



Vision & Strategic Plan Process & Timeline

Phase 1 - Learning & Researching

February 2020 - August 2020

- Establish a research and design team
 - Superintendent (1)
 - Assistant Superintendent (1)
 - Board Member (1)
 - Principal (2)
 - Teacher (8)
- Research and design team will:
 - Conduct book studies
 - Participate in school visits
 - Participate in professional learning experiences and meetings
 - Assist with conducting focus group meetings
- Conduct focus group meetings with various stakeholder groups including teachers, parents, students, support staff, community leaders, business and industry, and board members.

Phase 2 - Assimilation & Consolidation

August 2020 - December 2020

- Conduct vision sessions with faculty and staff at each school.
- Expand research and design team to include all principals, more directors, and representation of support staff (i.e., instructional aides, clerical, bus drivers, maintenance, custodial, food service), students, and representation of other stakeholders.
- Consideration of the districts instructional model, certified for life, and state of schools.
- Sharing of learning from phase one and the identification of promising practices to include in Allen County.
- Draft/revise the following documents: Vision statement, Mission Statement, Core Values, Graduate Profile, Instructional Model.
- Secure Board approval of Vision statement, Mission Statement, Core Values, Graduate Profile, Instructional Model.



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Phase 3 - Action Planning & Benchmarking

January 2021 - June 2021

- Development of district 5-year strategic leadership plan.
- Establishment of benchmarks that will be monitored and celebrated.
- Secure Board approval of the strategic leadership plan and benchmarks.

Phase 4 - Implementation

July 2021 - June 2026

- Begin the process of implementing the district strategic plan.
- Board will receive regular updates each year of the plan including the monitoring of the benchmarks.