

# How We Created the Strategic Plan

## Strategic Planning Best Practices

An internet search was conducted to identify best practices in strategic planning in the public and private sectors. Although there is no universal approach for developing a strategic plan, common ground was found among a number of sources as to recognized best practices.

## Strategic Plans of Other School Districts

Districts in New York state and nationwide served as the core for researching strategic plans. A number of strategic plans were reviewed to identify their strongest attributes and organization.

## Assessment of Previous Strategic Plan

HCSD's previous strategic plan covered the period of 2010 - 2013. Evidence indicated that progress was made in each priority improvement area, resulting in priority area changes in this new plan.

## Stakeholder Engagement

Input was obtained from a broad range of district stakeholders. Over the 15 month strategic planning process leading up to the development of this new plan, input was received from over 500 sources in the following phases:

### Environmental Scan

Beginning in the summer of 2012 to the fall of 2013, input was gathered from various stakeholders on strategic issues and priorities, strong points of the district, and areas for improvement. Focused discussions were held with different stakeholder groups, including teachers, students, parents, administrators, community members and the Board of Education. Administrators and the Board of Education also engaged in discussions and activities envisioning the district in 2022. These envisioning activities led to the development of the priority improvement statement and focus areas for this new plan.

### Board of Education Strategic Planning

The Hilton Board of Education previously revised and adopted a new District Vision, Mission, and Beliefs. These statements guide the new plan. In the summer of 2012, the Board provided strategic direction at the onset of this plan's development and also engaged stakeholders envisioning the District at a Board Study Session in October, 2013. Individual Board members have also provided feedback and information as members of the District Improvement Team.

### Development of Strategic Plan Framework

Board of Education and Cabinet feedback resulted in a final version of a *Strategic Plan Graphic Organizer*. The organizer provides the reader with a plan overview on a single page. The proposed framework was made available for public review and comment in December, 2013.