



2011-2014

ORANGE SOUTHWEST SUPERVISORY UNION

A STRATEGIC PLANNING INITIATIVE



Strategic Planning Defined

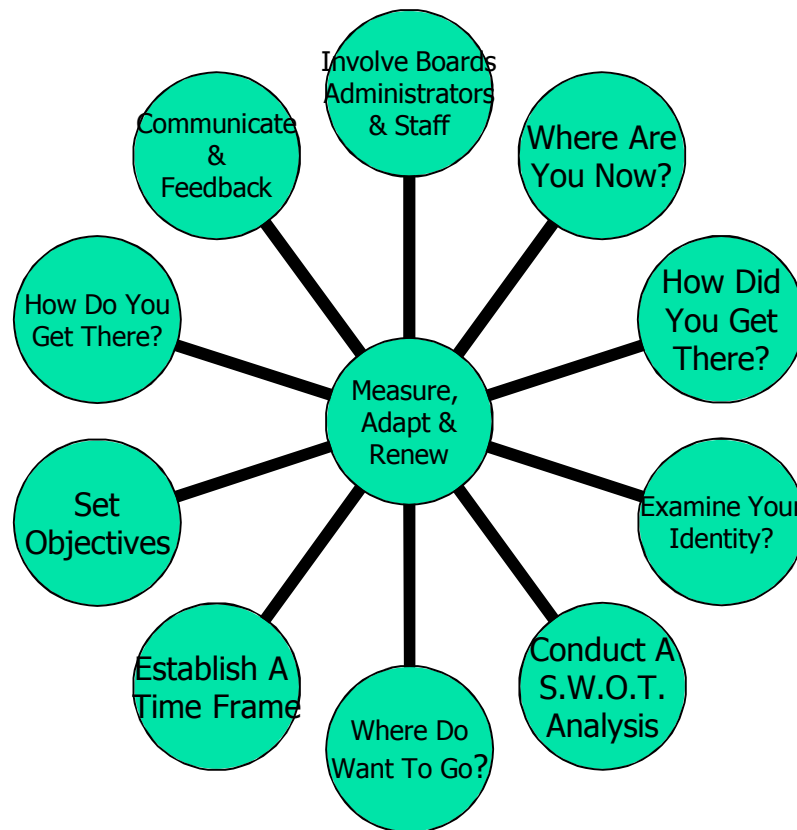
- Strategic planning goes to the heart of what an organization does, how it does it, and where it is going.
- Napuk (1996) describes strategic planning as a total concept of the entire educational organization involving a framework and process to guide its future.



Strategic Planning Basic Questions

- What are you doing now?
- How did you get there?
- What is the purpose of your organization?
- Where do you want to be in the future?
- How are you going to get there?

Strategic Planning Process





Effective School Organizations

- For over three decades, research on effective school organizations has emphasized that a number of specific characteristics are evidenced consistently and purposefully.
- 21st Century Learning Skills



Effective Schools Characteristics

- Student Centered
- A clear and consistent sense of mission shared by all stakeholders
- An empowering and positive leadership style
- A strong, consistent emphasis on professional development and skill set development
- A conscious attention to the maintenance of a warm, caring climate that is conducive to work quality
- The setting of appropriately high expectations

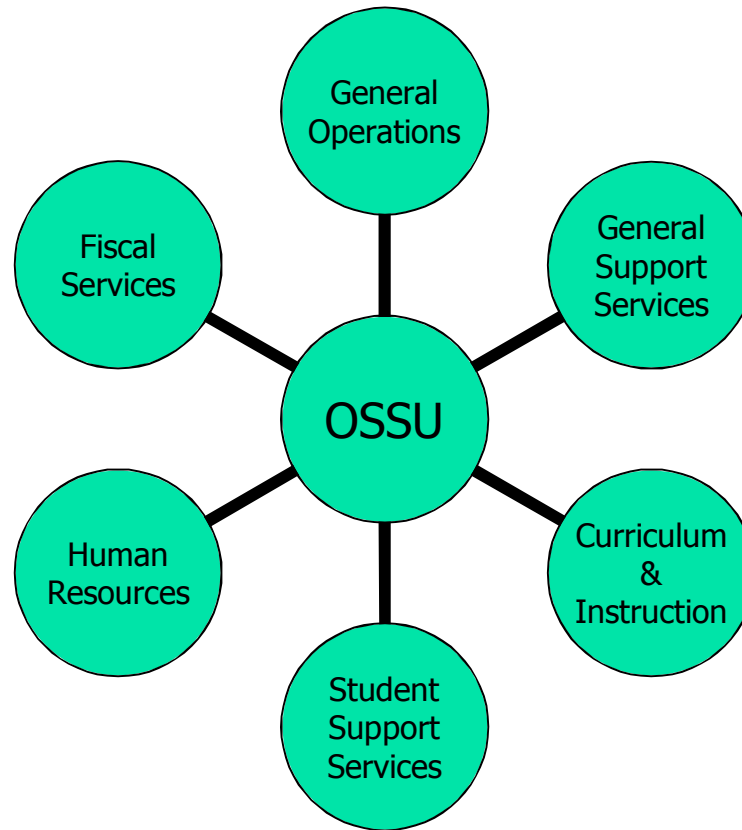


Effective Schools Characteristics Continued...

- Fostering of a collegial environment
- A deliberate provision for organizational culture
- A deliberate provision for appropriate feedback (e.g. 360 Feedback Model)
- Promotion of participative decision making
- An attractive and well-maintained physical surrounding
- Clearly understood roles and responsibilities



OSSU Departments





General Operations

PLANNING

- **Continue to support Boards through Policy Governance Process**
- **Refine and Improve Annual Planning Calendar**
- **Continue to support GMFC and collaboration among regional school districts**
- **Implement 2011-2014 Strategic Plan**
- **K-12 Technology**
- **K-12 Maintenance**
- **Food Service**
- **SPED**
- **Transportation**
- **Alternative Programs**
- **Voluntary Merger (Board)**
- **Operational Consolidation**
- **ENDS Alignment**



General Operations

INTERNAL & EXTERNAL COMMUNICATIONS

- **OSSU Brochure**
- **Support Boards through Policy Governance, Monitoring, and ENDS Alignment**
- **Communications Among Schools, Parents, Communities**
- **School Websites**
- **Report Cards**
- **Develop K-12 On-Line Grading System**
- **Educational Marketing**



General Operations

CLIMATE

- **Core Values**
- **Organizational Purpose**
- **Board ENDS Statement and ENDS Alignment**



General Support Services

BUILDING & GROUNDS

- **K-12 Maintenance**
- **Central Office Renovations & Improvements**
- **Maintenance Warehouse Completion**
- **Larger capital projects for schools**
 - **RUHS Roof; Brookfield Siding, Windows, HVAC; etc...**

TRANSPORTATION

- **Consolidation of Transportation (C4C)**



General Support Services

TECHNOLOGY

- **K-12 Consolidated Technology Lease**
- **K-12 Technology Plan (Workflow, Job Descriptions etc...)**
- **Implementation of PowerSchool**
- **Websites**
- **Expand Resources and Support for Technology Integration**
- **My Fair Point**
- **ISTE Standards/Integration/Grade Coordination**
- **Smart Boards, Media Center, 21st Century, Gmail**

FOOD SERVICES

- **Continue with Nutritional Program Improvements in Schools**
- **Food Services Consolidation**
- **Food Compacts/Local Partnerships**



Curriculum & Instruction

CURRICULUM

- **Bridging Project (K-12 Literacy)**
- **Professional Development Support for Professional Staff**
- **Math Coordination, K-12**
- **Science Coordination K-12**
- **Technology Scaffolding**

ASSESSMENT

- **Science Local Assessments**
- **VCAT system**
- **Develop effective use of student performance data among Grade/Department Teams and Teachers**
- **Student/Parent Portal**
- **On-line assessments (students)**



Curriculum & Instruction

REPORTING

- **Vermont Comprehensive Assessment Tool (VCAT)**
- **Report Cards**
- **Expand Use of Data to Inform Cabinet and CAR Decisions**
- **ENDS Monitoring**

DATA MANAGEMENT

- **VCAT**
- **Technology Coordination**
- **Communication with Public**



Student Support Services

SPECIAL EDUCATION

- **Special Education Consolidation (C4C)**
- **Explore Consolidation of Alternative Education Services (with GMFC)**

EDUCATION SUPPORT SYSTEM

- **Alignment of Services with Funding Realities (EYS etc...)**



Student Support Services

HEALTH

- **Develop & Implement Staff Evaluations**
- **Act 1: curriculum, training, communication**
- **Streamline health information/PowerSchool form**

STUDENT SERVICES

- **Explore increased career readiness programs for students**
- **Student information forms/PowerSchool Streamline**



Human Resources

EMPLOYMENT MANAGEMENT

- **Develop Termination Procedures**
- **Substitute system (talking point)**

CONTRACTS & COLLECTIVE AGREEMENTS



Human Resources

NEW TEACHER MENTORING PROGRAM

- **Update Mentoring Program (new Coordinator – John Holmes)**

PROFESSIONAL DEVELOPMENT

- **Administrative P.D.**
- **New Administrator Development**

SUPERVISION & EVALUATION



Fiscal Services

ACCOUNTING

- **Consolidate Bookkeeper Positions (when possible)**

BUDGET & FINANCIAL MANAGEMENT

- **Legislative Response**
- **Electronic Time Sheets (Explore)**
- **Food Service Payment/Students (like RUHS for Brookfield, Braintree)**

PURCHASING

- **Centralized Purchasing**