Strategic Planning
Action Teams

Meeting 5
## The Stages of Action Planning

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Tactic

• Type Tactic Here
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.*
Dreaming-Doing Continuum

A C T I O N P L A N S

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Homework was to...

- Reflect on the research summaries
- Write 3-5 activities which must occur in order to realize the tactic.

Now....

- Write each of your activities on separate post-its.
Sorting our activities...

**Goal:** narrow our individual thinking down to 3-5 categories

**Sorting:**

• 1 person will read their note and put it on the wall
• Next person reads theirs - if similar, put it close – if different, make a new category
• Continue until all are up and in rough groups
• Read through them by group
• Regroup or create new categories as necessary
• Name each category
Moving To Action

*Specific Result Statements

Steps to develop our statements:

1. Identify all related issues and ideas
2. Transform them into specific results to be achieved (*this is our next step)
3. Ask the question:
   - Will these results ensure full implementation of the tactic?
4. Revise/Add/Delete statements as needed
Criteria for Good Specific Result Statements

- It describes an achievement which is measurable, observable or demonstrable.
- It is accomplished in a year or less.
- It is assignable to one person for implementation, provided that the person has the resources (human, financial) to accomplish the end result.
- It is NOT a “plan to plan.”
- The statement should “stand by itself” to an ordinary person and not be dependent on the Action Steps to be understood.
- The contribution to the mission is worth the time, effort and resources necessary to implement the result (that is, the benefits outweigh the costs).
- The statement begins with a strong verb.
Evaluating Specific Results

Tests of effectiveness

• If all are achieved…
  • Will the tactic be fully implemented?
• Are all of them truly necessary?
  • Do all provide good return on investment?

Note: This last step will most likely occur at the beginning of meeting #6.
Result Statement Format

________ to __________.

What
Strong verb!

Why
What’s the purpose/intent of doing this?
Sample Specific Results:

Work in partners to determine…
Which are correctly written? Why or why not?

1. Study the concept of essential learning outcomes for students to attain for graduation.

2. Implement a set of authentic assessment tools, for all subject areas, on a phase-in basis, that accurately measure identified learner competencies at each grade level.

3. Identify a person at the site who will coordinate school/community partnership activities.

4. Increase the number and diversity of parents who are involved in school policy and program decision-making.

5. Increase the professionalism of teachers.
Writing Result Statements

Review the categories that we sorted…

• Write 1 or 2 result statements using the ideas from the post-its & the Criteria for Good Specific Result Statements

• With very detailed ideas, decide if it is a step in another result or a result itself

✧ Specific result statements describe what actually will be accomplished

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Next week’s plan

• Finalize Result Statements

• Begin Action Plans