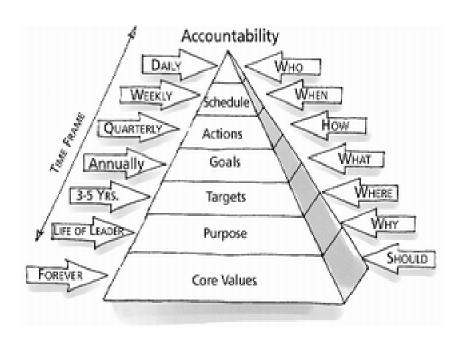


One-Page Strategic Plan





One-Page Strategic Plan

Organization Name	Montcalm Area ISD
Your Name	Scott Koenigsknecht, Superintendent
Date	November 20, 2012

Dedicated Kids First Dependable Hard working Caring Compassionate	MAISD: Leading,		GOALS (1 YR.) (What)	
	collaborating & serving to create education without boundaries	Students, parents, & staff are invested in leading edge, progressive models that foster and enhance learning The MAISD is a leader in the community and provides services that help other organizations respond to their constituents' needs.		
	BHAG Catalyst for	Key Thrusts/Capabilities 3 - 5 Year Priorities	Key Initiatives Annual Priorities	
Actions To Live Values, Purpose, BHAG	responsible learners,	Create a regional resource directory to be shared with parents, staff, students & community. Offer opportunities for need based	2	
2	strong communities	and evidenced based professional development to increase knowledge of tiered levels of support (RtI), behavior, and technology collaboratively within the ISD. 3 Increase access to and use of technology, especially in the classroom and community at large.	3	
3	Sandbox The MAISD community:	4 Develop and utilize innovative means of communication with all stakeholders to disseminate information on resources, support services, programs and instructional	5	
4	birth and beyond	best practices. 5 Continually solicit input to identify on-going needs of all stakeholders. 6 Create and/or strengthen visible	1 or 2 Critical #s	
Check boxes above after assigning accountability	Brand Promise Exceptional leadership with unmatched service	partnerships by providing services that focus on high-impact area(s). Facilitate learning opportunities that support evidenced based practices in literacy, parent leadership, inclusion, and preschool participation for those working with children ages birth to five.	Smart Numbers	

Opportunities to exceed plan

	•
1	Collaborate with other counties
2	Collaborate within county
3	Focus on early childhood
4	Expanded learning opportunities/multiple modes
5	Media
6	Talent & dedication of staff
7	Relationships within geographic area
8	Data from ALL stakeholders
9	New staff members
10	Meeting the needs of communities
11	Creating a sense of belonging
12	Potential to attract & retain community members

Threats to making plan

	5 1
1	Poverty
2	Limited & declining resources, funding
3	Time
4	Breakdown in communication/misunderstanding
5	Expected to do more
6	Lack of comfort in seeking support or acknowledging need for support
7	Large geographic area
8	Data quality (only receive segment of stakeholders)
9	Brain drain/loss of talent
10	Population age
11	Staff turnover
12	Elected officials
13	Conceptualization of programs & services
14	Lack of buy-in &/or participation
15	Complexity of needs of staff & students

ACTIONS (QTR) (How)	THEME (QTR/ANNUAL)	YOUR ACCOUNTABILITY (Who/When)
Qtr. #	Deadline Measurable Target/Critical # Theme Name Scoreboard Design Describe and/or sketch your design in this space.	Your Quarterly Priorities Due Accountability Accountability Accountability Accountability Accountability First or Locate Purpose Purpose Security Functions Purpose Security Functions Functions
Prioritize your Rocks. 1 or 2 Critical #s	Celebration/Reward	For Editable Word Document go to www.gazelles.com

Rockefeller Habits Checklist

lame	Company Date
1)	Everyone aligned with #1 thing that needs to be accomplished this quarter to move company forward 5 priorities (Rocks) are identified and ranked for the quarter
	A Critical Number is identified and aligns with the #1 priority
	A Quarterly Theme is established that brings the key priority/Critical Number alive
	A scoreboard for the Critical Number is posted and Theme announced
	All employees know what the Celebration/Reward will be
2)	Communication rhythm is established. Information moves through organization accurately and quickly All employees are in some kind of a daily and weekly huddle
	Huddles cascade from senior management to frontline or visa versa
3)	Every facet of the organization has a person assigned with accountability for ensuring goals are met Income (P&L), Cash Flow, & Balance Sheet statements have persons assigned to each line item
	An accountability chart has been created
4)	Ongoing employee feedback and input is systematized to remove obstacles and identify opportunities Employee hassles/ideas/suggestions/issues are being collected weekly
	There is a systematic process for addressing issues and opportunities
	Thank You cards are being written every week by senior management
5)	Reporting and analysis of Customer Feedback data is as frequent and accurate as financial data All employees are involved in collecting customer data
	There is a person assigned accountability for customer feedback
	All senior leaders communicate with at least one customer weekly
6)	Core ideologies are "alive" in the organization
	Core ideologies are discovered and defined
	Stories are being shared of employees who represent the ideologies
	Core ideologies are included in appraisal and recognition processes
7)	Clear understanding of the firm's market position drives strategic planning and sales and marketing Brand Promise and market (Sandbox) are clearly defined
	The organization is aligned around 5 key strategies (Thrusts/Capabilities) for growth

10) As goes the Executive Team goes the rest of the firm

Team members understand each other's different

9) A "situation room" is established for the weekly executive team meeting

Data is presented graphically to help visualize trends Core ideologies, priorities, and market maps posted

Team members understand each other's differences, priorities, and styles

The team meets offsite every few months for strategic thinking and renewal

8) All employees can report at any time what their productivity is and how it compares against goals Smart Numbers (key performance indicators) are identified for the organization Weekly measures for each individual/team are clearly displayed and reviewed

Smart Numbers and Critical Numbers are posted bigger than life with goals clearly shown

Gazelles Publishing, Inc. 44031 Pipeline Plaza, Suite 200 Ashburn, VA 20147 703-858-2400 www.gazelles.com