



BUILDING A CULTURE OF ORGANIZATIONAL EXCELLENCE

**OUR PARTNERSHIP: STUDER EDUCATION &
HENDERSON COUNTY PUBLIC SCHOOLS**



StuderEducation



Meet Your Coach

- Coach Consultant with Studer EducationSM
- Educational Consultant, Kentucky Center for Safe Schools & Kentucky School Resource Officers Association
- Co-chair, DEI Committee
Kentucky Association of School Administrators
- Retired from Hopkins County Schools
29 years in public education
Teacher, guidance counselor, principal, district administrator, superintendent
- Ed.D., Oakland City University; Rank I, MA, BS, WKU

DR. DEANNA ASHBY

LEADER COACH

Why Studer Education?

Provide expert coaching and facilitation building capacity and leading to results

- Carnegie Foundation's Spotlight Organization Award
- Malcolm Baldrige Performance Excellence Award
- Aspen Nomination for Performing in the Top 150 Community Colleges Nationally

Demonstrate proven results in serving thousands of leaders and employees across the nation

- K-12 Education
- Regional Service Agencies
- Higher Education
- Municipal Government

Build researched-based organizational improvement and hardwire execution

Deliver Evidence Based Leadership to maximize organizational and people performance



Who is Studer Education?



Studer EducationSM partners with organizations across the country to support **system-wide continuous improvement and performance excellence.**

Our services including **strategic planning; leadership training** and development; **survey** research, development and administration; **coaching** to support continuous cultural improvement and high-quality, **sustainable execution** of strategic plans.

Our coaches are **former teachers, principals, district-level academic and operational leaders, and superintendents.**

Who else is
currently on this
journey?

- Warren County
- Hopkins County
- Hardin County
- Christian County
- Meade County
- Henderson County
- Shelby County
- Daviess County
- Owensboro Public Schools
- Webster County
- Muhlenberg County



YOUR WORK IS OUR
WORK
OUR PARTNERSHIP



IT'S ABOUT THE KIDS!



HOW WE DO IT

By addressing the needs of the *entire organization* in a way that *is focused and driven by results*

ANNUAL COACHING PLAN THRU 2024

Activities	Purpose
Monthly Executive Coaching Calls	<ul style="list-style-type: none">• Plan for onsite visit or virtual coaching• Coach executive leaders for professional growth• Maintain momentum between onsite visits
Onsite Visits and Virtual Coaching	<ul style="list-style-type: none">• 9 visits in academic year – virtual or onsite• 3 additional days for Strategic Planning• Engage in coaching larger team for professional growth; together we will configure this as you desire
Studer Education SM Events & Resources	<ul style="list-style-type: none">• Annual <i>What's Right in Education</i> conference connects you to partners across the Nation• Regular Destination High Performance events connect you to deeper learning• Roundtables, Podcasts, Blogs
Survey Tools Available	<ul style="list-style-type: none">• District Services Survey• Employee Engagement Survey• Parent Satisfaction Survey• Student Engagement Survey



Process of informed decision-making about where the organization is going, the actions needed to make progress, and the measures of success



Engages stakeholders in a disciplined process to set priorities and align resources in support of shared goals



Results in organization-wide, long-term goals and a small set of overarching strategies for continuous improvement



In short, defining **success** five years from now in the district and planning **how we will get there**.

What is Strategic Planning?



Strategic Plan 2020-2025

MISSION

We are dedicated to developing caring and contributing community members. We are collectively committed to providing a rigorous, student-centered environment to ensure equitable experiences for all students.

VALUES

Student-Centered - the focus of our decisions

Community - sense of acceptance, belonging, and safety

Empathy - understanding and respecting others

Collaboration - collective commitment to common interests and goals

Integrity - honesty and consistency of character

Contribution - mindset of service

Purpose - intentional and determined pursuit of achievement

Our Students

Creating a supportive and inclusive learning environment that provides equitable access, so all students fully participate in their academic and personal success.

VISION

The Hudson School District empowers all students to cultivate their talents, embrace their passions, and leverage their learning to impact the world around them.

- A. Foster excellence and experiential learning opportunities through academics, arts, athletics, and activities.
- B. Support the social-emotional learning, character development, and mental health of all students.
- C. Develop a District-wide system in which all students graduate with a post-secondary plan.
- D. Provide a safe and flexible learning environment to encourage collaboration, innovation, critical thinking, and appropriate risk-taking in which students can fail forward among students and staff.
- E. Ensure the curriculum is developmentally responsive, rigorous, and relevant to our students' experiences, including the assessment of District curricular priorities.
- F. Strengthen the positive relationships among staff, students, and families/caregivers.

Our Staff

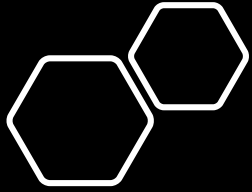
Recruiting, retaining, and supporting quality employees.

- A. Recruit, develop, and retain high quality staff focused on District initiatives that reflects the diversity of our students.
- B. Establish professional development for all employees that improves their knowledge, collaboration, and effectiveness; rooted in the core values of excellence, equity, and engagement.
- C. Promote a culture of well-being and safety for all employees.
- D. Reward and recognize the contributions and performance of staff.
- E. Implement strategies for communicating District vision, focused goals, pathways to excellence, and organizational culture.

Our Community

Ensuring that parents and community members are engaged and well informed.

- A. Engage in meaningful partnerships between families and District.
- B. Cultivate two-way communication between District, families and community.
- C. Nourish existing community partnerships with our team and our students.
- D. Create new community partnerships that provide experiential and career-related opportunities for students.
- E. Provide maximum value to our community through efficient and effective operations and resource management.



What is a scorecard

A one to two page document that outlines:

- key areas of focus (pillars)
- key annual goals
- progress monitoring measures
- prioritized strategic actions

Scorecard Model

District Scorecard				
Student Achievement	Service	People	Finance	Other
Annual Results Measures				
<ul style="list-style-type: none">▪ Outcome▪ Annual Result▪ Effect▪ End in mind		<ul style="list-style-type: none">▪ Summative assessments▪ “Where we’re headed”▪ Locked down once a year		
Progress Monitoring Measures				
<ul style="list-style-type: none">▪ Formative assessments▪ Benchmarks▪ Milestones along the way		<ul style="list-style-type: none">▪ “How are we doing?”▪ Can be changed if they do not seem to tell us what we want to know		
Strategic Actions				
<ul style="list-style-type: none">▪ Method▪ Approach▪ Cause▪ Means		<ul style="list-style-type: none">▪ “How we get there”▪ Must be changed in response to progress monitoring measures		

Measure the Important Things

- Best Place to Work
- Employee Engagement Survey

- Serving Others
- District Services Survey

Survey	Pillar/ Strategy Area	Timing	Method
Employee Engagement (all employees)	People & Culture	Fall, Spring	Online
Parent Satisfaction (all parents)	Service Excellence	Fall or Spring	Online/ Paper
District Services (school leaders)	Service Excellence	Fall, Spring	Online
Student Engagement (available for all students)	Student Success	Fall or Spring	Online/Paper

Creating a
strong future
together



Let's begin

Strategic Planning – Session 1

Henderson County
Board of Education
and District Leadership

Steps in the Process:



- **Board and Leaders identify preliminary areas of focus, priorities and values/beliefs**
- **Focus groups are identified and messaging begins**
- **Data is gathered, organized, and analyzed by the steering committee**
 - **Focus Groups**
 - **Employee Survey**
- **Draft plan is presented to stakeholders**
- **Final revisions and approval**



Key Question 1

What does it mean when you say,
“Henderson County Schools (HCS)
will prepare all students to be post-
secondary ready?”



What does it mean when you say, “Henderson County Schools will prepare all students to be post-secondary ready?”

Board of Education

Key Question 2

How will HCS create future-ready leaders defining Henderson County as a community with the highest level of integrity and innovation?



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Board of Education

Key Question 3

How will HCS ensure a strong financial structure that guarantees excellence through creativity and innovation?



How will HCS seamlessly partner with families and community organizations through targeted outreach and engagement?

Board of Education

Key Question 4

How will HCS seamlessly partner with families and community organizations through targeted outreach and engagement?



How will HCS seamlessly partner with families and community organizations through targeted outreach and engagement?

Board of Education

Key Question 5

How will HCS sustain an exemplary staff by creating a dynamic, driven and compassionate culture?



How will HCS sustain an exemplary staff by creating a dynamic and compassionate culture?

Board of Education

Henderson County Draft Strategic Plan Timeline

Dates	Activities
Oct. 26, 2021	<ul style="list-style-type: none"> • Work session with Board of Education, Superintendent, & Studer Ed.
Oct-Nov, 2021	<ul style="list-style-type: none"> • Environmental scan • Develop work plan • Initial board meeting • Leadership interviews • Form executive steering committee & engage with Advisory and Key Communicator Counsels
Nov-Jan, 2021-2022	<ul style="list-style-type: none"> • Administer survey(s) • Conduct focus groups and/or town halls • Aggregate & analyze data
Dec-Feb, 2021-2022	<ul style="list-style-type: none"> • Present data to steering committee • Committee to develop draft plan components aligned to mission, vision, values
Feb-March, 2022	<ul style="list-style-type: none"> • Share draft plan components with stakeholders to gain feedback via survey, forums, and/or other means • Revise draft plan based on feedback and prepare to present the finalized Strategic Plan to Board
April, 2022	<ul style="list-style-type: none"> • Committee presents Strategic Plan to Board for approval • Begin preparing for implementation
May, 2022	<ul style="list-style-type: none"> • Superintendent rolls out to staff



Finalize the Plan

- Share draft for feedback
- Review and revise
- Present for Board approval
- Draft annual district scorecard to guide plan execution