



# **Strategic Planning**

**May 24, 2021**

# Hingham Public Schools

## Strategic Planning - 2021

- Voters approved \$50,000 in the FY '22 HPS Operating Budget for Strategic Planning.
- The Purpose of Strategic Planning is to set overall district goals for the next 5 years and develop a plan to achieve those goals.

# The Strategic Planning Model

- HPS will utilize the DESE (Department of Elementary and Secondary Education) -- Planning for Success (Pfs) Model.
- Planning for Success is:
  - ***An inclusive, hands-on planning process designed to build district and school capacity and coherence while also building community understanding and support.***
  - ***A multi-year improvement plan that includes the adoption of an annual action plan for implementation.***

# Planning for Success

- The Planning for Success Model is ***a flexible process that can be easily customized to the unique needs of our school district.***
- Planning for Success was ***developed in 2013 and has been refined based upon the feedback from districts at all levels.***
- Planning for Success has been ***successfully used in districts at all levels of student achievement and growth.***
- PfS provides districts with ***a variety of tools, protocols, and facilitation tips that support community engagement in each of the 3 PfS phases.***

# 3 Phases of Planning for Success

## ***Phase 1: Creating a Plan***

- Analyzing performance, educator evaluation, and community feedback data for trends and patterns, identifying root causes
- Envisioning the future
- Backward design the improvement strategy from
  - desired student outcomes
  - researching effective practices

## ***Phase 2: Align Systems***

- Connecting Education Evaluation goals to the plan
- Connect School Improvement Plans to the District Plan
- Leverage budget, grants, and resources in support of the plan
- Build community commitment to the plan

## ***Phase 3: Implementation***

- Create an annual action plan with progress and impact benchmarks
- Monitor and publicly report on progress
- Redesign the plan if necessary

# Next Steps

- The Superintendent will contract with a trained *Planning for Success* facilitator.
- The Superintendent will work with the facilitator in June and July to plan the HPS process.
- The Proposed Strategic Planning Team (31 members)
  - 5 Central Office Administrators
  - 2 School Committee Members
  - 6 Principals
  - 6 Academic Directors
  - 3 Teachers (1 from each level)
  - 1 Hingham Education Association Leadership
  - 1 Technology Director
  - 3 Parents (1 from each level)
  - 2 Students (1 from HMS and 1 from HHS)
  - 1 Town Official (e.g., Town Administrator etc.)
  - 1 Local Business Owner
- The Superintendent will organize and update the Administrative Leadership Team (17 Members)
  - 5 Central Office Administrators
  - 6 Principals
  - 6 Academic Directors
- The Superintendent will set a date and organize the Planning Team meeting in August

# Sample of a Planning for Success Timeline

Activity	Date
<b>Planning Team Retreat 1:</b> Visioning; Discuss community engagement Strategy	<b>August</b>
<b>Admin Leadership Retreat 1:</b> SWOT analysis, district data	<b>August</b>
<i>Planning team members conduct visioning sessions.</i>	<b>September 3 - 4 weeks</b>
<b>Planning Team Retreat 2:</b> Synthesize common vision themes, data collection and review	<b>October</b>
<b>Planning Team Retreat 3:</b> Data and root cause analysis, draft strategic objectives, draft strategic initiatives	<b>October</b>
<b>Admin Leadership Retreat 2:</b> Strategic objectives, strategic initiatives, intended outcomes	<b>October</b>
<b>Planning Team Retreat 4:</b> Vision statement, quality plan review and revision, community dissemination process	<b>November - December</b>

Thank you for your support of this  
important initiative

Questions or Comments