



Newport Independent Schools

A Quest to Educational Excellence 2025

LES, Newport Schools Strategic Planning Team, 2021



Purpose

The Strategic Action Team will disseminate and inform the Strategic Planning Team of planned actionable next steps to employ and execute the “*Quest to Educational Excellence 2025*” and the realization of the mission and vision for Newport Independent Schools.

STRATEGIC PLANNING

Newport Independent Schools: A Quest to Academic Excellence 2025

**Strategic
Team**

August-
September

**Strategic
Planning**

Core Beliefs,
Mission, Vision

**Action
Team**

September-
October

**Action
Planning**

Horizon Goals
Identifying
Processes and
Strategies,
Creating 4-Part
Action Plans

**Executive
Team**

October-
November

**Communication
Planning**

Building Critical
Mass, Branding,
Cascading
Messaging and
Communication

**Action
Team**

October- June

**Execution and
Monitoring**

Plan Execution,
Spread and
Scale, Step-
Back and
Adjustment

**All
Teams**

January

**Disseminate
and Inform**

Link and Align
Adjustments

LEL, 2021

Why Strategic Planning?

- Localization
- Establishes Excellence
- Sets Urgency of Change
- Planning a Process and Discipline
- Deployment of Resources
- Multiple Components Presses Culture



*Cardinal Principle:
Organize to the plan; do
not plan to the
organization!*



Core Values and Beliefs

- NISD Fundamental Values
- Ethical Code
- Character of the Organization

Equity


Integrity

Relationships

Accountability

Achievement

Excellence



Newport Independent School District will partner with families and the community to nurture, educate, and instill core values in all students to ensure they reach their fullest potential.

Mission Statement



We envision a day when every student in the Newport Independent School District engages and thrives in educational excellence.

- * Educational Excellence imparts a perpetual thirst for learning**
 - * Excellence is defined as the condition of being superior and outstanding**
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Vision Statement

*** Parameters: Limitations on the District**

- **Acts as a Security Alarm System**
- **Enforceable**
- **Controllable**
- **Absolute and Definitive**
- **Represent Practicality**
- **Focuses on the Mission**



Parameters: Guiding Tenants

- We will not accept new programs or activities without a cost-benefit analysis and a defined evaluation process.
- We will not allow procedures or behaviors to impede student success.
- We will not employ or retain employees who do not subscribe to our beliefs about student care and success.
- We will not condone any unethical behavior.
- We will not make excuses.
- We will not tolerate any action or circumstances that degrade any person.
- The K-12 Instructional Program is the highest priority, no decision is made without this at the forefront.



Parameters: Guiding Tenants

- We will ensure all students will have equal access to what they need for success.
- We will always own our mistakes and attempt restitution.
- We will always take responsibility for our actions.
- We will always maintain high standards.
- We will always lead by example and be a positive role model.
- We will always be empathetic and follow the Golden Rule.

*** Completion of Analysis:** Internal characteristics, conditions, or circumstances that restrict or prevent the realization of the mission.

Opportunities:

External factors that can be capitalized on or used as leverage

Leverage can increase the magnitude of gain- there is present momentum; a held advantage

Threats:

External factors that can disrupt change and improvement

Elements in the environment that can cause trouble, barriers to goals or priorities

* External and Internal Analysis

External Analysis

- Environmental
- Political
- Budgeting

Internal/External

- STRENGTHS
- WEAKNESS
- OPPORTUNITIES
- THREATS

- Most crucial to success
- Finding highest values
- Become pillars of the strategic plan along with Environmental Analysis
- Honesty is foremost
- Complete Objectivity
- Financial and Resource Urgency

Why is Change Gradual and Extended?

Adaptive Challenge...

- Do not present a clear or easy solution.
- Require on going diagnosis, learning, and collaboration.
- May require a collective shift in mindset, values, and beliefs.
- Can be an iterative process.

Goal = Sustainability

Technical Challenge...

- Are easy to identify and have concrete solutions.
- Can be solved using existing knowledge, systems, and structures.
- Lead to quick wins.
- Do not require a shift in mindsets, values, or beliefs.

* Strategic Pillars

- Critical Priorities
- Recreate ourselves in the context of our Mission and Vision

I

Teaching

Student
Achievement

II

Cultivating
Culture

Growth and
Capacity

III

Systems of
Support

Activating
Partnerships

Pillar I: Teaching and Student Achievement

Anchor Goal:

NISD Students thrive in a learning environment that ensures successful transition through all levels of learning and ultimately college, career, and life.



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LEL, 2022

- **1.1 Assessment Literacy and Balanced Assessment Systems**
- **1.2 and 1.3 Increase Leadership Capacity, Efficacy, Sustainability**
- **1.4 Instructional Practices & Quality Learning Environment**
- **1.5 Data Driven Systems to monitor practices that impact student learning**
- **1.6 Development of Guaranteed and Viable Curriculum that attends to the Core**
- **1.7 Engages Teachers in Professional Learning**

Pillar I:
**Teaching and Student
Achievement**

Primary Facilitators:

Darla Payne

Rachel Ball

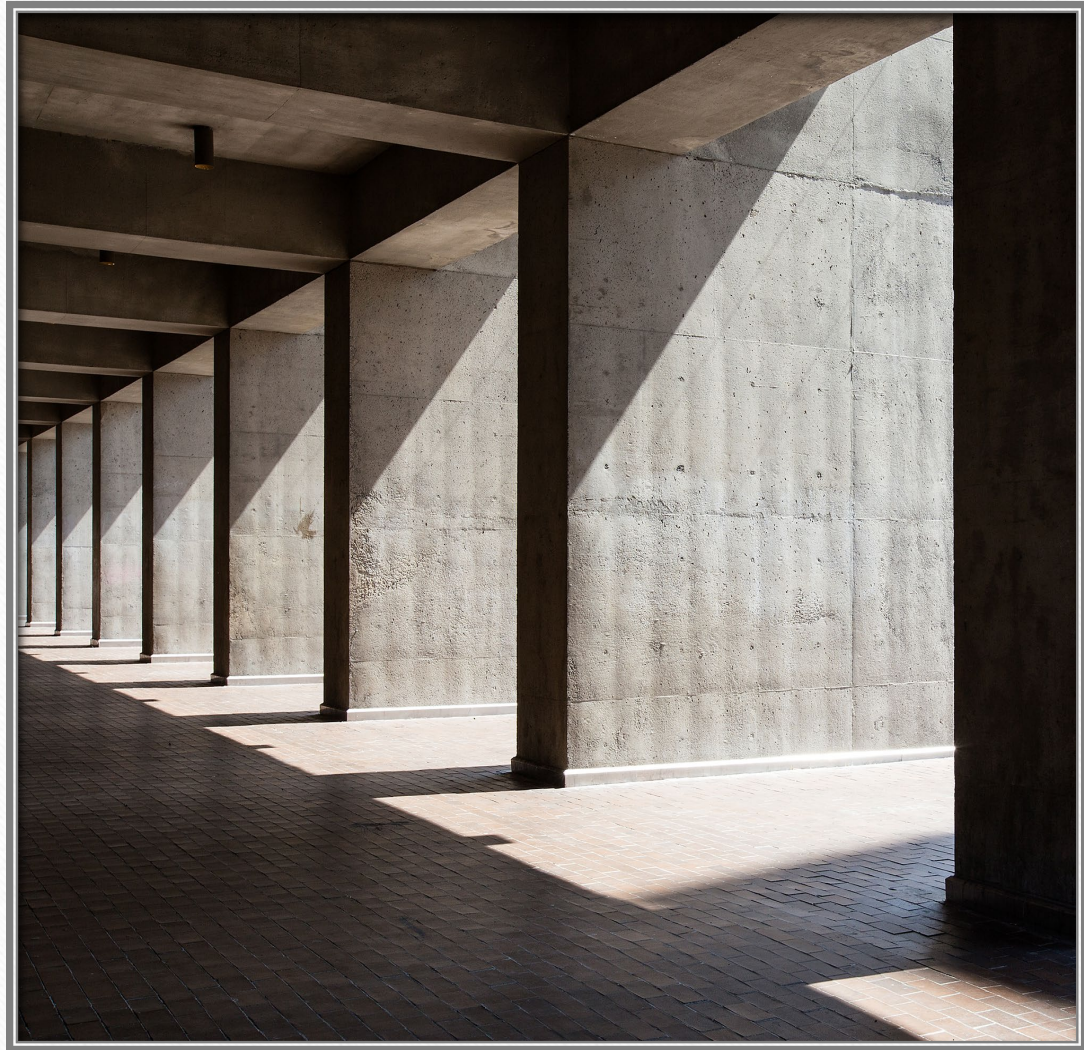
First 30 Days:
Strategies
Action Steps
Expected Impact

Pillar II: Cultivate a Culture of Growth and Capacity

Anchor Goal:

Maximize the capacity of staff, teachers, and leaders to provide high quality learning opportunities by cultivating a culture of continuous improvement, collaboration, and professional learning while holding each other accountable to a growth mindset, equity and excellence.

LEL, 2022



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LEL, 2022

- 2.1 Systemic Growth through monitoring and evaluating instructional and operational growth
- 2.2 Accountability for improved change, realization of the mission and vision
- 2.3 High Expectations for students, staff, administrators; including the responsibility to support and train all staff.
- 2.4 Cultivation of Growth Mindset and Collective Impact (Efficacy)
- 2. 5, 2.6, 2. 7 Recruitment and Sustainable Onboarding that includes professional learning, pipeline, process for sustainability

Pillar II: Cultivating a Culture of Growth and Capacity

Primary Facilitators:

Jennifer Steidel-Jones

Tony Watts

Kim Klosterman

First 30 Days:

Strategies

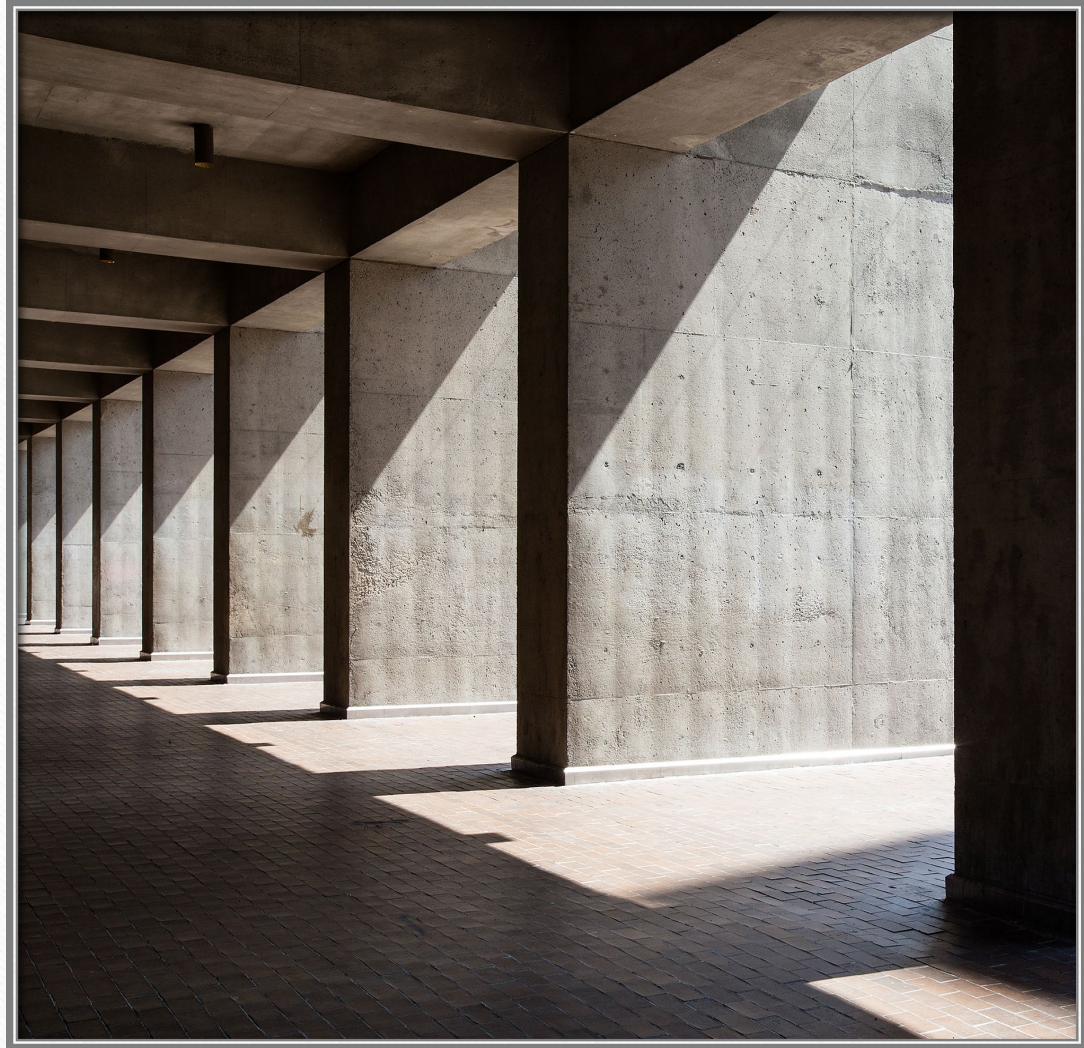
Action Steps

Expected Impact

Pillar III: Integrating Systems of Support and Activating Partnerships

Anchor Goal:

Target and prioritize critical resources (physical, instructional, human) to ensure safe, well equipped and supported staff, students and schools.



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- **3.1 Executes and monitors Strategic and Process Action Plans and adjust consistently and frequently.**
- **3.2 Establishes, implements and evaluates how resources are managed and allocated that best impact student learning.**
- **3.3 Alignment of budget to Strategic Plan**
- **3.4, 3.5 Roles and responsibilities are clear and communicated to maintain systematic processes to build team trust, conflict resolution, commitment and accountability.**
- **3.6 Communication Plan and assurance that stakeholder needs are being met in the communicative processes.**

Pillar III:

Integrating Systems of Support and Activating Partnerships

Primary Facilitators:

Jennifer Hoover

Jennifer Stewart

First 30 Days:

Strategies

Action Steps

Expected Impact



Mr. Tony Watts Superintendent

**Newport Independent School District;
A Quest to Educational Excellence**

Closure

Timelines:

Wrap-Up

Branding

Quarterly Monitoring

*Appreciation, Apology, or
Aha!*

July- Step-Back