

# Alignment Strategic Planning and LCAP Processes / Timeline

March 26, 2019

# Presentation Goals

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- Lay Out Strategic Planning Process and Steps
- Make Connections Between Strategic Plan and LCAP
- Define Engagement at Various Steps
- Answer Questions

# LCAP – Strategic Plan Connection

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The Strategic Planning process will take place throughout the spring (2018-19 school year) and fall (2019-20 school year) with the ultimate goal of developing a four-year strategic plan for 2020-2023.

The 2020-21 through 2022-23 LCAP will be developed such that it fully aligns to the strategic directions and priorities set forth in the strategic plan. This realignment of the LCAP may include:

- Revision of goal number, structure, scope, and content
- Expansion/revision of metrics for assessing progress
- Setting of performance targets within specific metrics
- Methods of engaging stakeholders and incorporating stakeholder input

# LCAP – Strategic Plan Connection (continued)

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## Strategic Plan...

- A multi-stakeholder, community-wide discourse about long term direction
- Collaborative development of mission, vision, and guiding principles for the District
- Identifications of major systems level programmatic needs
- Collaborative establishment of priorities
- Development a Theory of a Action that addresses priorities
- Recognize the complexity of multiple planning cycles in the system
- A framework for shorter term planning cycles (budget, LCAP, facilities, and technology master plans)
- Development of 3-year plan that will be tuned

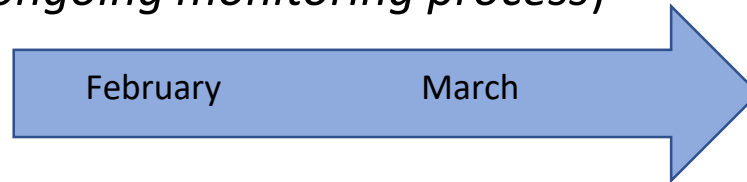
## LCAP...

- A three-year plan that describes the goals, actions, services, and expenditures to support the vision set forth in the strategic plan
- Includes annual evaluation of performance and progress using specific metrics and target outcomes
- Living document that is annually refined based on stakeholder input, evaluation of results, progress towards goals, and reprioritization of resources
- Tells the 'story' of the district including highlights of recent success, identified challenges, and areas of focus for the coming year(s)
- Intended to provide all stakeholders a transparent view of how the district uses fiscal and human resources to meet the needs of students, staff, and families
- Addresses multiple state, federal, and local requirements by articulating alignment to defined priorities, use of targeted funding, and reporting on growth via the differentiated assistance process
- Refined on a 3-year cycle to reflect the tuning of the strategic plan

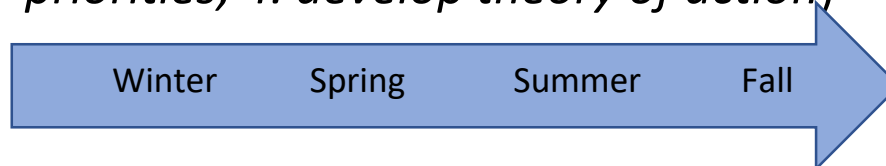
# Aligned Timeline

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**New Beginnings** (*1. formalize relational and procedural norms and protocols; 2. ongoing monitoring process*)



**Strategic Planning** (*1. ongoing focus on mission, vision, guiding principles; 2. gather multi-constituency input; 3. determine strategic direction and priorities; 4. develop theory of action*)



## **LCAP Continuous Improvement Process**

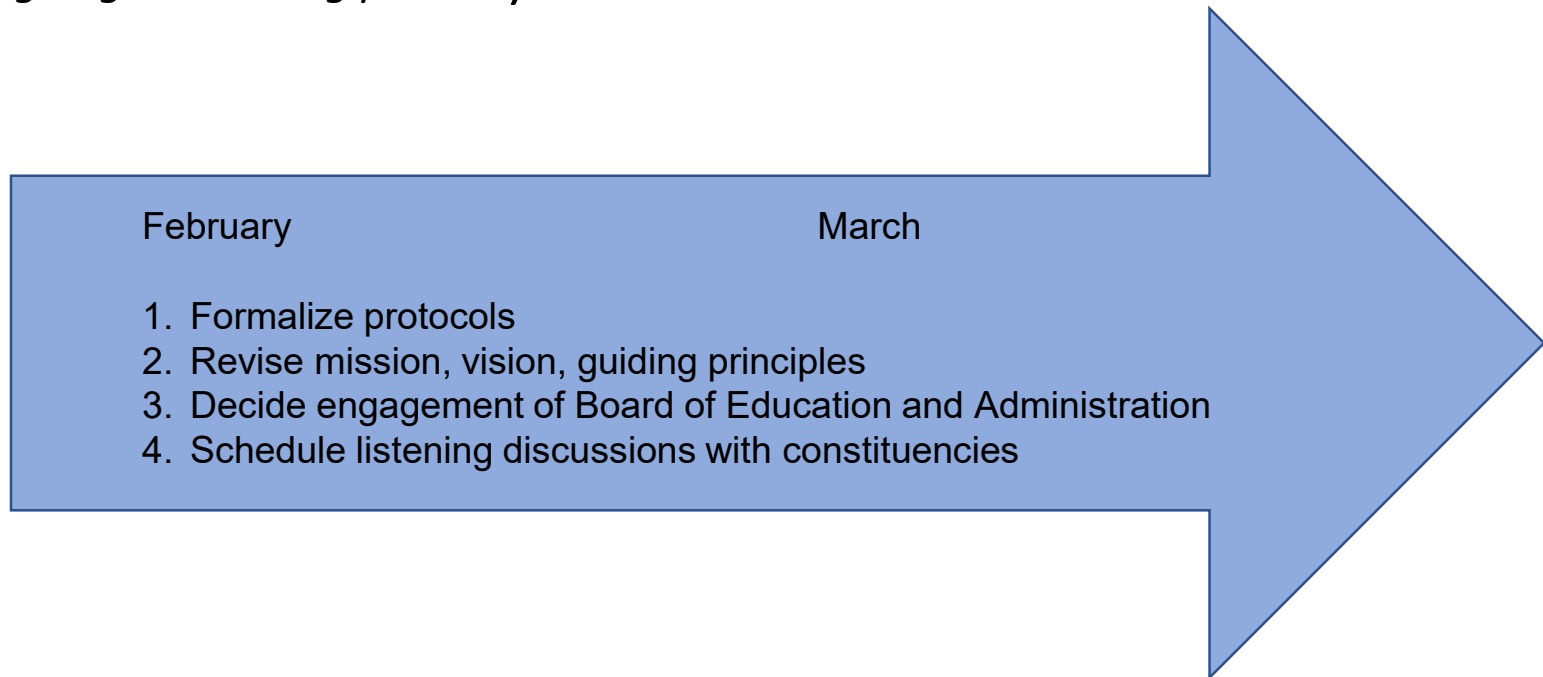
*(develop and implement goals, measurable outcomes, actions, and services)*



# Aligned Timeline

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**New Beginnings** (*1. formalize relational and procedural norms and protocols;  
2. ongoing monitoring process*)



# New Beginnings

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**Purpose of a Vision Statement:** A vision statement, or simply a vision, is a public declaration educational organizations use to describe high-level goals for the future—what they hope to achieve if they successfully fulfill their organizational purpose or mission.

## **Current Vision:**

We believe that our diverse community of students, given a rigorous academic program in an inclusive, safe and secure environment, will be prepared to be responsible citizens.

## **Draft Revision (1):**

Our students are compassionate, confident, joyful, academically prepared, and mindful of self and others. We aspire to ensuring each and every child is hopeful, successful, and able to make meaningful impact and positive change to their lives and the world around them.

## **Draft Revision (2):**

Each and every child is joyful, compassionate, confident, and feels successful, academically prepared, and able to make meaningful, positive impact in their lives, the lives of others, and the world around them.

# New Beginnings

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**Purpose of a Mission Statement:** A mission statement is intended to clarify the "what," the "who," and the "why" of an organization. It's the roadmap for the organization's vision statement.

## **Current Mission:**

Alameda Unified School District will effectively use our limited resources to ensure that every student succeeds.

## **Draft Revision:**

Alameda Unified School District is committed to upholding our community's core values of equity and excellence for every student by providing inclusive and safe conditions for learning that challenge and support every student to be culturally competent and prepared for college, career, and community participation.



# New Beginnings

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**Purpose of Guiding Principles:** To articulate a broad philosophy that encompass beliefs and values and guide an organization throughout its life in all circumstances, irrespective of changes in its goals, strategies, or type of work. They create an organizational culture where everyone understands what's important.

## **Current and Unrevised as of 3-12-19:**

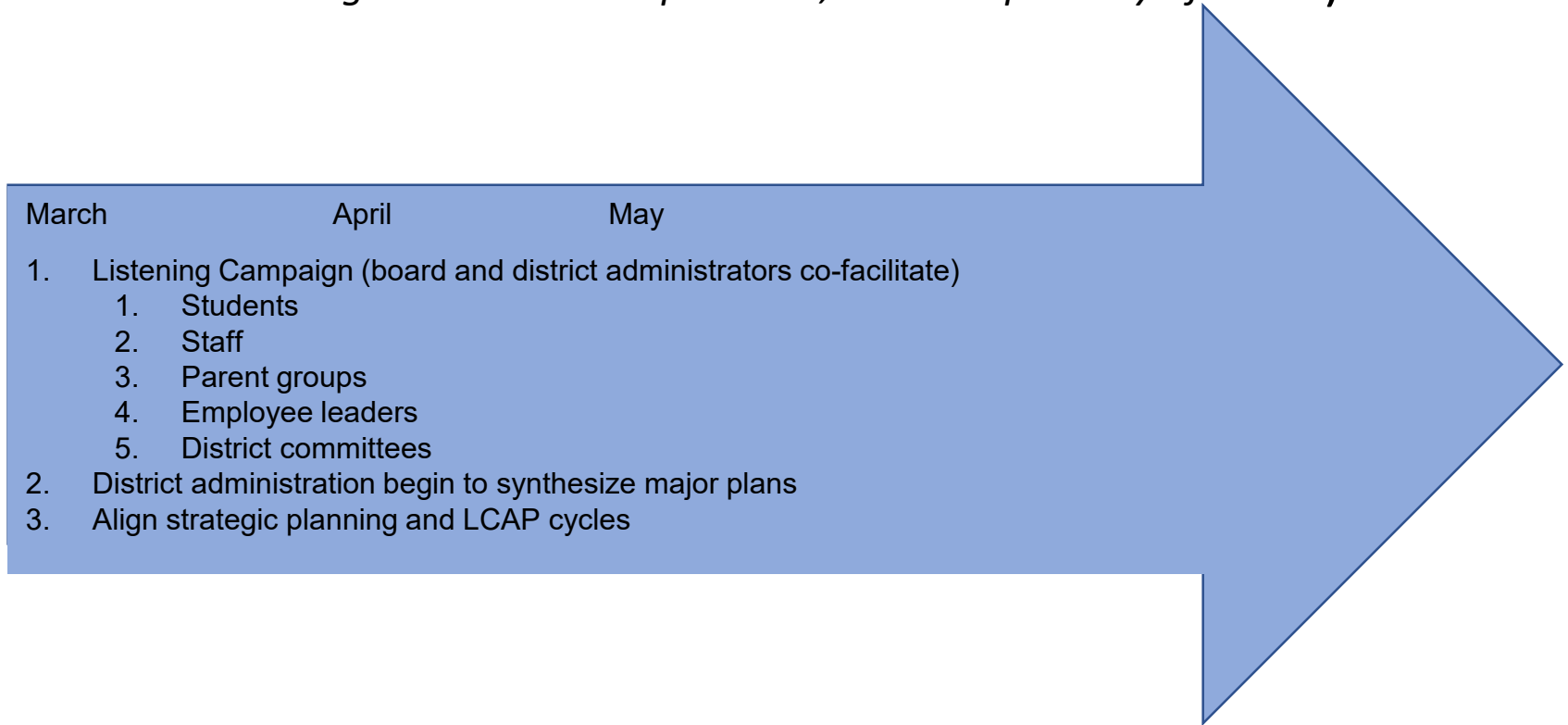
- #1: All students have the ability to achieve academic and personal success.
- #2: Teachers must challenge and support all students to reach their highest academic and personal potential.
- #3: Administrators must have the knowledge, leadership skills, and ability to ensure all students succeed.
- #4: Parental involvement and community engagement are integral to the success of all students.
- #5: Accountability, transparency, and trust are necessary at all levels of the organization.
- #6: Allocation of district funds must support our vision, mission, and guiding principles.
- #7: All employees must receive respectful treatment and professional support to achieve district goals.

# Strategic Planning Phases

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## *March-May 2019*

*(1. revise mission, vision, guiding principles; 2. gather multi-constituency input; 3. determine strategic direction and priorities; 4. develop theory of action)*

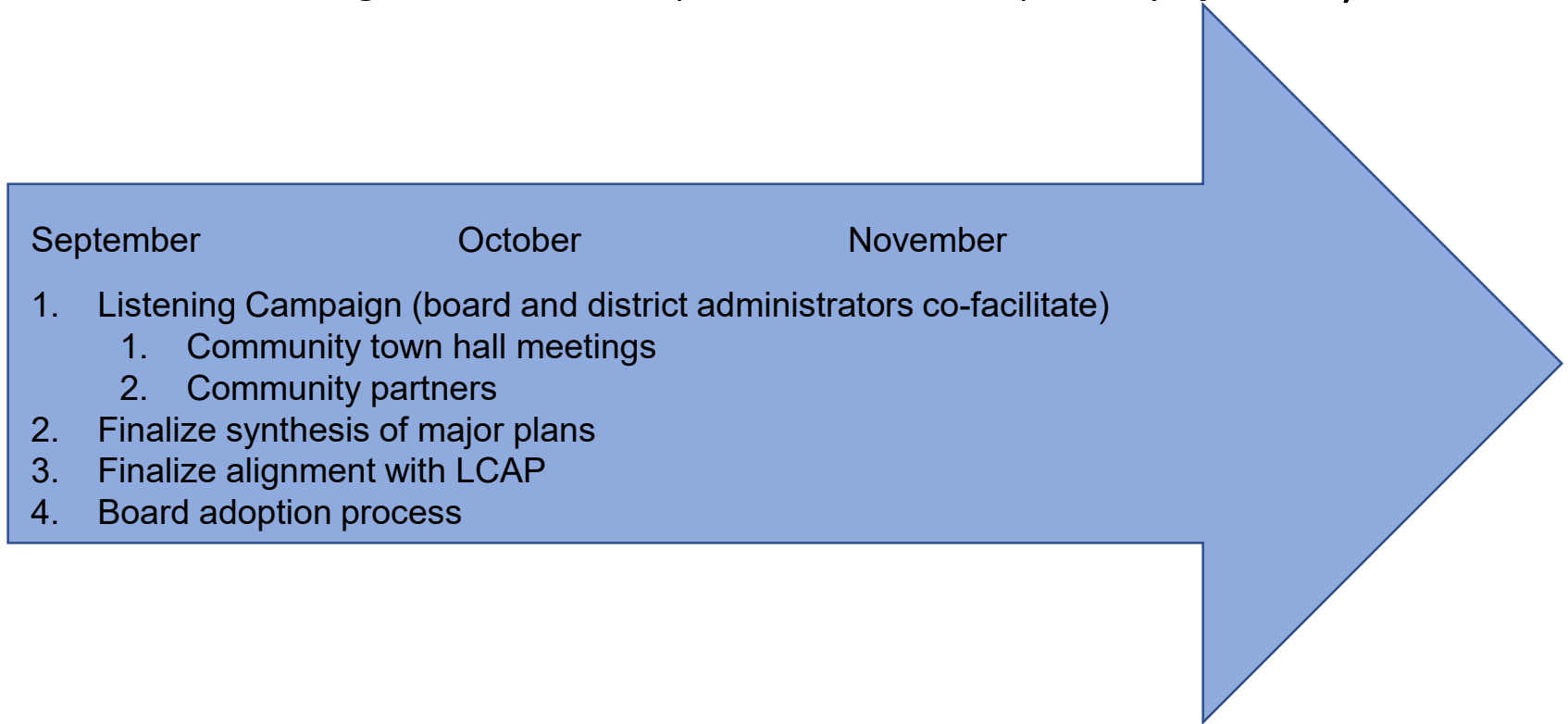


# Strategic Planning Phases

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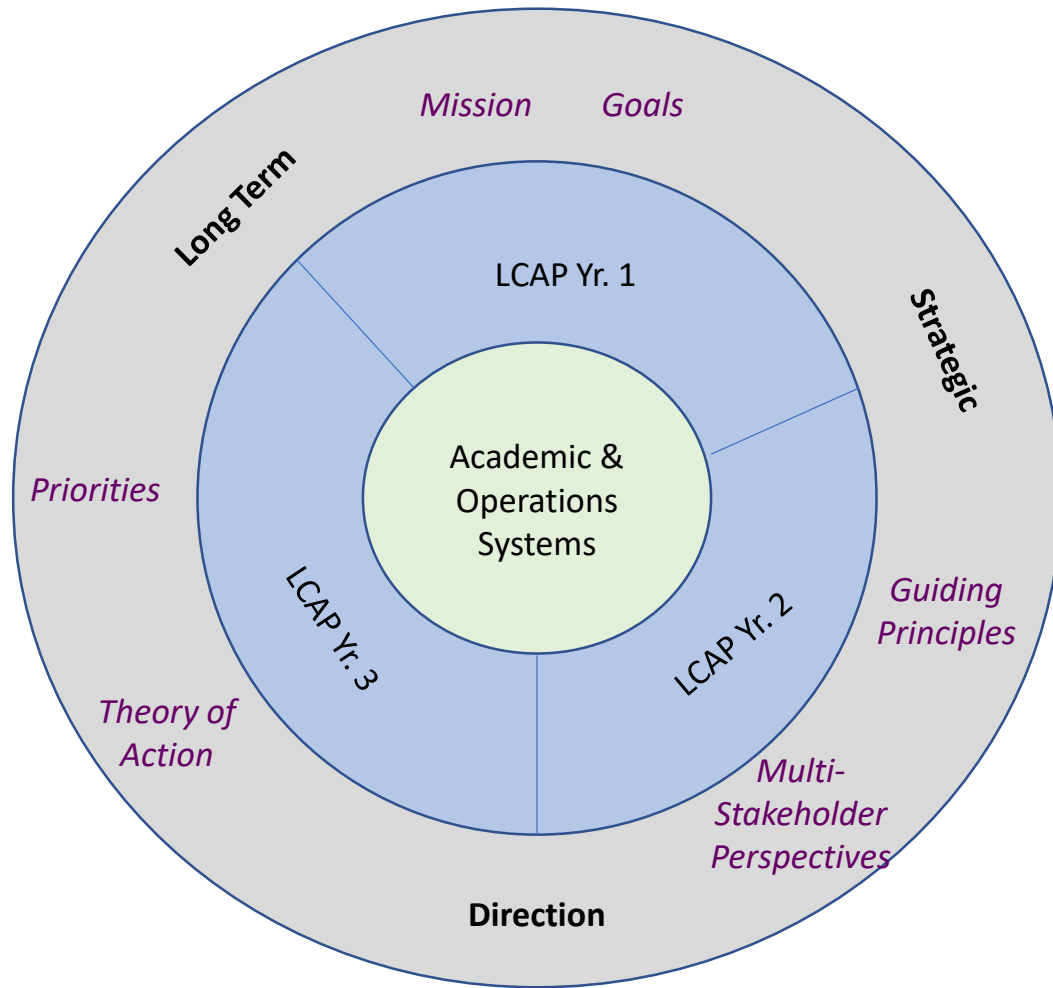
## August-November 2019

*(1. reaffirm mission, vision, guiding principles; 2. gather multi-constituency input; 3. determine strategic direction and priorities; 4. develop theory of action)*



# LCAP and Strategic Planning Alignment

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# LCAP Continuous Improvement Process

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*(develop and implement goals, measurable outcomes, actions and services)*



# LCAP – Strategic Plan Connection

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AUSD has initiated a strategic planning process that will include the following:

- Keeping mission, vision, and guiding principles in the planning and decision making processes
- Gathering of multi-constituency input
- Determination of strategic direction and priorities
- Development of district wide Theory of Action

This process began with some preparatory activities during a Special Board of Education meeting on February 6, 2019 and will include ongoing engagement with families and staff in listening sessions over months to come.