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OF SCHOOL BOARDS

Capac Community Schools Strategic Plan Final Report

Jay D. Bennett, MASB Consultant

Strategic Planning Process

Timeline

- January 2016 – Board Presentation
- January 2016 – Board Approval of the Process
- February through April 2015 – Data Collection & Stakeholder Input
- April 2016 – Retreat
- May 2016 – Implementation Workshop
- May 2016 - Present Final Report to the Board of Education for Approval

5 months



Stakeholder Input

Purpose

- Provide an opportunity for input
- Gauge values and perceptions of the community
- Gather data to use as a decision making tool
 - Identify and assess strengths
 - Identify areas for improvement
 - Identify barriers of implementation
 - Identify a vision
 - Identify top three priorities

279 responses



Planning Team Retreat

April 23, 2016 Agenda

- An overview of the strategic planning process and timelines
- An environmental scan
- A report of current and planned initiatives
- A review of current vision, mission and belief statements
- A review and analysis of stakeholder input data
- A review and analysis of demographic and district data
- Development of proposed vision, mission and belief statements
- The establishment of strategic goal areas, goal statements and identification of potential key objectives
- An overview of next steps

8 full hours





Participants

Jeff Kegler
 Travis Fahley
 Sheila McDonald
 Lisa Clark
 April Seeley
 Bill Nestle
 Denise Leonard
 Donna Walker
 John Detroyer
 Kathy Kuretich*
 Lori Penzien
 Michelle Green
 Tara Jordan
 David Kochan*
 Deb Lewis*

John Antilla
 Amy Nestle
 Dale Stuever
 Mike Lauwers
 Jeri Fishel
 Nicole Kirby
 Tamara Zimmer
 Bill Ellis
 Jim Crane
 Monica Standel
 Sean Kreisch
 Coreena Malburg
 Steve Sampson
 Amy Baur

Timothy Lewis
 Ann Terbrack
 Kathleen Wheelihan
 Paula Bellhorn
 Kathleen Kish*
 Steve Bigelow*
 Barry Geliske
 Dwayne Loper
 Mike Lentz
 David Phillips*
 Mark McDonald
 Gale Simon
 Tim Gross
 Vanessa Senyk

*Indicates participation in the retreat and implementation workshops

**Indicates participation in implementation workshop only

33 dedicated participants



Retreat Outcomes

Mission & Vision

The **mission** of Capac Community Schools is...

Capac Strong. Learn. Dream. Grow.

The **vision** of Capac Community Schools is...

To be recognized as a community that values education, positive character traits, and life-long learning.



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Retreat Outcomes

Belief Statements

- Every student is important.
- Education is a community endeavor.
- Education is the foundation of success.
- We are responsible for providing a safe and nurturing environment.



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Retreat Outcomes

Goal Statements

Capac Community Schools will:

- improve rigor and standing by engaging all learners
- use multiple communication mediums to promote positive highlights of Capac Community Schools
- create new opportunities for both athletics and academics in order to become a destination district
- provide an environment for personnel and leadership success
- maintain the district's full operational needs within a balanced budget and achieve a visually appealing environment



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Implementation Workshop

Agenda

- Provide a review of the process
- Discuss Implementation Workshop handouts
- Review the vision, mission, and belief statements
- Review goal statements
- Determine potential objectives and finalize three objectives for each goal statement that could be accomplished in the first year
- Develop a quarterly timeline for first year objectives
- Review action planning for selected objectives
- Review Strategic Plan monitoring processes



Capac Community Schools

Goal Statements with First Year Objectives

Goal Area 1: Academics/Programs

Goal Statement: Capac Community Schools will improve rigor and standing by engaging all learners.

First Year Objectives:

- Improve engagement of students and staff
- Increase number of students meeting benchmarks
- Implement and enhance PLCs across the district



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Capac Community Schools

Goal Statements with First Year Objectives

Goal Area 2: Learning Environment/Culture

Goal Statement: Capac Community Schools will create new opportunities for both athletics and academics in order to become a destination district.

First Year Objectives:

- Create new student opportunities in athletics and academics
- Increase academic rigor



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Goal Statements with First Year Objectives

Goal Area 3: Personnel/Leadership

Goal Statement: Capac Community Schools will provide an environment for personnel and leadership success.

First Year Objectives:

- Align K-12 curriculum
- Develop and implement staff recognition program



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Goal Statements with First Year Objectives

Goal Area 4: Communication/Community Engagement

Goal Statement: Capac Community Schools will use multiple communication mediums to promote positive highlights of Capac Community Schools.

First Year Objectives:

- Implement school messenger system
- Create and support building teams
- Increase and monitor advertising



Capac Community Schools

Goal Statements with First Year Objectives

Goal Area 5: Operations

Goal Statement: Capac Community Schools will maintain the district's full operational needs within a balanced budget and achieve a visually appealing environment.

First Year Objectives:

- Formalize operations and transportation department
- Improve curb appeal of district



Asking for Board Approval

- Mission Statement
- Vision Statement
- Belief Statements
- Goal Statements



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MASB Recommendations

Ensuring Success

- Align the Strategic Plan with the District/School Improvement Plans
- Align the Strategic Plan with the 2016-17 Budget and beyond
- Develop and implement a reporting/Board monitoring calendar
- Develop and implement an internal/external communications plan
- Develop and implement action plans for each identified objective
- Create opportunities for stakeholder involvement
- Schedule a One-Year Renewal with the original planning team participants



Ensuring Success



90-Day Implementation Plan

Strategic Goal:		Accomplishment (what):		
Intent (why):		Start date: End date:		
Implementation steps (how):		Who	When	Where
1. 2. 3. 4. 5. 6.				
Coordinator:	Collaborators or partners:	Evaluation measures:		Budget:
Team members:				Next meeting date:

Final Thoughts

Collaborating with the Capac Community Schools, the Board of Education, administration, staff and the entire community really illustrated their level of care for the schools, the community, and most of all, the students.

- Jay D. Bennett, MASB Consultant

