

Strategic Planning 2022

Kickoff Meeting
05.27.22



I. INTRODUCTIONS

Welcome! This is a quick, two page overview of what we do together as a team to build a strategic plan. We've developed this as a reference tool for you, as well as a way for you to start to share this information with others on your team.

Check In Question: Why is it important for you to be here today? OR What do you hope to learn during our Kickoff today?

II. WHY NOW?

Read Article: <https://bit.ly/BCPS-SP>

Guiding Question: What becomes possible for us if we have a clear and actionable strategy?

List of **Enabling Conditions** for Change in SY 2022-2023?

III. WHAT WILL WE ACCOMPLISH TOGETHER?

Strategic Direction An overarching, guiding document that will provide clear direction to ourselves, our staff and our community about where we intend to lead RIH in the near future (typically three to five years).

Action Plans Detailed requirements that will guide the design and implementation of new projects, aligned to goals and outcomes within the Strategic Plan.

Stakeholder Engagement Designating channels and creating clear messages to share throughout the process to build awareness, gather feedback, and eventually gain buy-in from stakeholders.

Decision Making Tools Knowing who is responsible for what, how decisions are made, actually making decisions, and communicating the outcomes to keep the process on track.

Practice (x3) Strategic thinking is a muscle that needs to be strengthened. It is a different approach than what is employed daily to manage tactical items and run operations.

IV. HOW WILL WE DO THIS?

Thru's role will be to manage the details and facilitate the planning effort, so you (leaders, experts, invested individuals) are freed to participate fully in each step of the strategic planning process. Below is a high-level timeline with monthly themes to guide our work.

| May | July | August | September |
|---------------------------------|-------------|-----------------------|------------------|
| Kickoff and Engage Stakeholders | Review Data | Findings and Feedback | Vision and Goals |

| October | November | December | January |
|--------------|--------------------|----------|------------------------|
| Gap Analysis | Design Initiatives | Roadmap | Monitor and Governance |

Building our Journey (Activity): What other activities and milestones occur throughout the school year that we should be (1) aware of or (2) align to as part of the Strategic Planning process?

Question What other perspectives will inform us throughout this process? Who else can we involve in this process? Is there anyone missing from today's conversation?

V. STAKEHOLDER ENGAGEMENT

By the end of this session, we will develop an 'action plan' that will guide us over the next two months as we learn from a diverse group of stakeholders through a variety of engagement strategies.

A deep understanding of our stakeholders will ensure the following outcomes:

- Authentic representation of multiple viewpoints will help us question our own knowledge and grow as individuals
- Prioritizing a diversity of thought and perspective will guide the Strategic Direction towards meeting the needs of the entire community
- Wide investment across the community in the strategic planning process will embolden and strengthen the eventual strategic plan

1. WARM UP

Guiding Question: What information will help us build a broad understanding of the current strengths of RIH, as well as inform our decisions and inspire solutions?

Activity: Walk around the room with a partner and add questions to each poster, one for each stakeholder group.

| What information do we want to learn? Areas of Insight / Key Questions | What information do we have? Data Sources |
|---|---|
| <ul style="list-style-type: none">- Experiences + Perceptions- Achievement + Opportunities- Resources + Supports- Access + Equity- Needs + Challenges | <ul style="list-style-type: none">- Past Surveys- Quantitative Data- Qualitative Data |

2. ENGAGING WITH INTENTION

Guiding Question: How will we involve our stakeholders so that we are able to gather a broad perspective on RIH? What do we need to learn from them in order to be a steward throughout the strategic planning process?



Activity: Based on the questions we want to answer and information we'd like to learn, we can choose different engagement strategies. See the [Support Materials](#) for more information.

- Choose one of the stakeholder groups to focus on today
- Start by affinity grouping the questions from the poster into different themes
- Lead a table discussion on the following questions
 - What engagement strategies have been tried in the past to understand more about this stakeholder group. What has worked well and what are some challenges you have faced?
 - Are there traditionally marginalized voices within this stakeholder group? How might we design engagement opportunities that invite and amplify underrepresented voices?
- We will create an [action plan](#) to pull together our Engagement Strategy + Audience + Owner to create a timeline to monitor and manage our reach outs this Fall.
 - WHAT questions do we need to answer? (pulling inspiration from the posters)
 - WHO do we need to engage? (subgroups)
 - HOW can we best garner insight?
 - WHEN do we need this information?

VI. IN WHAT WAYS WILL WE HOLD OURSELVES ACCOUNTABLE?



Check Out Question A strength of mine in this process will be _____ OR You can come to me for _____.