

For Discussion Purposes Only

Broward County Public Schools District Strategic Plan - Recalibrated



2016-19 Strategic Plan

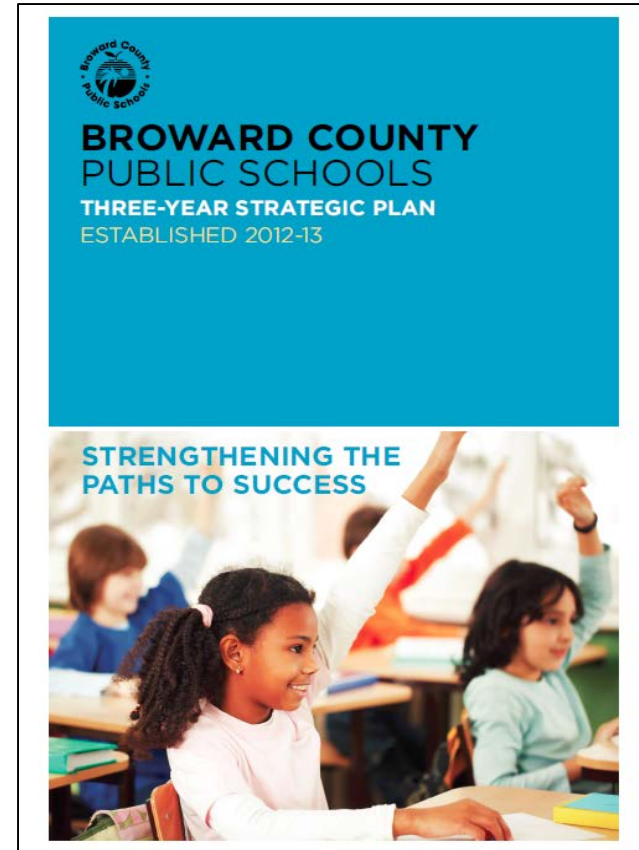
WORKSHOP DISCUSSION #2

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Introduction

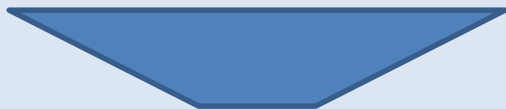
- **Looking back ...2012-15: “Strengthening the Paths to Success”.**
- Clear mission: **Educating “all” students to reach their highest potential.**
- We have a cogent and simple Strategic Plan focused on 3 core goals.
 - High-Quality Instruction
 - Continuous Improvement
 - Effective Communication
- Like many districts, we still have a large number of our population that still struggle with student achievement!



From Strategy Formulation to Strategic Plan Management

Strategy Formulation

- Environmental scan/Strengths Weaknesses Opportunities and Threats analysis
- High-level community engagement (i.e., listening tours, chats, etc.)
- Focus groups
- Ed-Talks/Townhall meetings



1, 3-year Strategic Plan

Strategic Plan Management

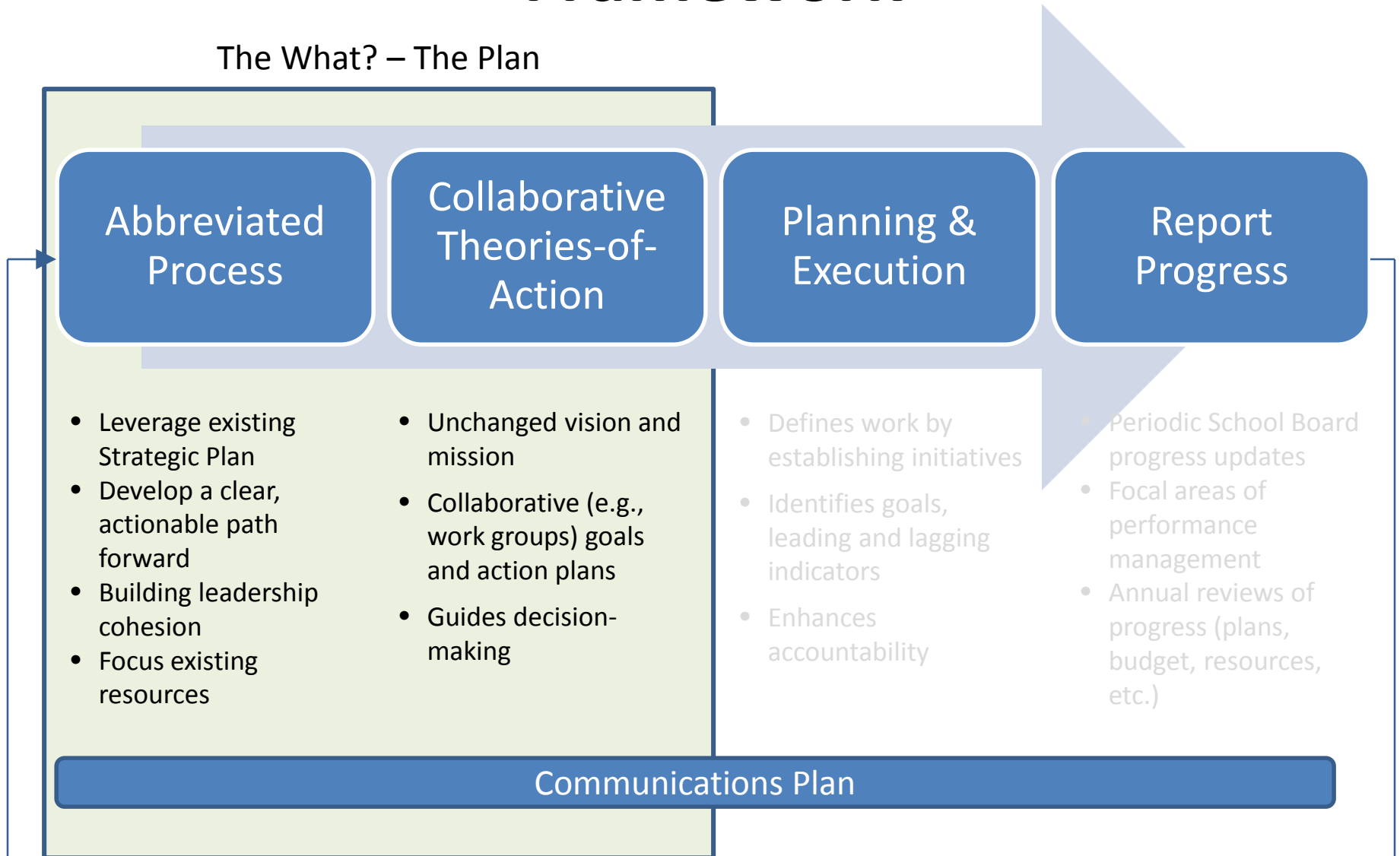
- Leverage existing strategic plan (well-formulated)
- Narrow focus to “Instructional Core” (e.g., students, teachers, and curriculum) to include Beyond Expected Student Targets (BEST) and Smart Music & Art Athletics Renovation Technology (SMART)
- Align management processes (e.g., planning, budget, org structure, performance management, etc.)



3, 1-year Planning Cycles

2016-19 Strategic Plan Management Framework

The What? – The Plan



Annual Refresh

Strategic Plan Management Framework (continued)

The Who/How? – Management of The Plan

Abbreviated Process

- Leverage existing Strategic Plan
- Develop a clear, actionable path forward
- Building leadership cohesion
- Focus existing resources

Collaborative Theories-of-Action

- Unchanged vision and mission
- Collaborative (e.g., work groups) goals and action plans
- Guides decision-making

Planning & Execution

- Defines work by establishing initiatives
- Identifies goals, leading and lagging indicators
- Enhances accountability

Report Progress

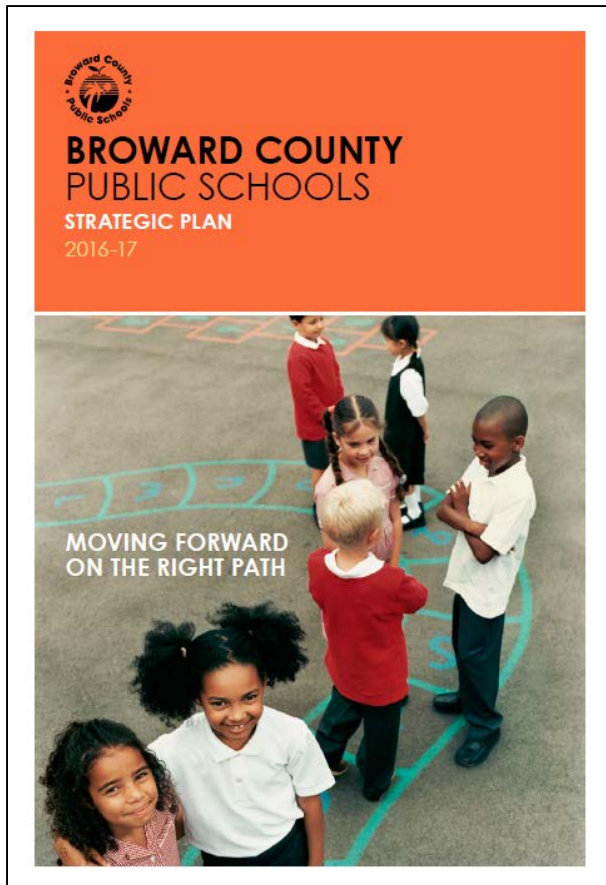
- Periodic School Board progress updates
- Focal areas of performance management
- Annual reviews of progress (plans, budget, resources, etc.)

Communications Plan

Annual Refresh

Conclusion

- We listened to stakeholders about not changing the direction of the organization too frequently.
- Vision and mission remain unchanged.
- Our new strategy will maintain our commitment to the 3 core goals
... AND a continued emphasis on BEST and SMART.
- In essence, we are moving from **“Strengthening the Paths to Success,”** to **“Moving Forward on the Right Path”**.



Path to Our Strategic Plan

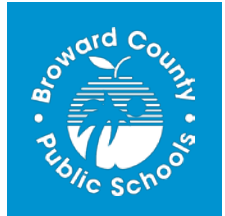
ACTIVITY / NEXT STEPS	STATUS
Conduct environmental scan (internal and external)	✓
Design and distribute survey	✓
Board Workshop #1: Planning Process & Framework	✓
Engage Task Force/Workgroup participants	✓
Vet elements of Strategic Plan at Ed Talk 2016	✓
Consolidate and review all stakeholder feedback and input	✓
Draft initial outline of Strategic Plan	✓
Vet elements of Strategic Plan with District staff at Collaborative Team meeting	✓
Multiple iterations of “wireframe” for strategic plan	✓
Alignment of Budget and Organization Chart discussions	✓
Conduct Principal focus groups on Strategic Plan 3yr. objectives	✓
Create recalibrated Strategic Plan	✓
Board Workshop #2: Review of Strategic Plan and Support Documents	Today!
Final proofing and editing of Strategic Plan	
Gather Superintendent letter and individual Board member statements	
Board Meeting: Strategic Plan board agenda item at July or August Board meeting	
Implement communication plan and initiate distribution	

2016-19 DISTRICT STRATEGIC PLAN

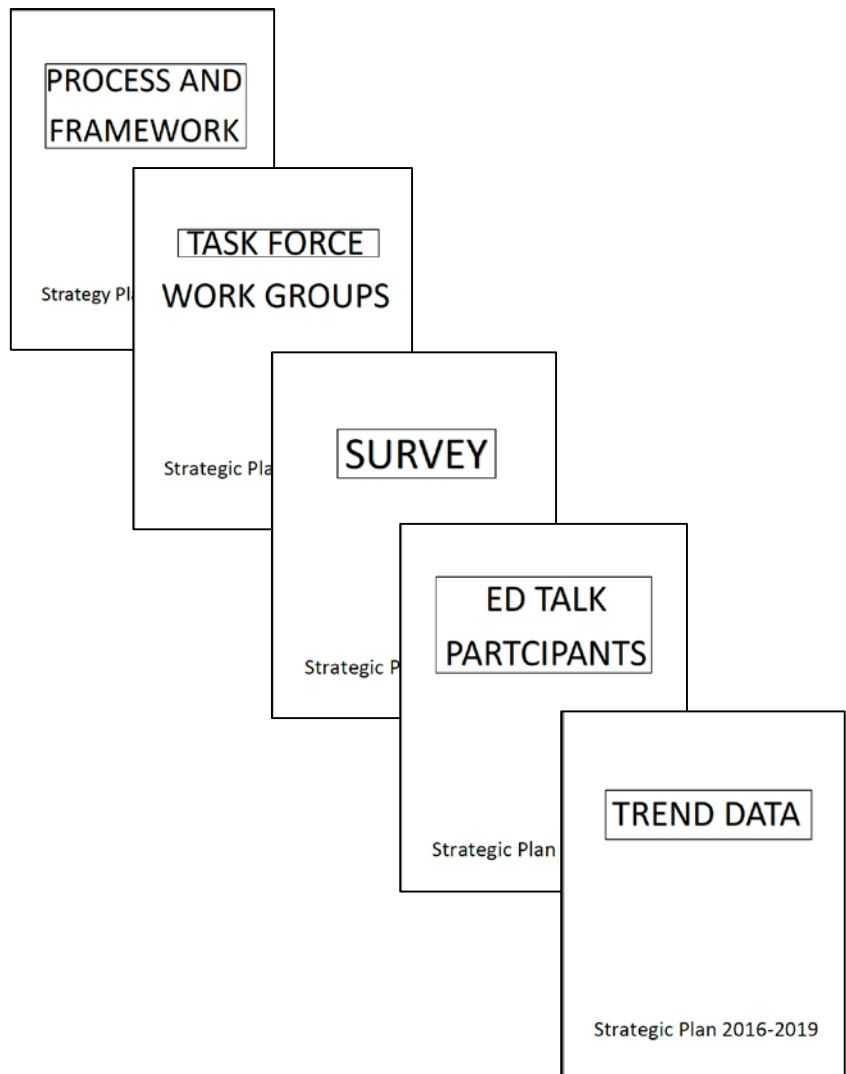
Questions & Comments?



APPENDICES



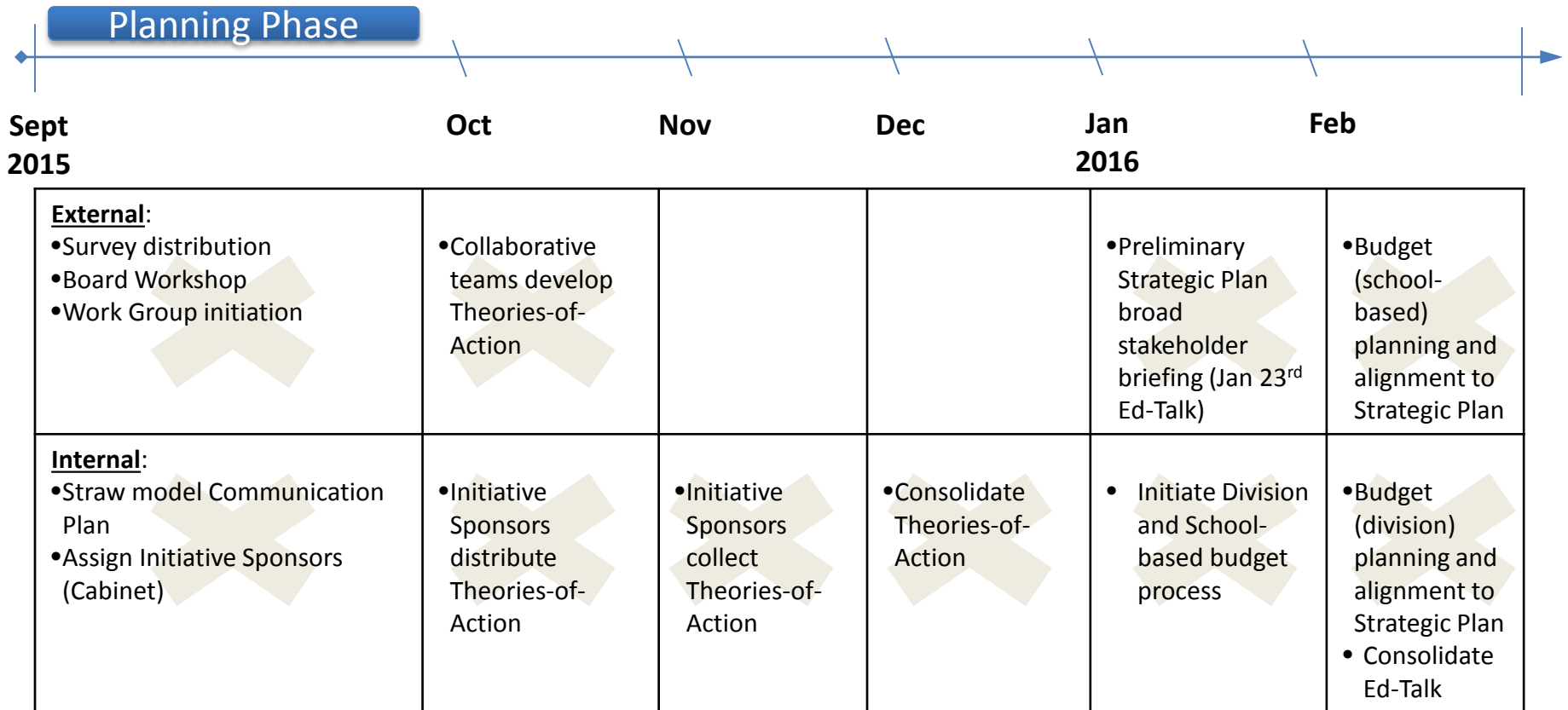
Support Documents and Stakeholder Feedback*



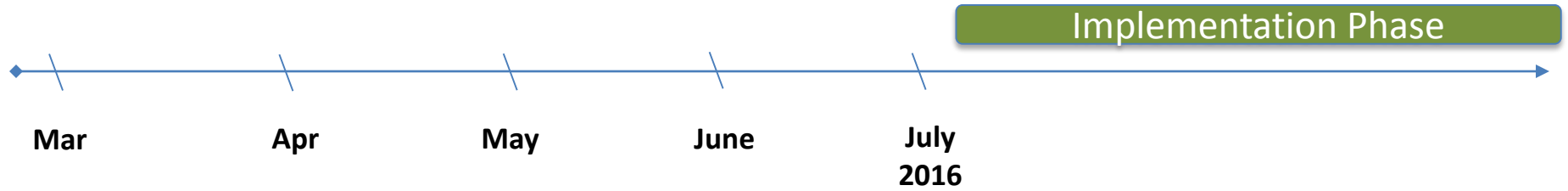
- **Process & Framework:** Presented to Board members for initial reaction, feedback and input.
- **Task Force:** 97 participants, 5 teams of principals, teachers, students, District administrators, and community representatives.
- **Survey:** Over 1,900 participants, 63 percent teachers.
- **Ed-Talk:** Approximately 700 participants, mostly parents and students. All Board member districts represented.
- **Trend Data:** Historical data analysis. 2012-15 data versus state and other school districts.

* Additional details captured on supporting document titled, "District Strategic Plan Support Documents, 2015-16 Planning Year"

District Strategic Plan Timeline



District Strategic Plan Timeline (continued)



<p>External:</p> <ul style="list-style-type: none"> •Preliminary 2016-19 Strategic Plan review with Board 		<ul style="list-style-type: none"> •Strategic Plan finalized and packaged (e.g. Posters) 	<ul style="list-style-type: none"> •Release 2016-19 Strategic Plan! 	<ul style="list-style-type: none"> •Plan execution •Periodic reporting
<p>Internal:</p> <ul style="list-style-type: none"> •Initiate initiative/ project planning •Project sponsors present initiatives/ project plans to Cabinet 	<ul style="list-style-type: none"> •Organizational chart planning and alignment •Create monitoring, reporting, and tracking tools/template 	<ul style="list-style-type: none"> •Finalize 2016-17 budgets •Finalize 2016-17 Organizational Charts 	<ul style="list-style-type: none"> •Finalize monitoring, reporting and tracking tools/template for strategy management efforts 	<ul style="list-style-type: none"> •Plan execution •Cabinet monitors progress •Performance Management – focal areas •Quarterly/Annual Reviews •Cycle-2 Annual Planning starts (environmental scan)

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