

# Creating the District's Plan With *Planning for Success*

The Public Schools of Brookline  
*School Committee Update*

June 8, 2023

# The *Planning for Success* Process

## Create Plan

- Envision the future
- Analyze district performance, educator evaluation, and community feedback data for trends and patterns
- Backward design the improvement strategy from specific, desired student outcomes, researching effective practices

## Align Systems

- Connect Educator Evaluation goals and School Improvement Plans to the District Plan
- Leverage budget, grants, and resources in support of the District Plan
- Build community commitment to the District Plan

## Implement

- Create an annual action plan with progress and impact benchmarks
- Monitor and publicly report on progress
- Redesign the District Plan if necessary

# The Planning Process

Planning Retreats	Date
<b>School Committee Retreat:</b> Visioning, Overview	<b>Summer 2022</b>
<b>Leadership Team Retreat:</b> Visioning, SWOT	<b>8/22/22</b>
<b>Planning Team Retreat 1:</b> Visioning, community engagement	<b>3/16/23</b>
<i>Planning team members conduct visioning sessions</i>	2 weeks
<b>Planning Team Retreat 2:</b> District Data Presentation; Synthesize common vision themes	<b>3/30/23</b>
<b>Planning Team Retreat 3:</b> Discussion of Common Themes, Data and root cause analysis	<b>4/5/23</b>
Superintendent's Focus Groups: Visioning	<b>4/23</b>
<b>Admin Leadership Retreat :</b> Draft Objectives, Strategic Initiatives, and Outcomes	<b>5/3/23</b>
<b>Planning Team Retreat 4:</b> Review and Revise, and revision, Quality Plan Review	<b>5/24/23</b>
<b>Admin Leadership Retreat:</b> Plan Review & Revise: Objectives, Initiatives, Intended Outcomes, Quality Plan review	<b>6/07/23</b>
<b>Leadership Team:</b> Action Planning	<b>6/26/23</b>

# The Work to Date

Envisioning the Future

SWOT

Finding Common Themes

Root Cause Analysis

Drafting Strategic Objectives,  
Initiatives, & Outcomes

Quality Plan Review

# Common Themes

**Teaching and Learning**  
**Community Connections**  
**Climate & Culture (School/District)**  
**Budget Process**  
**Procedures & Protocols**

# Elements of the Plan

## Strategic Objectives

The coherent group of overarching goals (3-5) that will achieve the future vision (the “what”)

## Strategic Initiatives

The projects and programs that will help achieve each one of the objectives (the “how”).

## Intended Outcomes

The SMART (Strategic, Measurable, Achievable, Realistic, and Time-based) goals for the district that measure the district’s success in achieving its vision and include specific targets for improvement expected as a result of the multi-year implementation of the plan.

# Teaching & Learning

Evaluate and identify priority content areas to collaboratively establish, implement, and regularly assess a cohesive and consistent district-wide PK- age 22 Tier I standards-based curriculum using evidence-based instruction.

# Community Connections

Develop and implement a culturally responsive community engagement plan that fosters reliable, accessible communication and connections among families, schools, the district, and the greater community.



# Climate & Culture

Continually foster a climate and culture in which all students, staff, and families have a sense of belonging and safety, and are affirmed within their schools and communities, and benefit from equitable, holistic experiences and practices that address their individual needs.

# Budget Process

Use timely, transparent, and predictable processes with all stakeholders to manage and sustain a budget that ensures equitable opportunities for all students and is aligned with the strategic plan, vision, and PSB core values.

# Processes & Procedures

Build an organizational structure that defines systems, roles, and responsibilities; embodies the district's vision and objectives; and guides the daily practices that ensure equitable, high-quality learning experiences for all students.

# Finalizing the Plan

1. Quality Review Process – ongoing
2. Review of Initiatives & Intended Outcomes
3. Vision, Mission, and Core Values
4. Theory of Action
5. Action Planning & Implementation