



CTE ADVISORY COUNCIL

Strategic Planning Committee

July 23, 2018

Day 2

Welcome!



■ Overview of the Day

- *Introductions & Review Facilitator's Role (established April 23, 2018)*
- *Review Norms and Expectations (established April 23, 2018)*
- *Review "Creating the Context for our Work" (from April 23, 2018)*
- *Review the progress of our work to this point*
- *The point where facilitator's role ends and executions begins*
- *Negotiables and non-negotiables (commitments)*
- *Establishing Commitments to our Strategic Plan*
 - *Vision, Mission, Values, and Stakeholders*
 - *Strategic Focus Areas*
 - *Measures*
 - *Improvement Actions*

Working Document - CTE Strategic Plan "Feedback Ready" Draft - June 10, 2018

Process and protocols for establishing commitments – Fist to Five

- *Next Steps*
- *Facilitator Feedback*

■ Introductions

- *Dr. Mike Brown*
- *Facilitator's Role (established on April 23, 2018)*
 - *Ask the right questions*
 - *Process your responses that create your strategic plan*
 - *Clarify and mediate when necessary*
 - *Challenge to be goal-oriented, think innovatively, work collaboratively, and always be mindful of who you serve*
- *Advisory Council Members*
 - *Name*
 - *Professional Role*
 - *Group(s) you represent on the Council*

■ Norms and Expectations (established on 4/23/18)

- *Value our time*
- *Be open to diverse thoughts and opinions*
- *Be active and in the moment*
- *Be ok with a “messy” process*
- *Review work as we progress, communicate with stakeholders, provide feedback during work period April 23 – July 23, 2018*

■ Creating Context For Our Work (a review from April 23, 2018)

- *Quality Continuous Improvement Framework*
- *Outcomes*
 - *Mission, Vision, Values that set our direction*
 - *Strategic Plan that guides your work*
 - *Strategic Focus Areas*
 - *Goals*
 - *Objectives (Measures)*
 - *Improvement Actions*
 - *Process for execution, roles and responsibilities, action plans, timelines, cost estimates monitoring, reviewing, and revision*

Quality Continuous Improvement (Baldrige) Framework



■ Progress of our Work (Before April 23, 2018)

- *Vision – Creating Career Ready Missourians*
- *Four Strategic Focus Areas*
 - *Marketing*
 - *Business, Finance, and Partnership*
 - *Programming and Staffing*
 - *Student Achievement*
- *Marketing Plan*
- *Program Evaluation*

■ Progress of our Work (April 23, 2018)

- *SWOT Analysis (following a data orientation)*
 - *Strategic Advantages*
 - *Strategic Disadvantages*
 - *Potential “Blind Spots” and/or Obstacles*
 - *Potential Improvement Actions*
- *Mission, Values, and Stakeholders*
 - *Why does Career and Technical Education exist?*
 - *What does this council value in Career and Technical Education?*
 - *Who cares that we exist?*
 - *Why do they care?*
- *Improvement Actions and Measures “Brain Pop”*
- *All information was processed in the CTE Strategic Plan "Feedback Ready" Draft - June 10, 2018 and stakeholder feedback was collected*

■ Facilitator's Role

- *Establish processes and activities that collaboratively builds a plan that creates accountability to identified stakeholders and a direction for continuous improvement.*
- *Set the direction for the plan – Vision, Mission, Values, and Stakeholders*
- *Identify strategic advantages, disadvantages, and potential “Blind Spots” and/or Obstacles*
- *Create Improvement Actions (over-arching) that leverage the identified strategic advantages and address the strategic disadvantages and potential “Blind Spots” and/or Obstacles*
- *Create objectives (measures) that can indicate progress and support future revisions to specific actions plans*

Facilitator Role ends...

■ Execution Begins

- *Strategic Plan-on-a-Page*
- *Decide on the Strategic Plan format*
- *Establish an Accountability Process*
 - RACI – Responsible, Accountable, Consult, and Inform
- *Prioritize the Improvement Actions*
- *Create Timelines and Estimated Costs/Resources*
- *Create Targeted Action Plans for each Improvement Action*
- *Set up Strategic Plan Revision Processes*



Platte County School District

Strategic Plan-On-A-Page



Vision

Building learners of tomorrow...

Mission

To prepare individual learners for success in life, the Platte County School District provides meaningful experiences in a safe and caring environment.

Values

Student Focus
Collaboration
High Expectations
Integrity
Visionary Leadership
Innovation
Results Orientation

Strategic Focus Areas

Academics - Student Success
Business - Financial and Service Support
Community - Students, Staff, Parents, & Members

Principles of Learning

Everyone can learn.
Learning is a process.
Each learner's personal best looks different.
We learn from taking risks and making mistakes.
We learn at different rates, times, and in different ways.
Timely feedback is essential for high levels of learning.
Learners should set goals and be able to track their own learning.
Positive relationships are necessary to prepare individual learners for success.

EXAMPLE

Tradition. Pride. Vision.

Platte County School District

COMPREHENSIVE STRATEGIC IMPROVEMENT PLAN PROCESS CYCLE

EXAMPLE

Evaluation, Documentation, and Dissemination

- Evaluate, Document, and Disseminate Comprehensive Strategic Plan Results
- Evaluate, Document, and Disseminate Building and Program Strategic Plan Results
- Use Evaluation and Documentation for Planning in Next Cycle

Analyze Results

- Review performance of Key and Supporting (In Process) Measures of the Comprehensive Strategic Plan
- Review Progress of Innovations in All Strategic Focus Areas
- Systems Check at Various Levels
- Conduct SWOT Analysis

Set Purpose and Direction

- Utilize SWOT Analysis to Identify Strategic Advantages and Challenges and Opportunities for Improvement.
- Develop the Comprehensive Strategic Plan - Validate and/or Revise Strategic Focus Areas, Goals, Measures, and Improvement Actions
- Develop Aligned Building and Department Strategic Plans - Validate and/or Revise Strategic Focus Areas, Goals, Measures, and Improvement Actions
 - Validate and/or Refine Mission, Vision, Values - Surveys, Stakeholder Feedback, Focus Groups
 - Develop Budget and Staffing Plans

Action, Alignment, and Agility

- Deploy Comprehensive Strategic Plan
 - Develop and Deploy Innovations - Learning Cycles
 - Develop and Deploy Building & Program Improvement Innovations - Learning Cycles

Act

Plan

Study

Do



■ Non-Negotiables & Negotiables

After July 23, 2018 until the next Strategic Plan Review/Revision Cycle

Non-Negotiables (Commitments)	Negotiables
Vision	Format
Mission (Purpose)	Accountability System
Values	Priorities and Timelines
Stakeholders	Targeted Action Plan Templates
Improvement Actions	Review/Revision Process
Key Measures	

■ Establishing Commitments to our Strategic Plan

- *Vision, Mission, Values, and Stakeholders*
- *Strategic Focus Areas*
- *Measures*
- *Improvement Actions*
- *CTE Strategic Plan "Feedback Ready" Draft - June 10, 2018*
- *Process and protocols for establishing commitments*
 - *One area at a time*
 - *Consider stakeholder feedback*
 - *Fist to Five*

Fist to Five



- Fist A no vote
- 1 Finger I still need to discuss it and suggest changes
- 2 Fingers I am comfortable with it but want to discuss minor issues
- 3 Fingers I'm not in total agreement but don't need to discuss further
- 4 Fingers I think it's a good idea/decision and will work for it
- 5 Fingers It's a great idea and I will be a leader

■ Next Steps

- *Facilitator will process work from today and update Mission, Values, Stakeholders, and Strategic Focus Area Improvement Actions and Measures*
- *Facilitator will provide updates to the Chairman and Coordinator of Career and Technical Education*
- *Council will need to negotiate and decide on format, accountability processes, targeted action plan processes, and Strategic Plan review/revision processes.*

■ Facilitator Feedback

- *What did you find valuable about the facilitation?*
- *What are some opportunities for improvement for the facilitator?*

Thank you! It has been my pleasure serving you through this process.

If I can be of any service to this organization or any other, please feel free to contact me...

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CTE ADVISORY COUNCIL

Strategic Planning Committee

April 23, 2018

Day 1

Welcome!



■ Introductions

- *Name*
- *Who do you represent?*
- *Why are you here?*
- *What does Career Ready Missourians mean to you?*

■ Creating Context For Our Work

- *Quality Continuous Improvement Framework*
- *Outcomes*
 - *Mission, Vision, Values that set our direction*
 - *Strategic Plan that guides your work*
 - *Strategic Focus Areas*
 - *Goals*
 - *Objectives (Measures)*
 - *Improvement Actions*
 - *Process for execution, roles and responsibilities, action plans, timelines, cost estimates monitoring, reviewing, and revision*

Quality Continuous Improvement (Baldrige) Framework



■ Norms and Expectations

- *Value our time*
- *Be open to diverse thoughts and opinions*
- *Be active and in the moment*
- *Be ok with a “messy” process*
- *Review, stakeholder feedback and communication 4/23-7/23*
- *Others?*

■ Overview of the CTE Advisory Council Work

- *Brian Noller – Chairman*
- *Vision – Creating Career Ready Missourians*
- *Four Strategic Focus Areas*
 - *Marketing*
 - *Business, Finance, and Partnership*
 - *Programming and Staffing*
 - *Student Achievement*
- *Marketing Plan*
- *Program Evaluation*
- *Other information anyone wants to share that would be important...*

■ Vision, Mission, Values, Stakeholders

- *Vision – Creating Career Ready Missourians*

- *Mission*

- *Why does Career and Technical Education exist?*

- *Values*

- *What does this council value in Career and Technical Education?*

- *Stakeholders/Customers*

- *Who cares that we exist?*
 - *Why do they care?*

■ Strategic Planning

- *Definitions*
 - *Goals*
 - *Champion – RACI Model*
 - *Improvement Actions*
 - *Objectives – measures that support determining progress towards the goal*
- *Timelines*
- *Priorities*
- *Budget Implications*
- *Others?*

■ Strategic Planning

- *Data Orientation*

- *SWOT Analysis*

 - *Purpose of the Activity*

 - *Strategic Advantages*

 - *Strategic Disadvantages*

 - *Potential Blind Spots or Obstacles*

 - *Opportunities for Improvement*

 - (Possible Future Improvement Actions)*

■ Strategic Planning

- *“Brain Pop” Activity*

- *Purpose of the Activity*

- *Definition of Innovation*

- *Innovative and strategic improvement actions that would support progress in the four goal areas...*

■ Measures for Success

– How can we measure success in our four goal areas?

■ Next Steps

- *Facilitator will process and communicate our work*
- *Council will review, seek stakeholder feedback, and communicate their personal feedback*
- *Explore cost considerations to the possible improvement actions*
- *Prioritize and create timelines for improvement actions*
- *July 23rd Meeting*
 - *Review and begin to finalize our Strategic Plan*
 - *Identify any processes that need to be revised or developed in supporting improvement in our four goal areas*

■ Facilitator Feedback

- *What did you find valuable about the facilitation?*
- *What are some opportunities for improvement for the facilitator?*