

**MAY 2019 CONVENING:**  
Strategic Planning for Change

**Session Objectives:**

- Evaluate effectiveness of your 2018-19 action plan
- Identify new benchmarks and goals for 2019-20
- Craft new action steps for 2019-20.
- Develop your schedule and calendar for completing your PM Tool for next year

**Takeaways:**

Point to the Destination: Major Improvement Strategies & End of Year Goals

Shrink the Change: Implementation Benchmarks

Script the Critical Moves: Action Steps

Write down and be ready to share 2-3 **data-driven** quick wins and celebrations from your action plan from this year:

### **Point to the Destination: Major Improvement Strategies and End of Year Goals**

Component	Criteria
Major Improvement Strategies	<ul style="list-style-type: none"><li>- Focus on 2-3 MIS total</li><li>- Written as one sentence or statement</li><li>- Clear, memorable</li><li>- Point to a destination</li></ul>
Strategy Description	<ul style="list-style-type: none"><li>- One short paragraph describing the strategy</li><li>- Written form of the elevator speech for the description</li><li>- Should be written in a way understandable for multiple stakeholders (including families and community)</li></ul>
End of Year Goals	<ul style="list-style-type: none"><li>- 2-3 per strategy</li><li>- Point to the same destination as MIS</li><li>- Inspire change effort</li><li>- Clear and easy to remember</li><li>- Systems level and student data level</li></ul>

**Reflection:** Open up your PM Tool and review your MIS, description, and EOY Goals. Do they set a destination? Are they clear to the rider and motivate the elephant? What changes would you make?

Activity: Craft ONE Major Improvement Strategy, description, and EOY Goals

Major Improvement Strategy	
Strategy Description	
EOY Goals	

**Shrink the Change: Implementation Benchmarks**

Component	Criteria
Implementation Benchmarks	<ul style="list-style-type: none"><li>- 2-4 per cycle for each MIS</li><li>- Tie to EOY Goals</li><li>- Focus on (1) systems implementation, (2) effectiveness, and (3) student outcomes</li><li>- Measures what you care about</li><li>- Use systems to collect the data (e.g. lesson plan collection, O/F)</li><li>- Easy data collection and analysis</li><li>- Data is actionable!</li></ul>

Reflection: Review your implementation benchmarks from last year. Do they shrink the change and provide milestones for your plan? How do they compare to the criteria for implementation benchmarks?

Activity: Craft implementation benchmarks for your chosen MIS

### Script the Critical Moves: Action Steps

Component	Criteria
Action Steps	<ul style="list-style-type: none"><li>- Sequenced to ensure follow through</li><li>- Script the critical moves for all team members</li><li>- Not simply routine work</li><li>- Delineate ownership to specific team members</li><li>- Focus on high leverage moves</li></ul>

Reflection: Review your action steps from last year. Do they script the critical moves and identify the most critical actions for your strategy to be successful? How do they compare to the criteria for action steps?

Activity: Craft action steps for your chosen MIS

Dates	Action Step	Resources	Personnel