District Management Group

Manager's Toolkit

Does Your Strategic Plan Drive Daily Work to Realize Your District's Vision?

Addressing today's myriad challenges requires a focused, actionable plan that aligns the work throughout the district. Complete this assessment to determine how effective your strategic plan is in driving decision making and day-to-day actions to realize results for students and deliver on your district's vision.

Questions		Rate Your Response
Needs Analysis **Are your district's priorities based on a robust qualitative and quantitative analysis of your district's current needs?**	**5** = Rigorous quantitative and qualitative analyses formed the basis for our strategic plan **4** = Fairly thorough quantitative and qualitative analyses were conducted **3** = Basic analysis was conducted **2** = Limited analysis was done **1** = Little to no analysis was done	
Stakeholder Engagement **Were school leaders, staff, families, and community members given the opportunity to provide meaningful input?**	**5** = Input was solicited at the outset; feedback to the draft plan was also solicited and incorporated **4** = There were multiple opportunities for stakeholder engagement **3** = There were some opportunities and moderate engagement **2** = There were few opportunities and low engagement **1** = There were no meaningful feedback opportunities	
Theory of Action **Does the plan articulate the key lever of change (i.e., theory of action) that will lead to success in the district?**	**5** = The key lever for change has been clearly defined based on a deep understanding of the root causes underlying the district's challenges **4** = A theory of action is in place that we believe captures the key lever for change **3** = Our theory of action may not be well understood in the district **2** = The same theory of action has been in place for a long time **1** = No theory of action is in place	
Priorities **Does your strategic plan identify a manageable list of priorities to focus the work?**	**5** = Fewer than 6 priorities **4** = Fewer than 10 priorities **3** = More than 10 priorities **2** = More than 15 priorities **1** = More priorities than I can recall	

Questions		Rate Your Response
Goals **Is each stated priority accompanied by goals that are Specific, Measurable, Achievable, Relevant, and Time-bound (SMART)?**	**5** = All priorities have SMART goals as well as leading and lagging indicators to ensure progress is being made **4** = Most priorities have SMART goals **3** = Some priorities have SMART goals **2** = Few priorities have SMART goals **1** = No priorities have SMART goals	
Equity **Are there goals aligned to specific subgroups of students who may be underperforming the general population?**	**5** = Goals target specific subgroups **4** = Goals address subgroups generally **3** = Goals target some subgroups **2** = Goals target few subgroups **1** = No goals target subgroups	
Implementation **Does a plan for implementation exist, and does it include initiatives and action steps with owners and timelines specified?**	**5** = Implementation plan has clear initiatives, action steps, assigned owners, and detailed timelines **4** = Plan has initiatives, action steps with owners, and some timelines specified **3** = Plan includes some initiatives and action steps, but may lack ownership or detailed timelines **2** = Plan exists but lacks specifics **1** = No plan exists	
Resource Allocation **Has the plan been incorporated into the budgeting process to drive resource allocation?**	**5** = Fully integrated **4** = Mostly integrated **3** = Partially integrated **2** = Minimally integrated **1** = Not integrated	
Communication **Is there a plan to provide updates to the community on progress toward strategic goals?**	**5** = Detailed plan and format for updates **4** = Regular updates **3** = Inconsistent updates **2** = Rare updates **1** = No updates	
	TOTAL	

Score your performance

40 and over: Congratulations! Your strategic plan is enabling your district to align on the work and make progress toward your goals.

32 to 39: Your strategic plan has many key features and is enabling you to make progress in tackling your challenges.

24 to 31: Your strategic plan needs a little more work to enable your district to effectively address challenges.

23 or below: Your strategic plan seems to need updating to provide the necessary direction and focus.