

Proposal for Facilitation and Strategic Planning Services

Raymond NH School District

SAU 33

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NH School Boards Association

New Hampshire School Boards Association (NHSBA) is pleased to provide this proposal for Strategic Planning Services to David DeRuosi/Terry Leatherman, interim and incoming Superintendents SAU 33. These services are aimed at helping School Districts develop and sustain long-range goals and create a plan to meet those goals. Strategic Planning is more than writing a carefully worded Mission statement or an inspiring Vision statement. It is a process that gives school leaders the ability to influence the future.

NHSBA's approach to Strategic Planning takes traditional Strategic Planning and brings it to life using a collaborative, visual and strengths based approach. This unique approach to planning creates both individual ownership and commitment to new initiatives and change. Working with District leadership and a Strategic Planning Committee, we will create a common understanding of the existing environment, education and technology trends affecting student learning and decide which elements demand the most attention.

This process aims to address the following two questions:

1. What skills, knowledge and habits do our students need for success in a rapidly changing, globally competitive and complex world?
2. How can we redesign educational experiences to best prepare our students to meaningfully compete and contribute in the 21st century?

It is this redesign that is the cornerstone of Strategic Planning. We use design thinking principles to help discover new perspectives on current and future challenges that support creative teaching and learning solutions.

Our process engages all stakeholders in a collaborative process that stimulates open dialogue, encourages innovative thinking, evaluates options and begins to build alignment around a plan to move forward.

The complete Strategic Planning process involves several meetings starting in July 2022 and completing in December 2022. Below is a brief description and timeline for some of the initial meetings. Remaining meeting dates and times will be determined by the Committee.

Administration Leadership Planning Meeting

Date: Wednesday, June 22nd, 2022, Time and location TBD, lunch included

Meeting Objectives:

1. Conduct assessment of the District's response to the COVID 19 pandemic and what lessons learned can be gathered from that experience.
2. Trend Mapping - A discussion of relevant trends influencing the School District and Student Learning. What trends should we pay attention to?
3. Perform a S.O.A.R. (Strengths, Opportunities, Aspirations and Results) exercise. The strength-based focus of S.O.A.R. provides an important opportunity for meaningful, positive and solution-focused conversations related to the school's potential, and can provide clear direction upon which to create a desired future.
4. Evaluate current Strategic Plan for carryover items, i.e. actions that are progressing well and need continued attention. Provide data backed evidence where applicable.
5. Identify initial Focus Areas that will help to inform the rest of the process. Focus Areas are strategic imperatives that have the highest priority and impact.
6. Discuss the creation of a Portrait of a Graduate as a replacement to the standard Vision Statement for the District.
7. Discuss the charge for the Strategic Planning Committee and plan development timeline.

Strategic Planning Committee kickoff meeting

Date: Wednesday, July 13, 2022 5:30-7:30. Location TBD

Meeting Objectives:

1. To review the process we will use to create the new Strategic Plan.
2. To discuss outcomes of the Administration Leadership Meeting, specifically the Focus Areas and S.O.A.R. results
3. Develop a plan to create a Portrait of a Graduate
4. Plan a Community Meeting, include Faculty and Staff. Opening up a dialogue with the larger community will start to build a shared understanding and commitment

Strategic Planning Committee meeting

Date: Wednesday August 3rd, 2022 5:30-7:30. Location TBD

Meeting Objectives:

1. Finalize Community Meeting plans, date, times and location and list of questions to ask. The following examples are provided:
 - What do you believe we are doing really well as a School District? What excites you about our School District?
 - What makes you proud of our School District?
 - What are some of the challenges facing us that we need to address?
 - What can we do together as a community to make this happen?

Community Meeting and follow on Strategic Planning Committee meeting

Date: Tentatively planned for week of August 15th, 2022, Time and Location TBD

Meeting Objectives:

1. Meet with members of the Raymond Community to discuss important issues on education. An interview guide, containing the questions agreed to at the last meeting, will be provided to all Committee members.
2. As a Committee, share and discuss all of the inputs received from the Community, Faculty and Staff

Strategic Planning Committee meetings

Date: Remaining September – December 2022 dates will be determined by the Committee

Sept/Oct Meeting Objectives:

1. Create a Portrait of a Graduate for Raymond High School
2. Finalize Focus Areas for the Strategic Plan
3. Create initial goal statements for each Focus Area
4. Report progress to School Board – get feedback on Portrait of a Graduate and initial goal statements

Nov/Dec Meeting Objectives:

1. Develop final goal statements and 1, 2 and 3 year strategies
2. Create a draft Strategic Plan for School Board review
3. Present draft Plan to School Board
4. Incorporate any comments into the Plan
5. Present final Plan to School Board for approval

Notes:

1. If additional meetings are needed, they will be scheduled no later than December 2022.
2. Meetings can be between 2 - 3 hours depending on the day of the week. Saturday meetings, if needed, can be 4 hours.

Cost of Services - Strategic Planning and Facilitation Services (includes all workshops, preparation time and post workshop documentation) are offered at a cost of \$5000.00 plus expenses.