





GEORGIA SCHOOL BOARDS ASSOCIATION

## *Strategic Improvement Planning Service*



CONTINUOUS IMPROVEMENT MODEL:  
INCLUSIVE, TRANSPARENT, TRANSFORMATIVE



-  Begins with a community engagement initiative to give ALL stakeholders an opportunity to give input BEFORE the plan is developed
-  Brings together a diverse group of your community's best thinkers to develop a plan to move your district forward
-  Ties together your local school improvement plans and your district plan
-  Aligns the district's budget and evaluation systems with the strategic plan

Visit [gsba.com](http://gsba.com)

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*The Georgia School Boards Association (GSBA), in partnership with the Georgia Leadership Institute for School Improvement (GLISI), has developed a systematic and sustainable approach to district strategic improvement planning that aligns with local school improvement plans. This comprehensive process engages the community and all stakeholders to create universal ownership and support for district and school improvement.*

## GSBA'S STRATEGIC IMPROVEMENT PLANNING PROCESS FOCUSES ON FINDING ANSWERS TO THE FOLLOWING QUESTIONS:

Who are we?  
Where are we now?  
Where do we want to go?  
How will we know when we have arrived?  
How do we plan to get there?

Through this structured process, the district builds relationships and buy-in from all stakeholder groups, honors the work the district has already done in strategic improvement planning and ends up with a plan to move the district to higher levels of student achievement and organizational excellence.

GSBA and GLISI have led the following districts through strategic improvement planning:

- Appling County
- Baldwin County
- Bryan County
- Carrollton City
- Chattahoochee County
- Dawson County
- City Schools of Decatur
- DeKalb County
- Dublin City
- Early County
- Effingham County
- Elbert County
- Emanuel County
- Fayette County
- Forsyth County
- Greene County
- Griffin-Spalding County
- Jefferson County
- Lee County
- Long County
- Lumpkin County
- Macon County
- Marietta City
- McDuffie County
- Meriwether County
- Mitchell County
- Montgomery County
- Morgan County
- Murray County
- Oconee County
- Oglethorpe County
- Paulding County
- Richmond County
- Rockdale County
- Tattnall County
- Thomas County
- Thomasville City
- Tift County
- Treutlen County
- Twiggs County
- Valdosta City
- Vidalia City
- Wayne County

# GSBA STRATEGIC IMPROVEMENT PLANNING PROCESS

THE PROCESS TAKES BETWEEN FOUR AND EIGHT MONTHS

## Phase 1

### **Community Engagement:**

GSBA's process begins with a community conversation and an online survey, involving 50 to 200 people, to gather vital input from the community.

### **Planning Team:**

A group of 25 – 40 stakeholders representing the board, central office staff, schools, parents, students, businesses, and other community members is assembled to use the input from stakeholders and a SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis to develop beliefs, mission, vision, strategic goals and priorities.

### **Action Team:**

A smaller group of 6 – 12 system staff is assembled around each of the strategic goals and goal areas to answer the question, "How will we know when we have arrived?" The action team identifies performance objectives and measures. The work of the action team is then presented to the planning team for review and approval.

## Phase 2

### **Board and Staff:**

Once the board has adopted the work of the Planning Team and Action Team, specific initiatives and action steps necessary to execute the plan are then defined.

## Phase 3

### **Alignment:**

The plan is aligned with school improvement plans, the district's budget, as well as board, superintendent and staff evaluations.

## Phase 4

### **Implementation:**

Involves the execution, monitoring and reporting of the plan, as well as an ongoing process to review and update the plan as needed.



# MONITORING AND MANAGING THE PLAN

THE eBOARDsolutions PLANNING MODULE OFFERS ASSISTANCE



*One of the most challenging aspects of keeping a strategic plan alive is the ability to manage, monitor and report on the plan.*

*GSBA's Simbli Planning Module makes this process easier*

*than ever. Plan items can be easily updated by staff allowing users to filter the plan by staff, department, status, priority, date, etc. As the plan is updated, results can be reported on through a Strategic Dashboard, Balanced Scorecard and Goal Alignment report. Your staff and community are kept aware of the progress made on the plan. The Planning Module is just one of the modules of Simbli that helps keep everyone informed and up-to-date. Go to [www.eboardsolutions.com](http://www.eboardsolutions.com) for detailed information.*



FOR MORE INFORMATION ON:

GSBA STRATEGIC PLANNING SERVICE/  
CUSTOM BOARD RETREATS/  
BOARD DEVELOPMENT -  
GSBA Strategic Planning Office  
770.962.2985  
800.226.1856  
[information@gsba.com](mailto:information@gsba.com)

GSBA PUBLIC ENGAGEMENT SERVICE -  
GSBA Communications Department  
770.962.2985  
800.226.1856  
[information@gsba.com](mailto:information@gsba.com)

PLANNING MODULE/Simbli -  
eBOARDsolutions  
770.822.3645  
877.404.7707

SIMBLI's PLANNING MODULE ASSISTS WITH MONITORING AND MANAGING A STRATEGIC PLAN BY:

- Organizing all information in a central place
- Aligning all operations around the plan
- Connecting school and department improvement plans to the organizational strategic plan
- Communicating the plan to all stakeholders
- Providing staff a central location to update items they are responsible for
- Filtering plan information by department/group, staff member, status, priority, due date, year, etc.
- Providing graphs and progress reports in seconds
- Demonstrating accountability, transparency and collaboration in board governance
- Keeping the focus on strategic initiatives by the alignment of board policies and meeting agenda items with the plan
- Eliminating redundancy and reduction of work loads



Performance Measure	Ultimate Target	FY 14		FY 15		FY 16	
		Target	Actual	Target	Actual	Target	Actual
Goal 1: Increase student achievement	87%	80	81	80	82.5	85.4	87
% of students completing grades 9-12 in 4 years	1.00%	1	1.00	3	3.5	2.50	3.50
% of students completing grades 9-12 in 4 years	87%	80	81	80	82.5	85.4	87
% of students completing grades 9-12 in 4 years	1.00%	1	1.00	3	3.5	2.50	3.50
% of students completing grades 9-12 in 4 years	87%	80	81	80	82.5	85.4	87
% of students completing grades 9-12 in 4 years	1.00%	1	1.00	3	3.5	2.50	3.50
% of students completing grades 9-12 in 4 years	87%	80	81	80	82.5	85.4	87
% of students completing grades 9-12 in 4 years	1.00%	1	1.00	3	3.5	2.50	3.50
% of students completing grades 9-12 in 4 years	87%	80	81	80	82.5	85.4	87
% of students completing grades 9-12 in 4 years	1.00%	1	1.00	3	3.5	2.50	3.50



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