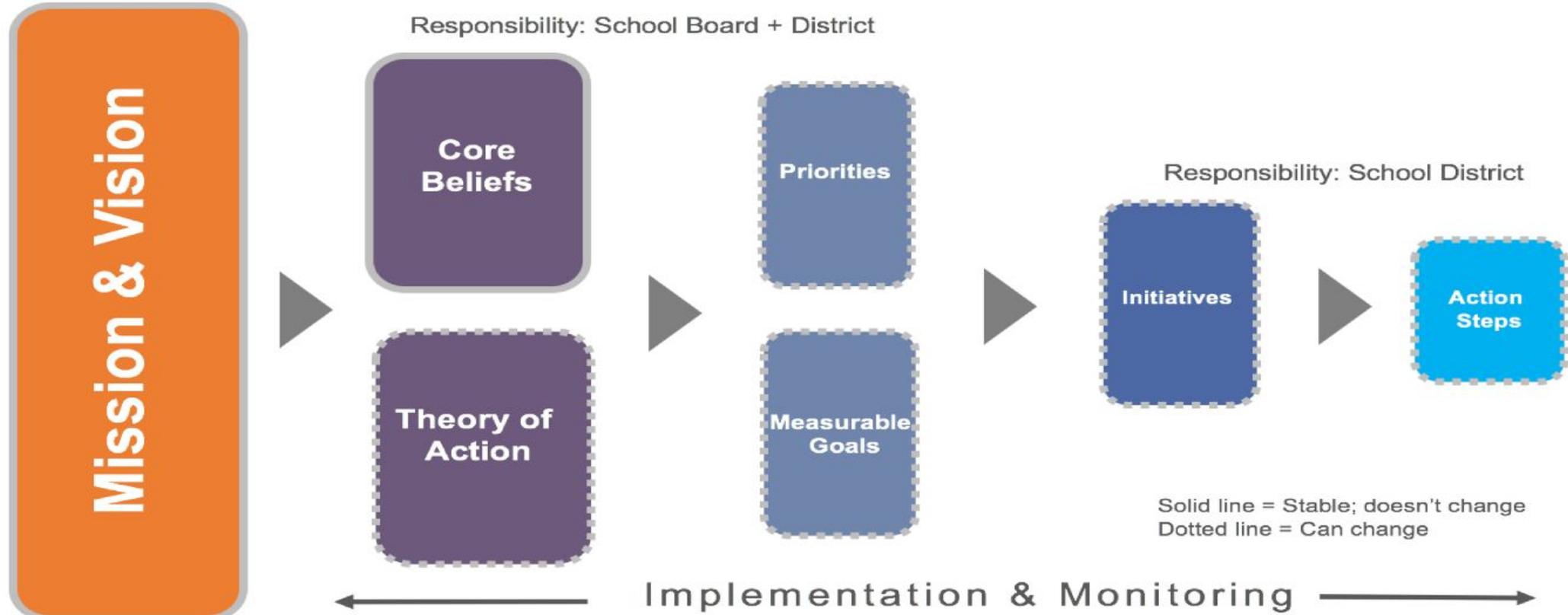


Why Develop a Strategic Plan?

“Leaders must develop a district-wide strategy for improving teaching and learning and then design and manage the entire organization in a coherent way that strengthens and supports the strategy. When leaders fail to achieve organizational coherence, the system does not work well for anyone - students, teachers, administrators, or parents.”

Childress, S., Elmore, R., Grossman, A., & Johnson, S. (Eds.). (2007). *Managing school districts for high performance*. Cambridge: Harvard Education Press.

INSIGHT'S STRATEGIC PLANNING FRAMEWORK



District Project Plan

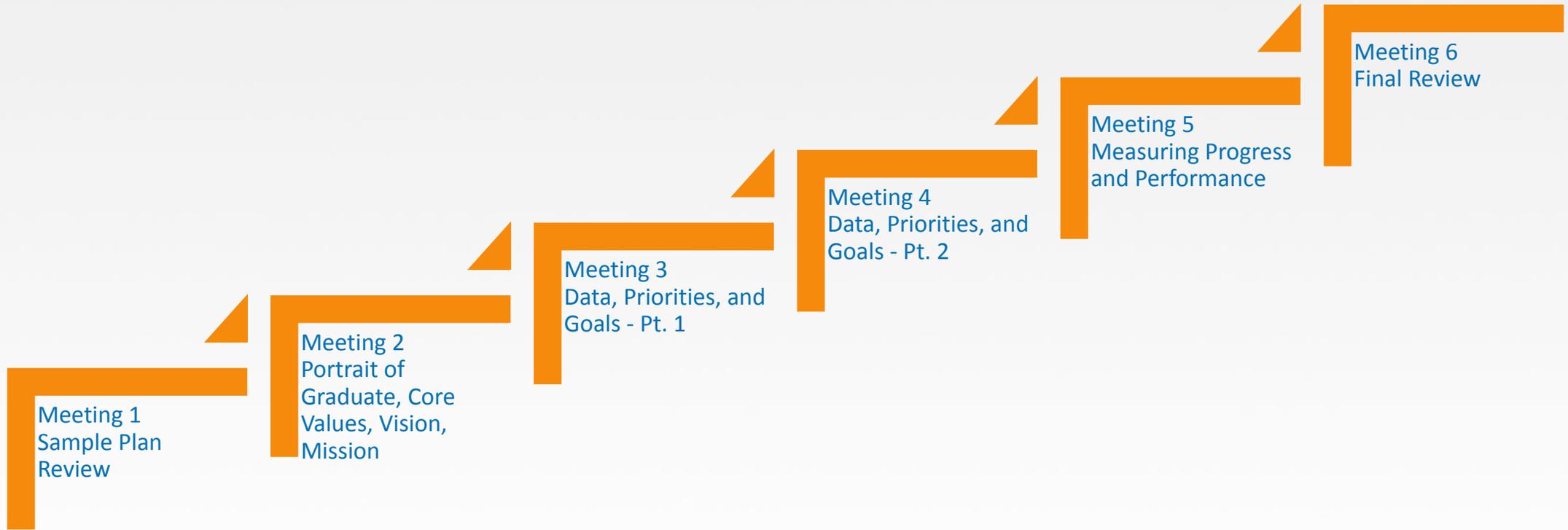
OCT	NOV/DEC	JAN	FEB	MAR	APR	MAY	JUN
Project Planning							
	Steering Committee Meetings						
		Data Analysis					
		Stakeholder Surveys					
			District Leadership Drafts Sections for Feedback				
				Focus Groups			
				Data Analysis			
					Draft Shared		
	Board Work Session		Board Work Session		Board Work Session		Final Plan to the Board

Steering Committee's Role

What is the *value* of a steering committee?

- Advise on development of the plan
- Elevate the voices of stakeholders
- Be ambassadors for the project
- Provide thought leadership on the implementation of the plan

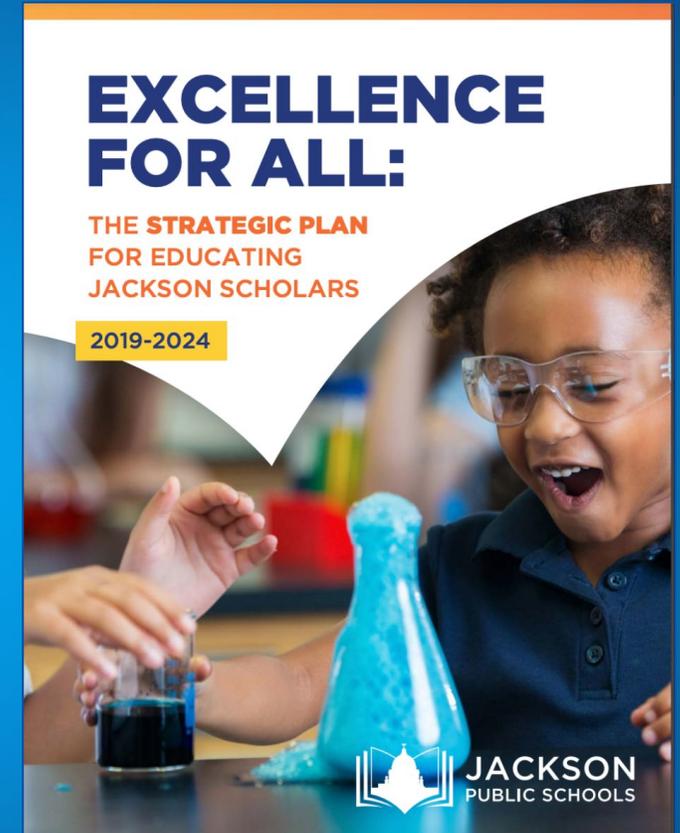
Steering Committee's Meetings



Sample Plan Walkthrough

Jackson Public Schools

- What resonates with you about the layout of the plan?
- What resonates with you about the content of the plan?



Sample Plan Review

At your table, review your assigned plan(s) and make note of:

- What resonates with you about the layout of each plan?
- What resonates with you about the content of each plan?

Think about the following question:

What aspects of the layout and/or content you reviewed should we replicate and avoid as we develop the DeKalb County plan?

[Sample Plans](https://bit.ly/InsightSamplePlans)



<https://bit.ly/InsightSamplePlans>

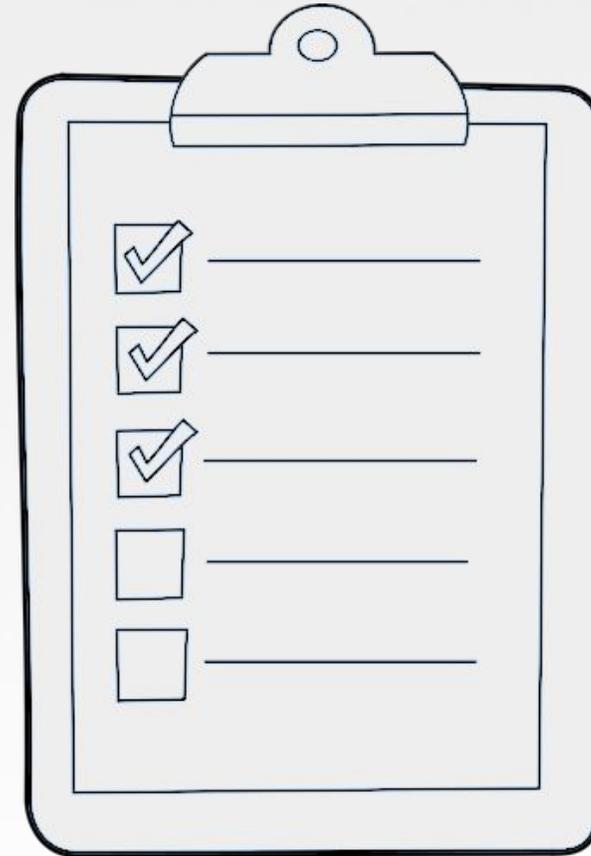
The image features a graphic design with a background divided into four colored sections: a yellow section on the far left, a green section, an orange section, and a blue section on the far right. The text 'Q&A' is rendered in a white, sans-serif font. The 'Q' is positioned in the green section, the ampersand is in the orange section, and the 'A' is in the orange section. The text is centered vertically and horizontally across the middle of the image.

Q&A

Next Steps

Steering Committee Meeting #2

- January 25, 2024
- Focus
 - Portrait of a Graduate
 - Core Values
 - Vision
 - Mission



Meeting Feedback



I appreciate...



I wonder...

