



ACTION PLAN FOR STRATEGIC PLANNING ADVISORY

Prepared for Kenai Peninsula Borough School District

BACKGROUND

Kenai Peninsula Borough School District (KPBSD) is currently engaged in a process to develop a new strategic plan to begin in the 2022-2023 school year. KPBSD has partnered with Hanover Research (Hanover) to conduct several workshops and consultations designed to build staff capacity to develop the district's strategic plan and the elements within the plan. These elements include: foundational elements (e.g., mission, vision, core values), priorities and aims, SMARTIE goals, departmental work plans, and identifying key priority indicators (KPI) to assess progress toward goals. In total these elements make-up a coherent strategic plan the district can communicate to the community, track, monitor, and adjust as needed.

In addition to the Strategic Plan Advisory series (e.g., Workshops and Consultations), Hanover, in collaboration with KPBSD, conducted several studies to collect data and share best practice research. These are:

- Strategic Planning Data Dashboard
- Longitudinal Survey Capstone Report which includes data from the following studies:
 - Student Climate and Mindset Survey
 - Senior and Alumni Survey
 - Personalized Learning Survey
- Strategic Priorities Diagnostic
- Strategic Plan Metrics

As we prepare for the final workshop – Workshop 3 on March 18 – KPBSD now requires additional support to succinctly outline the progress so far and communicate that progress to it's stakeholders. The Action Planning Worksheet below is designed for this purpose.

SCOPE OF WORK

ACTION PLANNING WORKSHEET

Use the below worksheet to customize the action steps according to your team's needs and meeting dates. (The salmon colored rows are set dates, while the un-colored rows are where KPBSD should insert dates).

We encourage you to follow the steps in order and do your best to accomplish the steps needed to create ideal conditions for the success of Workshop 3 on March 18. The background outlined above can be used verbatim (or modified as you see fit) to communicate plan progress with your team and the broader community.

ACTION PLAN DATE	ACTION PLAN DESCRIPTION
<p>----- (Between March 1 & 18)</p>	<p>Strategic Plan Committee Meeting:</p> <ul style="list-style-type: none"> Review and create dialogue around KPBSD's draft Priorities (see below) Modify and ratify Priorities & Aims Identify sub-committees to address Priorities
<p>----- (Between March 1 & 18)</p>	<p>Community Outreach and Communication:</p> <ul style="list-style-type: none"> Create a mechanism to communicate plan progress (e.g., shared Google Doc accessible to key community stakeholders; dedicated Strategic Plan web-page linked to the district's website; regular, dedicated email communication campaign; regularly updated social media campaign; School Board presentation; or other, regular electronic communication) Communicate Foundational Statements (e.g., draft Mission, Vision, Core Values) Previously delivered Infographics might be considered as content for these communications Summarized action steps should be communicated as next steps Communicate expectations for the final Strategic Plan product, including mode of delivery (e.g., formal report to the school board, posting to the district website) and the expected date of delivery
<p>March 18, 2022</p>	<p>Strategic Planning Workshop 3 – with full KPBSD Committee & Hanover Team</p>
<p>----- (Between March 1 & Late April)</p>	<p>Departmental Action Steps:</p> <ul style="list-style-type: none"> Dialogue with relevant departments (i.e., those departments most directly tied to Priorities & Aims) Review data needs Identify resources to support data collection Identify resources to support data literacy (e.g., professional learning, funding for data teams and tools) Draft SMARTIE goals
<p>Late April (Exact date is TBD)</p>	<p>Consultation #4 – with KPBSD Executive Committee & Hanover Team</p> <ul style="list-style-type: none"> Review draft SMARTIE goals Advise KPBSD departments on work plan development, data collection, and resources needed for data literacy

SCOPE OF WORK

ACTION PLAN DATE	ACTION PLAN DESCRIPTION
	<ul style="list-style-type: none"> Support development of draft Strategic Plan document (review of early draft if ready)
<p>----- (Between Late April and Late May – KPBSD’s discretion)</p>	<p>Hanover & KPBSD collaboration: Via email finalize Strategic Plan document and draft communication to the community</p>
<p>----- (Approximately Late April, Early June – KPBSD’s discretion)</p>	<p>KPBSD Reports Final Strategic Plan to the School Board</p>

DRAFT KPBSD PRIORITIES

Note: **Priorities** are broader objectives identified by the school board or other community needs. Two or three **Aims** should be developed from each priority. Aims should be directional (e.g., Increase the number of diverse hires, reduce opportunity gaps). From these Aims, departments will develop one to three SMARTIE goals.

- **Close opportunity gaps** (e.g., academic and behavioral) for under-represented student groups (e.g., Native Alaskan, Hispanic/Latino, economically disadvantaged, LEP, and special education)
- **Improve student/adult/peer relationships**
- **Focus on Social-Emotional Learning**, specifically establishing growth mindsets and communicating feelings.
- **Expand instructional skills** such as exploring diverse sources to inform opinions and using divergent problem-solving strategies.
- **Improve college and career readiness** specifically CTE programs, college planning/support, personal financial preparation.
- **Develop teaching models for differentiation of instruction and data-based teaching practices**
- **Develop strategies to recruit and retain high quality talent into the district**
- **Create systems to consistently engage families and communities**