

# Strategic Plan Work Process

## Roles and Responsibilities

BOE Strategic Plan Committee	Cabinet	Internal Strategic Plan Work Group	Network Team
<ul style="list-style-type: none"><li>• Ensure alignment (Values, Mission, indicators)</li></ul>	<ul style="list-style-type: none"><li>• Create Strategic Plan Framework</li><li>• Oversee process and effective communication</li><li>• Review and revise framework during development process</li></ul>	<ul style="list-style-type: none"><li>• Facilitate the work of the Network Team</li><li>• Serve as liaisons between deputies and Network Team</li></ul>	<ul style="list-style-type: none"><li>• Provide input to the MCPS Strategic Plan</li><li>• Ensure engagement of all throughout the process</li></ul>

# Strategic Plan Work Structures

## Roles and Responsibilities

### Network Sub-Committees

- Small teams within the Network provide input to Strategic Frameworks:
  - Academic Results
  - Creative Problem Solving
  - Social Emotional Skills

### ELT

- Provide feedback representative of constituencies

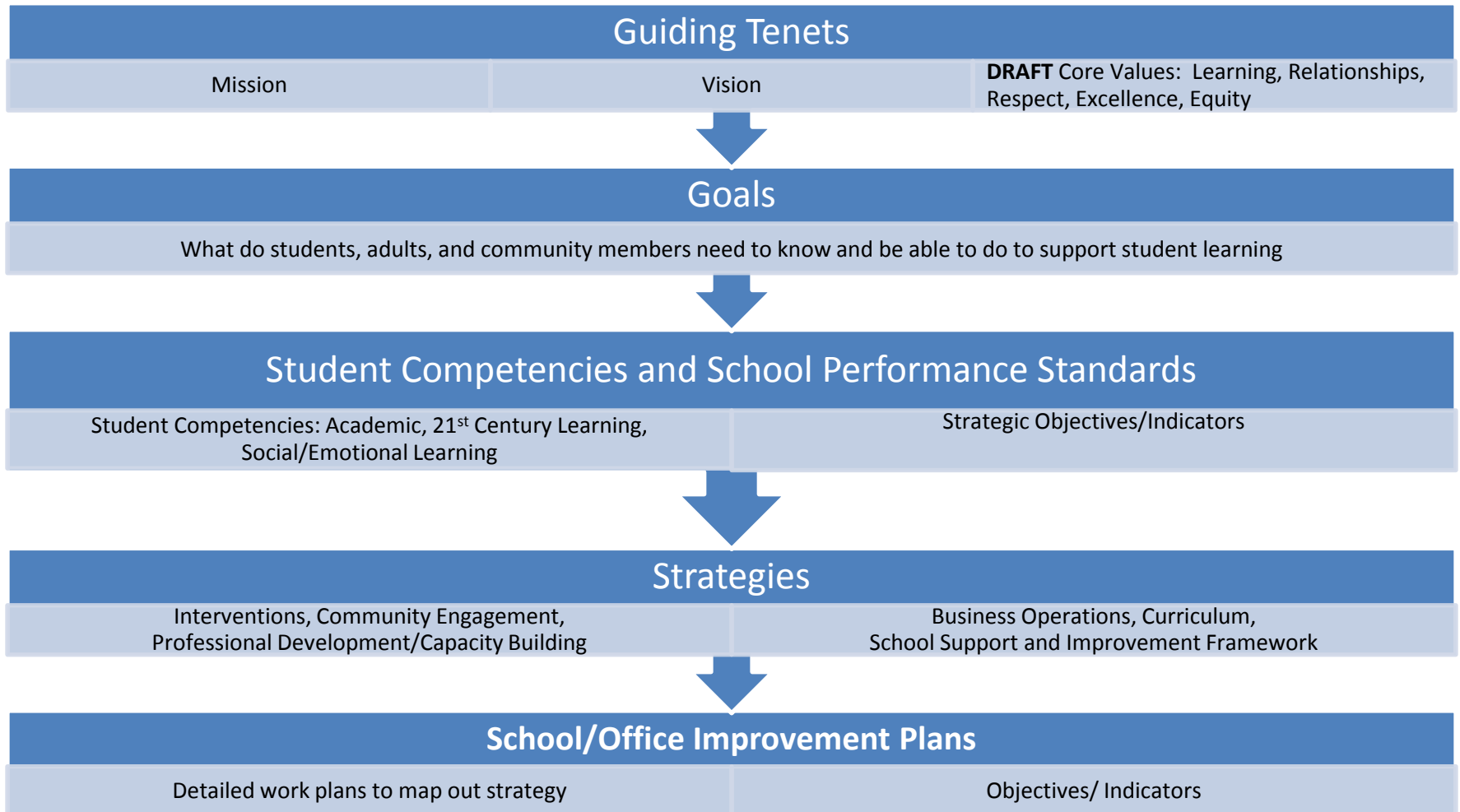
### Town Hall Meetings

- Obtain input from the greater community

### Focus Groups

- Facilitate focus groups on content of the Network Teams' work

# Strategic Planning Framework



# Definitions of Framework Components

- **Mission:** Definition of the organization's core purpose
- **Vision:** Explain your future state
- **Core Values:** Guiding principles or beliefs
- **Student Competencies:** Knowledge, skills, abilities and behaviors of what learners must know and be able to do
- **School Performance Standards:** Identified composite school targets/indicators disaggregated by subgroups, measuring student outcomes
- **Strategic Objectives:** Long-term strategic priorities that move the system
- **Targets:** Defined outcome to be achieved, how to measure success
- **Performance Measures:** Provides the measurable information related to meeting the target
- **Goals:** High level, long-term, continuous areas that move you from your mission to your vision
- **Strategies:** General methods to reach vision and goals
- **Tactical Plans:** Tactical plans that map out strategies for office, department/division/unit and school levels
  - **Objectives:** Detailed work plan that maps out the path to the strategic objectives
  - **Performance Indicators:** Performance measures