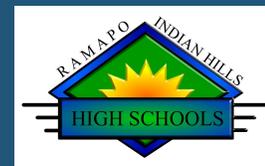


# Strategic Planning 2022

DESIGNING INITIATIVES (Meeting 6)  
12.16.22 Agenda



## I. WELCOME (30 min)

### 30 Circles - Drawing Activity

#### Check In Questions

- How many initiatives do you work on each year?
- How many initiatives can you do well in any given year?

## II. OVERVIEW OF FOCUS GROUP FEEDBACK (15 min)

RIH Student Focus Group Feedback

RIH Staff Focus Group Feedback

RIH Parent and Community Group Feedback

## III. IDEATION

The Magic Question is “What Would It Take for our goals to become reality?” Asking this helps us to think about new ways we can address existing challenges, new things we can put in place, or identify what roadblocks we will need to remove. Ideation is about creating and generating (a lot of) ideas, before we select the most promising ones.

**Step 1** Brainstorm individually using the stem, “What would it take to [insert goal]?”

**Step 2** Share your ideas, grouping together like ones.

**Step 3** We will share out as a group (craziest, most expensive, can start tomorrow) to add new ideas to the table below:

Goals	How will we start? (Ideas)
<b><u>Reimagine Time Allocation</u></b> Courageously reimagine how time is purposed in order to innovate, discover, and create opportunities that will enhance student & staff wellness, support culture and community, and advance student success.	

<p><b><u>Enhance Student &amp; Staff Wellness</u></b></p> <p>Collaboratively strengthen community action to develop socially and emotionally resilient learners and educators by prioritizing a holistic approach to health and wellness to enhance student success.</p>	
<p><b><u>Support Culture &amp; Community</u></b></p> <p>Passionately champion an inclusive environment of respect, spirit of empathy, joy-filled collaboration, reflective practice of gratitude, and culture that supports a growth mindset for a life filled with meaning and purpose.</p>	
<p><b><u>Advance Student Success</u></b></p> <p>Fearlessly lead the way by creating spaces for learning that encourage students to cultivate curiosity, awaken creativity, and think critically by way of teaching that is rich, challenging, and engaging so that our students may achieve their potential.</p>	

#### **IV. THE DETAILS (60 min)**

With a partner, choose two or three ideas to dive deeper into - answering the question again, “What would it take to [insert idea]?” Some other question stems are:

- Have we tried to do this before? What worked / didn’t work?
- Are we ready to start doing this now or does it require more research, planning and decision making first?
- *If we are ready... What could this look like next year? (summer, back to school, first marking period)*
- How would our students, staff and families respond to this initiative?

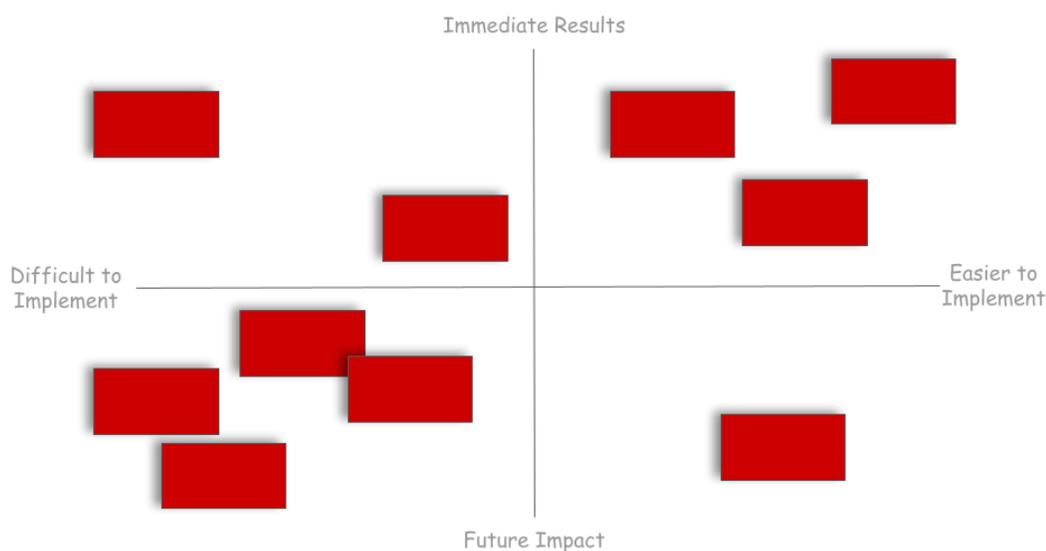
## V. BUILDING OUT OUR INITIATIVES LIST & NEXT STEPS (15 min)

Turning the ideas into potential initiatives requires that we do some work before the next month.

- (1) Ask questions of our staff, students and families to gather feedback on our idea. We want to check if we're on track and learn from them about ways to turn the idea into a reality. (Community Meetings, Faculty Discussions, Student \_\_\_\_\_ )
- (2) Assess the work effort and potential gains of this initiative:

Ease	Impact
Feasibility: How do our existing structures support this initiative?	Strategic Alignment: How will this initiative support a variety of strategic priorities?
Risk: How certain are we in our ability to implement this initiative?	Student Impact: How might this initiative directly drive outcomes with our students?
Resource Availability + Support: Does our staff have the capabilities necessary to accomplish this initiative? How much more time will we need?	Return on Investment: How will this initiative provide benefits beyond those directly impacted?
Cost: How will this initiative impact our bottom line and can we absorb the recurring budget projections?	Flexibility: Are we able to adjust our course with new information?

**Looking Ahead** During our next meeting, we will plot and prioritize the initiatives so that we are able to choose just a few to include in the first iteration of our Strategic Plan.



**Closing Circle** Closure activity.