

From the Superintendent's Desk

Cultivating Our Future and the Development of Our Strategic Plan

"If you don't know where you're going, you'll wind up someplace else." - Yogi Berra

This humorous quote hangs above my desk and is a favorite because of its wit, but more so because it serves as a reminder of the importance of having a vision and a plan.

Since Winter of 2023, our school board and district leaders have engaged in a very deep process to develop a Strategic Plan, which includes our Mission, Vision, Values, and Four Pillars (or *priority areas* for excellence).

A committee of community leaders (the Vision Element Study Team, or VEST) was convened to plan a community event last Spring. Over 100 citizens engaged in thoughtful conversations about the past, present, and future of our schools at the "Cultivating Our Future" event in 2023. The VEST then used that input data as the basis for a District Strategic Plan, which was formally adopted by the Board of Education last Summer.

A complete recap of this can be reviewed on our school district website at www.clwarriors.org by clicking on the "Mission, Vision, & Values" link and the "Cultivating Our Future" link. Please check it out! Learn about Cultivating Our Future, read the Strategic Plan, and see for yourself.

Strategic Plan Into Action

A useful strategic plan does not just get put into a three-ring binder and sit on a shelf. It should be a living document that drives action. Making this happen has been our work in 2023-2024. At the February School Board meeting, members of the Board and all attendees participated in a "gallery walk" exercise where members of the administrative team gave an overview of the Balanced Scorecards that have been developed for two of the four Pillars: Students and Operations. These Scorecards contain goals, strategies, and metrics that will be used to measure and track progress related to those priorities on the Strategic Plan.

The informal small group format at the meeting allowed for interaction and questions. Leaders highlighted how the Strategic Plan has already driven action and growth – just one example being the implementation of the CERT screener for core subjects for High School students.

To learn more about the gallery walk, again go to our district website at www.clwarriors.org and click on "Mission, Vision, Values and Strategic Plan" to explore the links inside. You can find photos from the gallery walk, a slide presentation from that night, and the actual Scorecards for the Elementary, Jr/Sr High, Special Education Department, and the District.

Next Steps

The next steps will include completing the remaining Pillars of "Staff" and "Families & Community." These two Pillars will also have Balanced Scorecards completed and shared with the Board in June, with full implementation of Scorecards for all Four Pillars for the 2024-2025 school year.

Scorecards with goals, strategies, and metrics to track success keep us focused on our priorities. The Strategic Plan defines those priorities. The Scorecards allow the Board to hold the Administration and the Staff accountable for continuous improvement on them. Most importantly, the Strategic Plan increases our collaboration. "Together we will . . ." becomes our mindset. As a district administrator, I

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am very proud of the great work done by so many leaders in our school community through this ongoing process. I look forward to the future successes to come.

Proud to be a Warrior,

Chris Petersen

District Administrator, School District of Clear Lake