

Vision to Action

Developing an Impactful and Sustainable Strategic Plan with
Raytown Quality Schools

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G&D
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The Knoster Model for Managing Change

Vision

Action
Plan

Skills

Resources

Incentives

=

Change

Adapted from Knoster, T. (1991) Presentation at TASH Conference, Washington DC
(Adapted by Knoster from Enterprise Group Ltd.)

Our Process



**COMMUNITY
ENGAGEMENT**



VISION



STRATEGIC
PLANNING

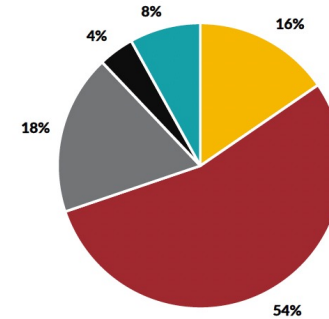


IMPLEMENTATION

Focused Community Engagement (Jan. 31 - Feb. 2)

- Conversations with:
 - Students
 - Staff members
 - Families
 - Community leaders
- Driven by survey data
- Synthesized report

I have a clear understanding of our organizational vision, beliefs, and working agreements.



■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree ■ Unsure

Key Findings

- Some of those who felt they had an understanding indicated that clarity and increased implementation across the district was needed.
- Several respondents expressed anxiety about a major pivot away from the work of project-based learning and personalization when a new superintendent is selected.

Recommendations:

- Utilize the vision when identifying a new superintendent to ensure consistency and continuity.
- Regularly communicate the vision and implementation progress to the Board of Education, the District Accountability Committee, and other community stakeholders.

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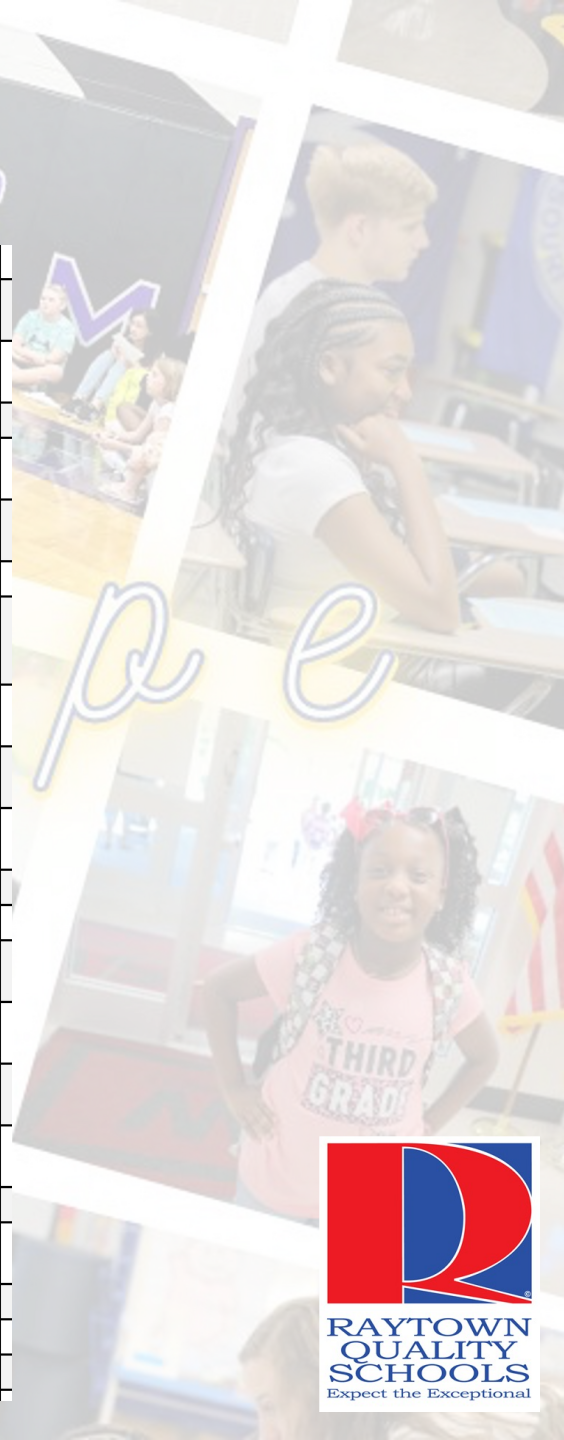
Strategic Plan (Dashboard View)

School District Strategic Plan 2022/2023 © G&D Associates

Vision Area	Vision Statement	Deliverable	Owner	Budget	Due By	Weekly Health		Project Title	Plan Number
Learning	Through learner agency, personalized and competency-based learning opportunities are accessible to all learners across grade levels and content areas.	Develop a community engagement plan for stakeholders.	Jeanette	\$2,000	3/31/23	10/31/22	On Track	Develop and implement a middle school focused community engagement plan for competency-based learning.	Plan 1
Learning	Through learner agency, personalized and competency-based learning opportunities are accessible to all learners across grade levels and content areas.	Develop "assessment capable" practices and learning progressions in classrooms to build learner agency within competency-based learning.	Steve	\$5,500	8/4/23	10/31/22	Off Track	Identify and communicate integrated K-12 classroom practices that develop learner agency (assessment capable practices).	Plan 2
Teaching	Clarity exists among teachers, all learners, and parents around career pathways and post-secondary opportunities.	Implement the process for teachers to incorporate clarity in learning progressions for students to develop learner agency.	Jeremy	\$0	3/30/23	10/31/22	On Track	Implement elementary career pathways exposure.	Plan 3
Learning	Personalized plans of study support the diverse needs of learners and are designed through the use of uncommon metrics that include academic, social emotional behavioral learning, and real world learning measures.	Develop systems for student-led goal setting and monitoring to grow learner agency.	Bob	\$12,750	6/23/23	10/17/22	On Track	Develop structures for student-maintained personalized plans of study that include Graduate Profile skill badge acquisition	Plan 4

Strategic Plan (Details View)

	Step	Detail	Due By Date	Complete?
11	First Step			
12		1	Meet with school leadership to identify instructional priorities.	8/24/2021 <input checked="" type="checkbox"/>
13		2	Meet with literacy and MTSS specialists to co-design intervention approach.	9/17/2021 <input checked="" type="checkbox"/>
14		3	Work with district personnel to access HMH curriculum tools.	9/17/2021 <input checked="" type="checkbox"/>
15		4	Collect baseline STAR 360 data for school, grade level, classroom, and individual student levels.	9/30/2021 <input checked="" type="checkbox"/>
16		5	Conduct data dialogue session to identify potential cohort candidates.	10/8/2021 <input checked="" type="checkbox"/>
17		6	Identify initial coaching cohort group for intensive supports.	11/3/2021 <input checked="" type="checkbox"/>
18	Milestones and Measures	7	Conduct classroom observations (including tutoring sessions, special education, and intervention) during literacy to identify initial coaching support needs.	11/4/2021 <input checked="" type="checkbox"/>
19			Debrief with each teacher individually to provide feedback, scope of work, and to build empathy.	11/19/2021 <input checked="" type="checkbox"/>
20		8	Meet with district literacy specialists and TOSAs to discuss themes of observations.	11/19/2021 <input checked="" type="checkbox"/>
21		9	Meet with learning coach and district partners to design and delegate professional learning opportunities	12/17/2021 <input checked="" type="checkbox"/>
22		10	Develop asynchronous professional learning course.	12/17/2021 <input checked="" type="checkbox"/>
23		11	Get credit approval for intensive support cohort group.	12/17/2021 <input checked="" type="checkbox"/>
24		12	Conduct introductory sessions to explain coaching model and build empathy with teachers.	1/7/2022 <input checked="" type="checkbox"/>
25		13	Conduct first round of regular coaching cycles with cohort teachers to include individual and cohort sessions.	1/21/2022 <input checked="" type="checkbox"/>
26		14	Conduct second data dialogue sessions on using cohort STAR 360 data.	2/11/2022 <input checked="" type="checkbox"/>
27		15	Conduct second round of regular coaching cycles with cohort teachers to include individual and cohort sessions.	2/25/2022 <input checked="" type="checkbox"/>
28		16	Design presentation of learning structure for cohort teachers.	3/4/2022 <input checked="" type="checkbox"/>
29		17	Conduct third data dialogue sessions on using cohort STAR 360 data.	4/1/2022 <input checked="" type="checkbox"/>
30		18	Design coaching perception survey for cohort teachers	4/1/2022 <input checked="" type="checkbox"/>
31	19	Facilitate cohort member presentations of learning	4/29/2022 <input checked="" type="checkbox"/>	
32	20	Distribute coaching perception survey.	4/29/2022 <input checked="" type="checkbox"/>	



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PLANNING



IMPLEMENTATION

Implementation



COACHING SUPPORT



REGULAR REVIEWS



TRANSPARENCY &
CELEBRATING SUCCESS



SCHOOL PLANS



Thank you for your time. Any questions?

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