



**PLEASE CONSIDER
JOINING THIS LONG-
RANGE PLANNING
COMMITTEE BY
CONTACTING YOUR
SCHOOL'S PRINCIPAL
TODAY!**

What is Long-Range Strategic Planning?

The purpose of strategic or long-range planning will be to assist the Orange BOE in establishing priorities for spending, professional development, designing new programs, for measuring and communicating successes, and setting other goals which will better serve the needs of students, in particular, and our educational community, as a whole. An effective strategic plan will be specific, but also flexible and practical. It will serve as a *guideline* for the BOE and the administrative team in implementing new programs, evaluating how these programs are doing, and then making adjustments when necessary.

An effective strategic plan will reflect our thoughts, feelings, ideals, and dreams as a school community ... in conjunction with our mission, values, and beliefs which, although they appear throughout this webpage, need updating, as well. The development of our plan will require surveying our communities, engaging in much analysis and discussion,

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An effective strategic plan must be:

- Simple, clear
- Written and well-communicated
- Founded in the current times in which we live, both as perceived by our stakeholders and supported by our findings
- Based on real and relevant expectations for future growth and development

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However, the truth of it is, the development and writing of our strategic plan is less complicated than will be its implementation. Implementation in the 2013 – 2014 school year and beyond, will require our BOE and Administrative Team to analyze the plan's elements and implement each goal throughout our district. Every part of our district, from the pre-school to 21st Century, from the cafeteria to art class, will accept the plan, agree to its values and direction, and implement the specific goals by developing action steps. In order to effectively and efficiently implement a plan, all individuals involved in its implementation must function as a whole or the plan is destined for failure.

Our Strategic Planning Model

Our 2013 – 2018 Strategic Plan will include a Mission Statement, Goals, Objectives, and an Action (or Implementation) Plan and template.

Mission Statement

This is our commonly-embraced statement, written to express our belief in our reasons for existence – what we do and why we do it. The statement will not be precise in its goals and declarations and it will not need to be. For example, it won't say, our goal or mission is to make 100% of our students proficient in math. Rather, it will express our obligation to the future through the job we do and the students we serve. Any organization's mission needs to be reviewed periodically to measure its relevance.

Goals

The goals are the areas to which we will direct our keen attention over a span of the next five years – they are the areas on which our educational community wants to focus. Again, these are not specific goal statements with specific targets

or objectives stating how the work will be carried out, but rather they are sweeping goals for the broad areas of the Board's and the Administrator's work and for the programs and activities it would like to carry out. They are both long-term ('within three years' or 'within five years') and short-term goals ('within six months,' or 'within one-year').

Objectives

These are the specific steps, or strategies, written in the form of an action plan, which detail the measureable objectives, who is responsible for them, and a timeline. It's likely the BOE and the Administrative will break down the goals into phases or steps first, and then write the objectives and set the short-term action plans for accomplishing each phase. Reaching our objectives are means by which we will attain our long-term goals.

The Process:

2 Gather Background Information

By shifting through all its research and information, the Strategic Planning Committee will develop a sound basis of opinion on which to base its work. After existing information has been gathered, additional information-gathering activities will take place, including:

- Surveying all of the stakeholders
- Talking to focus groups to clarify the information
- Collecting the background data to support the surveys and ideas of the focus groups
- Creating a workbook which presents this information for reference

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Planning Workshops

- Organizational Meetings: Introductions, establishing our protocols, discussing our personal objectives and interest in the committee's work, reviewing the nature of the work, airing our priorities, reviewing the workbook, discussing activity design
- Where are we now? (Our Situation)
 - How did we get here? (Our Momentum)

- Development of a Mission Statement (What We Do; What We Stand For; What We Contribute to the World-at-Large)
- a. Where are we going? (Our Direction)
- b. Where should we be going? (Our *Desired* Direction)
- c. How will we get there? (Our Strategic Plan)

3 Drafting, Editing, Publishing, Advertising Sub-Committees

This will be a year-long process, from September 2012 to May 2013. In May, the Committee will present its work, the 2013 – 2018 Strategic Plan, to the BOE for a first reading, and in June for acceptance.

The Committee Structure

The Strategic Planning Committee should be composed of people who understand the Board of Education's work and have a deep and proven interest in our educational community. The committee will be led by the BOE's Long-Range Planning Sub-Committee Chair, Amy Criscuolo, along with the Superintendent, Lynn McMullin.

The committee members will recognize, by joining the committee, they have an obligation to represent the community as a whole, not merely themselves as individuals. All stakeholders will be invited to express their opinions and ideals through the survey process, and those results will resonate throughout the committee's work.

After this year, the committee will be a permanent standing committee within the school community; each of its members will serve as a liaison to its stakeholder group, i.e. a teacher to other teachers, a parent to the PTA, and so on.