



STRATEGIC RESET PLAN

Governing Board Presentation
Mr. John Gay, Chief Technology and
Operations Officer

October 14, 2021

OUTLINE

- Strategic Reset Plan Development – Recap
- Stakeholder Engagement
- Mission Priorities, Transformation Drivers, and Strategies
- Plan Revisions, Execution, and Progress Monitoring
- Staff Recommendation

TO ALL ADMINISTRATORS, FEBRUARY 26, 2021 ...

It's time to reclaim our seat at the head of the table of leadership in PK-12 education!



OUR VISION FOR MEETING THAT CHALLENGE...

- We will make student-centered, data-driven, and shared decisions.
- We will be a highly effective professional learning community.
- We will ensure that every student and employee is known, valued, cared for, and challenged.
- We will be a highly trained and modern workforce.
- We will communicate effectively.
- We will be recognized as a community, state, and national leader in PK-12 education through greatly increasing levels of student achievement.

STRATEGIC PERSPECTIVES – THE FOUNDATION FOR PLANNING

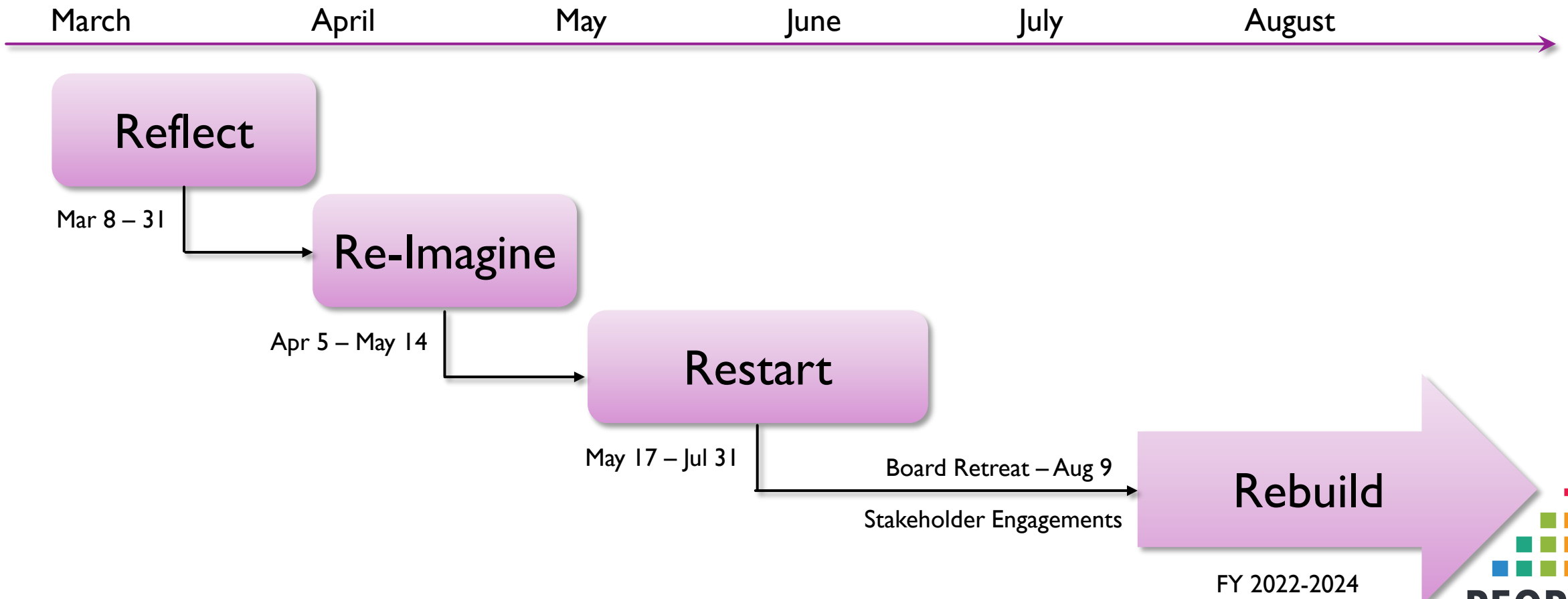


New Plan –
Same Strategic Perspectives!

STRATEGIC PLAN RESET - GOALS

- Develop and obtain approval for a three-year plan that will achieve the following:
 - Recover from COVID-19 academic and operational losses;
 - Transform Peoria Unified to a new, “re-imagined” state that will position us to “reclaim our seat at the head of the table of leadership within K-12 education”.
- Develop and implement ongoing processes for:
 - Progress monitoring and oversight to ensure successful execution of the plan;
 - Annual updates and adjustments to the plan.

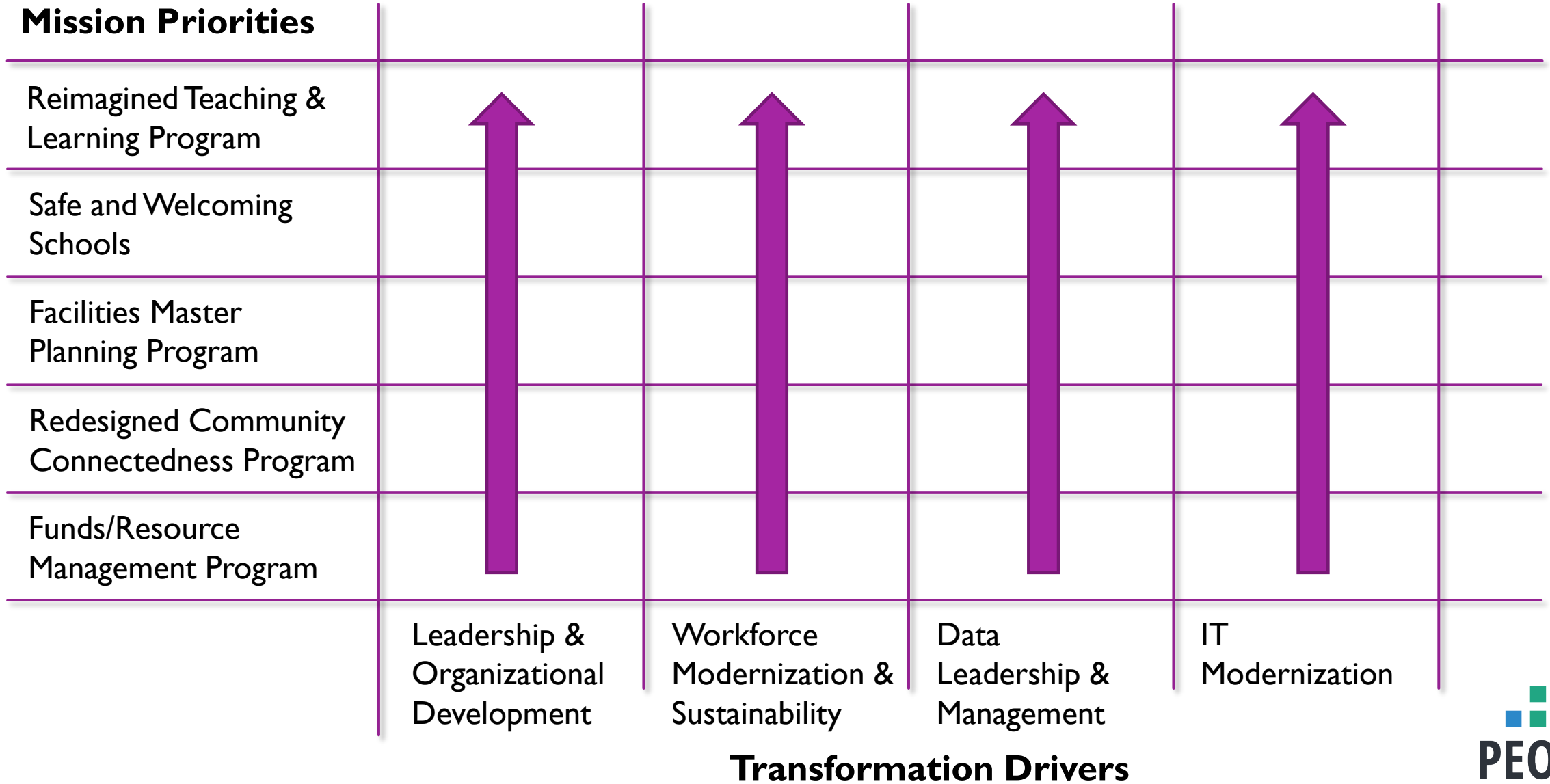
STRATEGIC RESET PROCESS – TIMELINE



STAKEHOLDER INPUT & ENGAGEMENT

- ✓ Plan Development – Over 50 staff – administrators, teachers, classified
- ✓ Governing Board – May, August
- ✓ Peoria Education Foundation – June
- ✓ Parent Focus Group – June
- ✓ All Administrators – July
- ✓ Community Questionnaire – August
- ✓ Standing Groups – August:
 - ✓ Superintendent Student Advisory Council
 - ✓ Superintendent Stakeholder Advisory Council
 - ✓ Peoria Unified Faith Council
- ✓ Parent Engagement Forums – September
- Site Councils – September, October

Strategic Reset Framework



RE-IMAGINED TEACHING & LEARNING PROGRAM

- Address learning disruption – reaching well beyond recovery!
- Re-Imagine teaching and learning with best practices for:
 - In-Person Blended Learning
 - Expanded Virtual Learning, K-12
- Increase rigor and student engagement and modernize K-12 programming:
 - Core content adoptions
 - Consideration for 6-8 middle school programming

SAFE AND WELCOMING SCHOOLS

- Improve our Safety and Emergency Management Program.
- Implement “Quality Customer Service” Program.
- Implement “Campus Appeal” Program.
- Improve digital security and surveillance systems.

FACILITIES MASTER PLANNING PROGRAM

- Align long-term facilities master planning with the needs and goals of the Re-Imagined Teaching and Learning Program.
- Implement robust facilities master planning to ensure that the district's facilities needs are anticipated and planned years ahead of time.
- Explore partnerships and opportunities for sharing facilities and facility costs.



REDESIGNED COMMUNITY CONNECTEDNESS PROGRAM

- Improve internal and external communication through modern systems and tools.
- Expand connections with key stakeholder groups.
- Implement a system to effectively market schools and programs.

COMPREHENSIVE FUNDS/RESOURCE MANAGEMENT PROGRAM

- Implement a formal Program Management and Evaluation process .
- Implement a hybrid budget development process to replace the current incremental process.
- Develop and implement a long-range funding plan and process.
- Develop and implement strategies for financially sustaining a modernized workforce and competitive compensation system.

TRANSFORMATION DRIVERS

Leadership and Organizational Development

- Develop leaders who embrace shared decision-making and personal accountability.
- Implement organizational structures and skills for flexibility and nimbleness.

Workforce Modernization and Sustainability

- Recruit and retain staff with modern skill sets and aptitudes.
- Develop and implement modern and competitive compensation structures.
- Improve workforce development and accountability.



TRANSFORMATION DRIVERS CONTINUED

Data Leadership and Management

- Develop district-wide best practices in data leadership and usage.
- Acquire modern data reporting and analysis tools to support the Mission Priorities.
- Implement organizational governance and supports for district-wide users of data.

IT Modernization

- Implement integrated teaching and learning digital system.
- Implement robust IT architecture improvements to support technology-powered teaching and learning.
- Devise an integrated parent portal for student and school information.



PLAN REVISIONS, EXECUTION, AND PROGRESS MONITORING

- Plan Revision, Budgeting, and Execution Timeline
- Project Roadmap
- Superintendent's Strategic Plan Oversight Team
- Superintendent/Cabinet-Level Progress Reviews
- Integration with Annual Budget Development Process
- Governing Board Updates and Annual Review

RECOMMENDATION

Administration Recommendation:

Adopt the direction, concepts, and strategies articulated in the FY 2022-2024 Strategic Reset Plan, granting approval to commence execution of the plan.