

STRATEGIC PLAN PROCESS 2013-2015

HISTORY

- 1996 – LOGO: HEAD
 - THEME: Creating the Future
- 2002 – LOGO: FOUR SEASONS
 - THEME: Change is inevitable...Adaption to change is essential.
- 2008 – LOGO: COMPASS
 - THEME: ?
- 2015- LOGO: ?
 - THEME: Embracing New Realities...Achieving Exceptional Results

This Plan Must Address

- Greatest Economic Challenges in the History of the School
- Bureau of CTE Renewal
 - Significant Curriculum and Instructional Strategy Development
 - Significant Compliance Requirements
- Districts in Financial Distress
- Districts Burden of High Stakes Testing Systems
- Societal Shifts as Middle Class gets smaller
- Students Being Disengaged in High School
- Volume of Digital Instruction is Doubling Every Year
- An Aging Facility

Previous Process

- Steering Committee Process Approval
- Baldrige Criteria Leading to Current Reality
- Retreat – Development of SP Goals
- Action Teams – Development of Action Plan
- Board Approval
- PDE Approval
- Implementation

2013-2015 Process

- Steering Committee Process Approval
- Internal and External Scanning Leading to Current Reality
- Retreat – Development of SP Goals
- Action Teams – Development of Action Plan
- Board Approval
- PDE Approval
- Implementation

Time Line

2012– 2013:

- May 2013 Formalize Strategic Planning Process EASTERN
- Summer 2013 Clean and Organize Data EASTERN

2013 – 2014:

- January – May 2014 Develop Current Reality EASTERN

2014 – 2015:

- Fall 2014 Strategic Plan Retreat EASTERN
- January – April 2015 Strategic Plan – Action Plans Developed EASTERN

2015 – 2016:

- August 2015 Strategic Plan – Joint Committee Submission EASTERN
- September 2015 Strategic Plan – Joint Committee Approval EASTERN
- September 30, 2015 Comprehensive Plan PDE
- September 30, 2015 Technology Plan PDE
- September 30, 2015 Professional Education/Induction Plans PDE
- September 30, 2015 Student Services Plan PDE

2006-2014 Steering Committee

- Superintendent of Record
- EAC Chairperson
- JOC President
- Director
- Assistant Director
- School Improvement Coordinator

2013-2021 Steering Committee School Improvement Council

- Superintendent of Record
- EAC Chairperson
- JOC President
- Director
- Assistant Director
- Supervisor
- Business Manager
- School Improvement Coordinator
- Teacher
- Classified Staff Member

Internal Scanning

- Spring 2014
- Utilize the Middle State Standards and the PDE Comprehensive Planning for Part-time CTC's
- Develop Eastern Strengths and Weaknesses using criteria above
- Approximately 8-10 members on each Team

Internal Scanning Teams

Strengths and Weaknesses

Team 1

Philosophy

Governance

School Improvement and
Planning

Team 2

Finances

Facilities

Information Resources
and Technology

Team 3

School Climate

Student Services

Student Life and
Activities

Team 4

Health and Safety

Educational Program

Assessment

External Scanning

- Spring 2014
- Consultant Lead Team Processes
- Develop Opportunities and Threats that are likely to impact EASTERN in the future.
- Approximately 8-10 members on each Team

External Scanning Teams

Opportunities and Threats

Team 5
Economic
Industry Trends

Team 6
Societal
Local
Demographics

Team 7
Technological
Environmental

Team 8
Legal
Legislative

Current Reality Report

- Overview
- Statement of Strengths and Weaknesses
- Statement of Opportunities and Threats
- Current Significant Issues
- Concluding Comments
- Final Copy Due in Summer 2014

Retreat

- Fall 2014
- 30-40 Stakeholders
- Consultant lead review of the findings in the Current Reality
- Consultant lead processes that leads to consensus on 3-4 Strategic Goals for the upcoming six years

Action Teams

- Spring 2015
- 8-10 members per goal
- Development of the Activities and Timelines for the successful achievement of the goals established at the Retreat

Final Report

- Compiled and prepared by the Assistant Director's Office
- Completed by end of Summer 2015