Part I
Strategic Planning Action Teams
Meeting 1
The Process

SCHOOL SITE COUNCIL Approval → Select 1st plans → Assign responsible person → IMPLEMENT

The Planning Team

Understands the Beliefs Parameters
Drafts the … Mission Objectives Tactics

Action Teams

Draft action plans Study, research, plan, and analyze costs of the assigned tactic

The Planning Team

Receive and select plans Finalize site plan including recommendations for initial implementation

Progress checks periodically
Beliefs: Table Discussion

• Review the beliefs which provide the foundation for the Strategic Plan. Choose 1 belief that resonates with you.

• Turn and talk to a partner: Discuss the meaning of the belief for you

• In triads or quads: What are the implications of that belief at this school?
Mission

Our loftiest aspiration for school name

MISSION STATEMENT HERE
Strategic Objectives

• ADD OBJECTIVES HERE
Tactics

1. ADD TACTICS HERE
Dreaming-Doing Continuum

A C T I O N P L A N S

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### The Stages of Action Planning

<table>
<thead>
<tr>
<th>Meeting #</th>
<th>Stage</th>
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<tr>
<td>1</td>
<td>Tactic Analysis</td>
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<td>2</td>
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<td>3</td>
<td>Research</td>
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*Result Statements
*Action Plans
*Cost Benefit Analysis & Finalize Plans

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Action Plans…

• Provide explicit directions for action
• Describe what is required to realize results

 ✓ Specific tasks or activities
 ✓ Separately-assignable
 ✓ Latitude for on-time, on-site decisions

 *understand that not all plans will be implemented right away (within 3 years)

 ✓ Cost & benefit analysis
Action Team’s Responsibilities

- Create plans for implementation

  ✓ Honor the tactic as stated
  ✓ Do not change the tactic
  ✓ Chart a course into the future
  ✓ You are not responsible to implement
Part II

Strategic Planning
Action Teams
Meeting 1

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Session 1 Agenda

• Introductions
• Review guidelines for operation
• Explain the nature of the task
• Discuss timeline, meeting dates, times and locations
• Clarify the intent of the tactic
Guidelines for operation

- Everyone participates
  
  *No one dominates*

- Tell the truth
  
  *Deal with the important issues*

- Work as peers
  
  *Rank is irrelevant*
Guidelines for participation

• Reflect diverse perspectives
  – *Not special interests*

• Work for good of entire organization
  – *Not for personal agendas*
Trust that…
People of good will, working for the common good, will always make good choices.
Action Team Decisions

- All decisions will be consistent with the stated beliefs.
- All decisions will be made in the context of the school’s stated mission and strategic objectives.
- All decisions will be made in the best interest of the student.
- All decisions will follow the golden rule.
- Participation will be commensurate with actual knowledge and/or experience.
- Each participant will always tell the truth.
- A final decision does not mean an end to conversation, review, and reconsideration.
Decision Making

• Total-gain agreement

• 100% of participants are satisfied that the decision reached represents a benefit or advantage to them that they could not have achieved without the involvement of the group.

Everyone experiences ‘gain’ that would have been impossible without the dynamics and contributions of the group.
Logistics

- When we will meet (dates, times)
- Where we will meet (location)
- Roles for meetings
  - Need timekeeper
  - Need someone to take notes/minutes and send/post them
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The work starts NOW 😊

Tactic Analysis

Purpose of tactic

• Why was this tactic created?
  What problems or opportunities does it address?

• What is it intended to accomplish?
  How will things be different after implementation?
Small Groups:

1. How does this tactic fit into the mission?
2. How does this tactic relate to the objectives?
3. How does this tactic relate to the other tactics?
4. Circle any key words in this tactic
Homework

✧ Fill out the Tactic Analysis Form

Bring & be ready to discuss it at our next meeting.

TACTIC ANALYSIS FORM

1. How does this tactic relate to the mission?
2. How does this tactic relate to the objectives?
3. How does this tactic relate to the other tactics?
4. Circle any key words in this tactic.
5. In the space below, write down what you believe this tactic is about and what it is not about.

<table>
<thead>
<tr>
<th>This Tactic IS about</th>
<th>This Tactic IS NOT about</th>
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