March 14, 2017, 6:00 pm –

Discuss the process, set goals, discuss and finalize the next step(s) in the process.

LOUISVILLE
PUBLIC SCHOOLS

Board Planning Agenda

- Overview of Process
- Review Decision-Making Information
- Develop Strategic Goals and Key Performance Indicators (KPIs)
- Develop Next Steps in Finalizing the Strategic Plan

Regroup

Regroup according to the following criteria:

- Two groups
- Three Board members per group
- Mix of years experience in the district
- Mix of Administrators

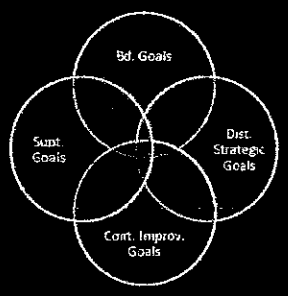
District Mission

Louisville Public Schools will meet the needs of each learner by providing instruction that results in problem solving, communication and technology skills.

Vision

Louisville Public Schools will be a progressive district that engages a community of learners in a collaboration towards excellence in academic, work and social areas as productive members of our society.

Relationships of Goals



Strategic Goals

Tonight's focus is on District Strategic Goals and Key Performance Indicators

The Process - Tonight

- Review SCPEP Priorities & Comments
- Identify Additional Priorities
- Identify Working Themes
- Develop Goal(s) from the Themes
- Develop Key Indicators for each Goal

Decision-Making Information

1) School/Community Partnership for Essential Planning (SCPEP) priorities
   - Program Priorities
   - Facility Priorities
   - Financial Priorities
   - Additional Resources
2) Identify additional Priorities

Activity

In small groups:

- Review assigned information
- Identify 2-4 major "themes" from the information
- Post for large group

Prioritizing Themes

- Using the following criteria, prioritize themes:
  - * Do we actually have control over this?
  - * How critical is this to our mission and purpose?
  - * Do we have the capacity and/or resources or can we develop them to accomplish this?
  - * What is the (political) interest in this?
  - * To what degree is this supported by data?

Priority Themes

In small group:

1) Select the top 2-3 priority themes (using priority criteria).

2) Be prepared to share with group.

Writing Strategic Goals/Objectives

- Strategic Goals/Objectives focus the organization's efforts and resources toward accomplishing the mission and purpose. With Goals, the organization moves from motive to action. They define what the organization is intending to accomplish both programmatically and organizationally.

Strategic Goals - Fritz

- Strategic Goals tend to be:

  * One to three years in scope;
  * The goal determines short or long term;
  * Tied to accomplishing your purpose and mission;
  * Rather broad, needing KPIs, strategies, and action plans to complete;
  * Deficit-driven, but they do not have to be!

Writing Strategic Goals Fritz

Verb (measurable action)

+

Noun (the "what")

=

Goal

Strategic Goals - simple

Examples:

- Implement a public relations plan.
- Create professional learning teams.
- Develop and market product XYZ.
- Improve customer relations.
- Create a non-profit foundation.
- Implement a team-based organizational structure.

Simple Goals

Simple Goal...
+ Key Performance Indicators...
+ Action Steps (Strategies)...
+ Implementation...
+ Monitoring...
= Success

Key Performance Indicators

- Key Performance Indicators are specific, measurable success factors of the strategic goal (nouns).
- When the strategic goal has been fully implemented, what will you accept as evidence that it has been successful?
- What will it "look like; sound like?"

Key Performance Indicators

- Key Performance Indicators provide a way to define success;
- KPIs can be used to measure the success of the entire organization or the success of a specific goal;
- They must be quantifiable;
- KPIs describe the difference between current practice and the desired practice.

Goals & Indicators

Activity:

1) From your assigned priority...
2) Develop a priority goal
3) For the goal, identify three - five specific, observable indicators (KPIs) that the goal has been successfully implemented.
4) Take your time, this is a critical step!
5) Chart and Share

Next Steps

- Work Groups develop Action Steps
- Board Reviews and approves Strategic Plan
- Implementation, monitoring, and periodic refinement

Louisville Public Schools
Board Strategic Planning
March 14, 2017 – Summary Notes

Activity: After reviewing the Executive Summary from the School Community Partnership for Essential Planning, Board members and Administrators in small groups were asked to identify and prioritize Themes, develop goals for each theme, and identify Key Performance Indicators (KPIs).

Theme: Quality Staff
Goal: Hire and retain the most qualified applicants.
KPIs: A definitive staff hiring process
A formal staff appraisal process
Increased student achievement
A professional development program
Equitable Salary and benefit packages

Theme: Curriculum
Goal: Exceed state requirements
KPIs: Graduation requirements
Time spent in core classes – elementary and middle school
Career/college readiness
A curriculum evaluation process/timeline/adoption

Theme: Facilities
Goal: Implement a "living" facilities planning process
KPIs: Utilization and maximization for best use of current space
A schedule for replacement of infrastructure
Implementation of a future land and building planning process (with 3rd party expertise)

Theme: Budget
Goal: Create and communicate a "living" budget
KPIs: Budget growth of 2% – 4% per year
Increased depreciation, building funds and cash reserves
Seek alternative/additional funding for project-based activities

Next Steps:

1) Identify and initiate four Action Plan Work Groups to complete action plans for each KPI. Participants should consist of Board members, administrators, selected staff, selected SCPEP participants, and expertise as needed.
2) Action Plan Work Groups will meet and complete action plans for each KPI. Work Groups may edit and refines goals and KPIs as needed.
3) Board reviews, refines, and publishes strategic plan; approves when complete.
4) Periodically revisit the Strategic Plan and revise as necessary.