

Community Feedback on Developed Focus Areas for the 2024- 2028 Dover Strategic Plan



The Purpose:

Developing a successful strategic plan:

- Be clear about the organization's mission, vision, and values.
- Involve all stakeholders in the planning process.
- Be realistic about the organization's capabilities.
- Be flexible and willing to adapt the plan as needed.
- Communicate the plan to all stakeholders and get their buy-in.

- To gather detailed actionable insights that clarify priorities and feasibility.

Strategic Planning Committee Work

Role of the strategic planning committee:

1. **Assessment of Current Status:** Schools often begin by assessing their current situation. This includes analyzing student performance data, teacher effectiveness, resource allocation, and other key metrics. They may also review the success and shortcomings of previous strategic plans.
2. **Stakeholder Input:** Input from various stakeholders is crucial. This includes teachers, administrators, students, parents, and sometimes even community members. Schools may use surveys, focus groups, or public meetings to gather a wide range of perspectives and ideas.
3. **Identification of Key Areas:** Based on the assessment and stakeholder input, schools identify key areas that need improvement or focus. This could include student achievement, teacher development, infrastructure, technology integration, community engagement, or financial stability.
4. **Setting Specific Goals:** Once key areas are identified, specific, measurable, achievable, relevant, and time-bound (SMART) goals are set. These goals are designed to address the identified needs and are usually quantifiable to track progress.

Guiding documents:

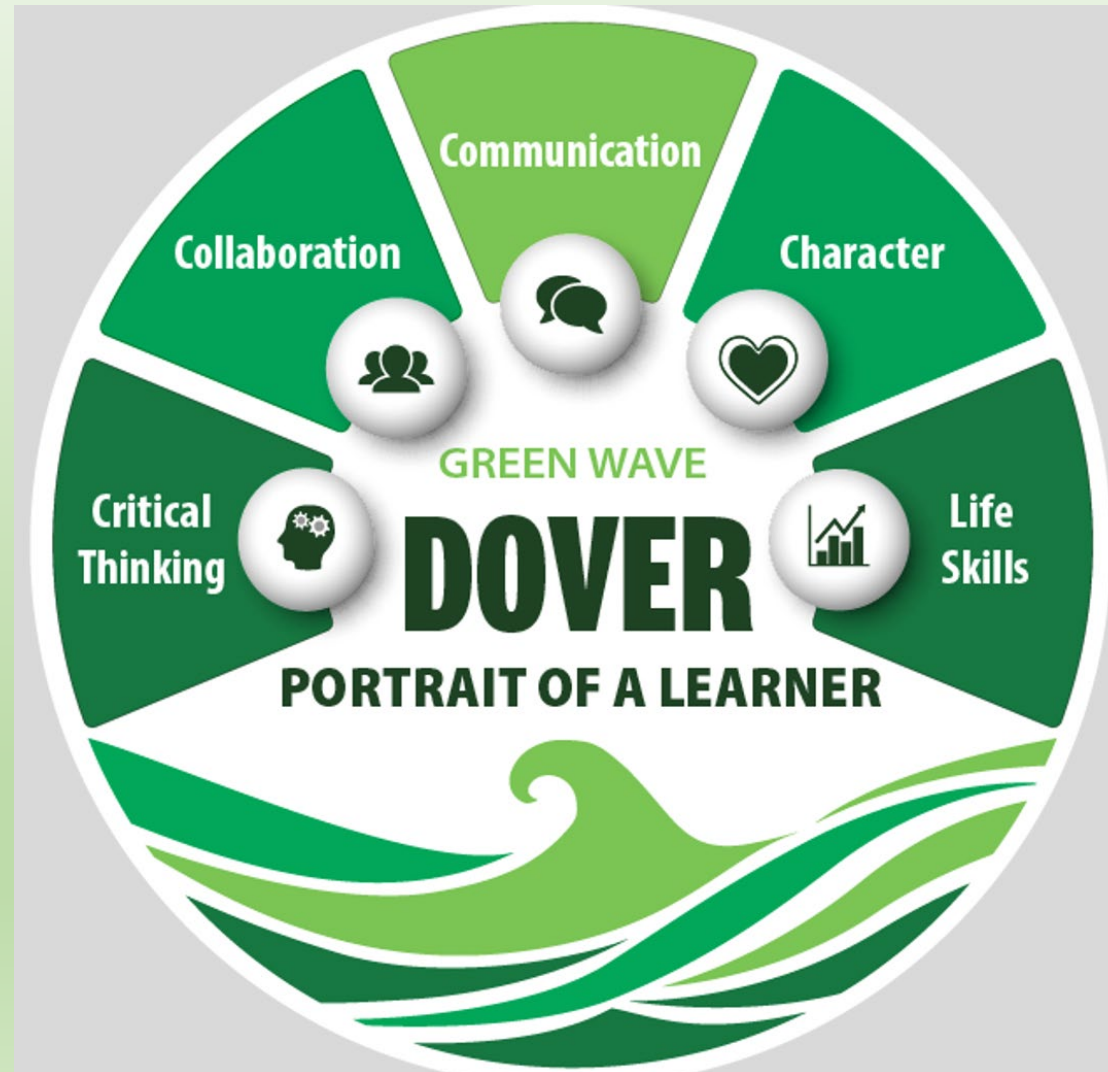
- Recently adopted Dover Portrait of a Learner
- Hanover Research Survey data on current strategic plan – Spring 2023

Work to date: Created a list of focus areas based on the guiding documents.

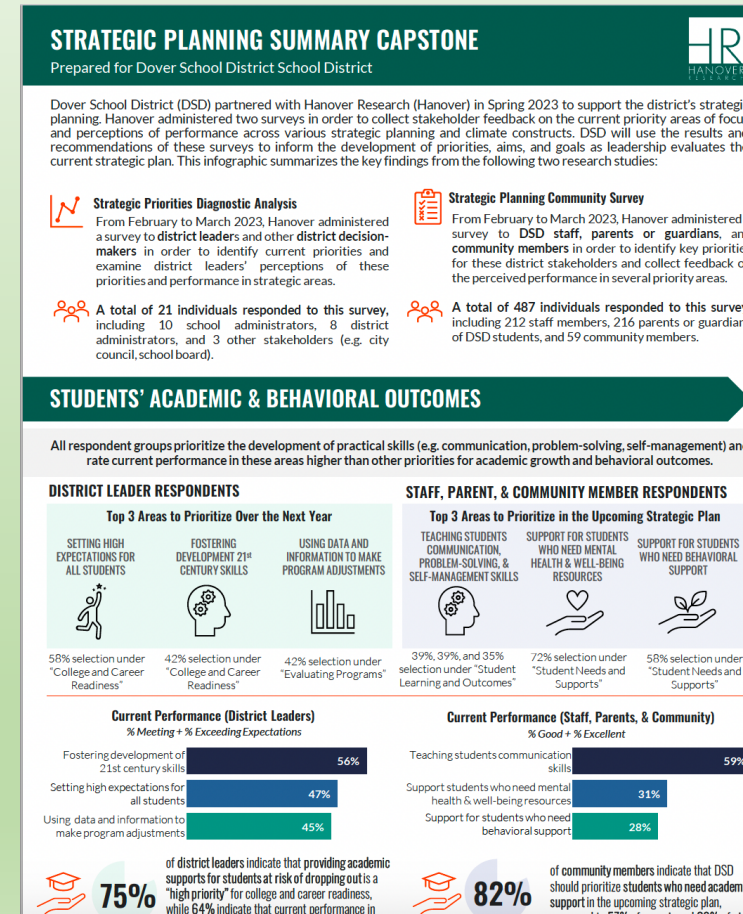
Committee Members

- Joseph Harmoko
- Natalie Buelvas
- Jillian Brickley
- Shelby Cena
- Steve Brown
- Craig Alie
- Betsey Andrews Parker
- Jennifer Krans
- Melissa Klotz
- Hannah Durakovic
- Valerie West
- Abbigail Small
- William Harbron
- Hannah Sullivan
- Travis Bickford
- Griffin Stripto
- Nancy Vawter
- Carolyn Mebert
- Poorima Kasalagere Boregowda
- Cal Dearborn
- Stacey Kearns
- Christine Boston
- Cora Quisumbing- King
- Kristen Devoe

Dover Portrait of a Learner



Current Strategic Plan and Hanover Research Survey Summary Data



Focus Areas (Printed Handout)

1. **Wellbeing**- Care for the physical and mental wellbeing of students, leaders, teachers, and staff.
2. **Community Partnerships**- Develop deep partnerships with all community members.
3. **Equity/Inclusion**- Ensure that each and every student is included and gets their needs met in and out of the classroom.
4. **Innovative Culture**- Develop a culture that allows for student and staff curiosity, creativity, and flexibility.
5. **Team Approach**- Develop a collaborative approach to teaching, learning, and supporting students.
6. **Data Use** – Use a variety of data to make decisions and provide evidence to highlight growth toward achieving the district vision.
7. **Infrastructure**- Develop the people, technology, and indoor/outdoor spaces to ensure that all students and staff can thrive in any future.



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Please fill in the survey

Which was your most critical focus area? Why?

- Ex. Infrastructure – because.....

Is there anything you think is missing or hasn't been adequately addressed in these focus areas?

Visual of Sample one Page Strategic Plan

Vision

- Clearly articulates what the organization wants to achieve or change over the next 3 years

Mission

- Articulates core purpose and/or values

Strategic commitments

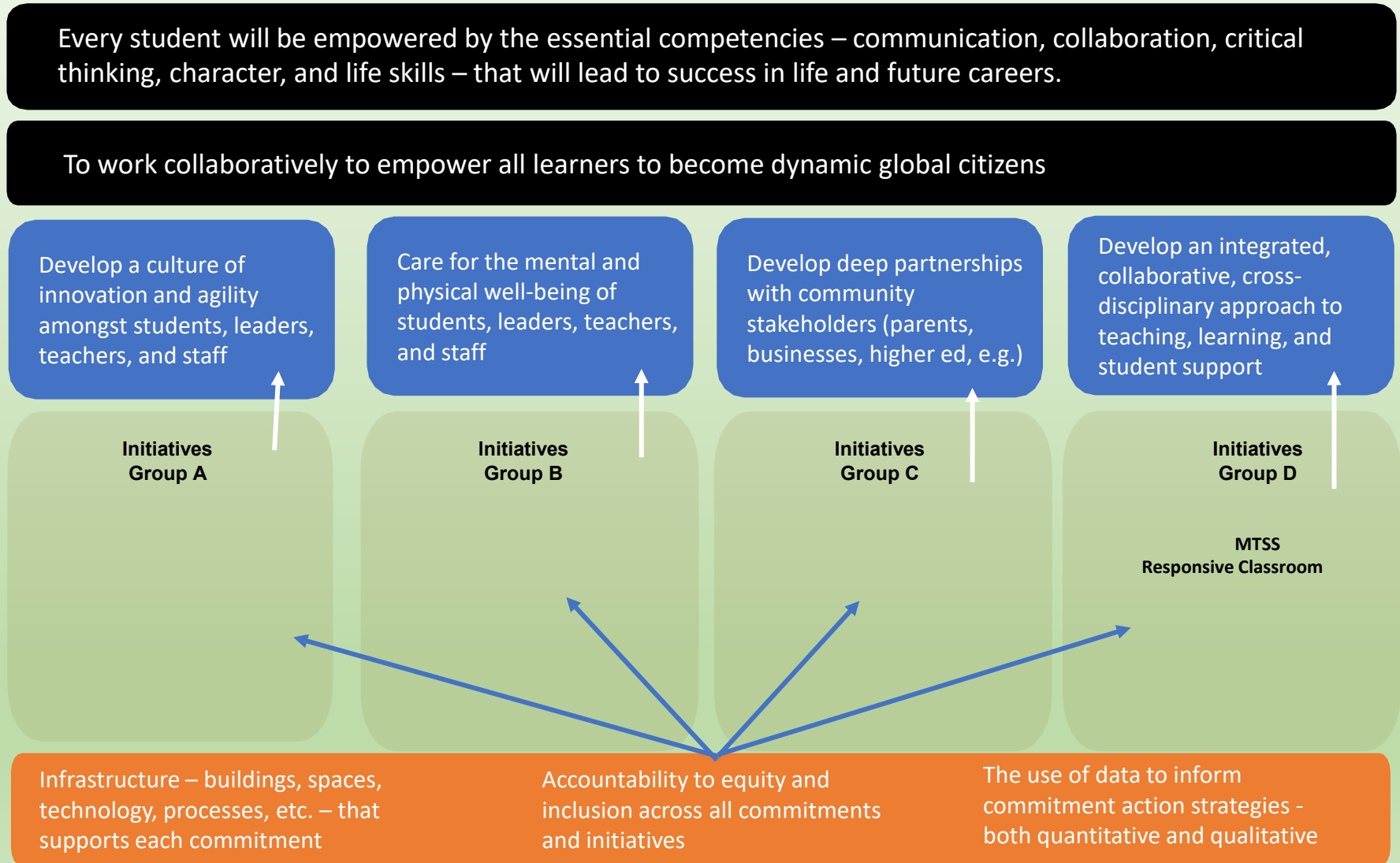
- Long term goals that will lead to realizing the vision

Core initiatives

- Projects and programs aligned to the strategic commitments and the basic enablers
- Robust initiatives align with multiple commitments
- Should include de-implementation of initiatives not aligned or not fit for purpose as well as implantation of new initiatives
- Should include clear measures of progress (e.g. SMART goals) and articulate resources needed

Basic enablers

- Defines what is needed in all cases – the necessary conditions for success



Author: Steve Brown