

TOPIC: IMPROVING SCHOOLS THROUGH THE FORMULATION OF MEANINGFUL STRATEGIC PLANS

DESCRIPTION

School forward planning is essential to maintain a competitive edge with other local schools in the same demographic feeder area. The formulation of a school specific strategy for a three or four year period in the future is common. However, this traditional approach can be severely limiting in the schools outlook towards the future. A longer period of 'preparation' is required to ensure the students in the school's care are prepared for an uncertain future. The school's governance team (Board) is responsible for ensuring that the strategic intent is well managed and executed by the CEO or Principal, along with the school's senior leadership team. One of the methods used for ensuring the preparation for an uncertain future is through a process called scenario planning. This leads to a more considered approach to strategy formulation which ultimately looks at various plausible futures within a certain construct. A school culture that prepares and promotes learning for the future is more likely to succeed.

AREAS OF FOCUS

SCENARIO PLANNING

How well are students being prepared for an uncertain future? Do all staff members really understand what implications exists for them when teaching students in their care? Has the school's leadership team deliberated the issues of an uncertain future with their staff in their departments? What are the implications of an ill-considered strategic plan? In 'delivering a curriculum', are students really benefitting from an education which simply tests and assesses material content? Are the skills which are being assessed suitable for a future which may look very different to that of the current point in time?

FORMULATION OF STRATEGY

A well-documented strategic plan is a must for every school, however it is no good if the plan is not utilised to guide all work which is carried out by all staff in the school. The formulation of a strategic plan is to encourage deeper thinking, generate robust conversations, increase the accountability of school leaders and staff, reporting against certain established key performance indicators, improve the school through innovation and efficiency of practices, drive change and respond effectively to the changing internal and external environments, identify a risk culture which creates opportunity, and ultimately respond to the school students' needs by looking to the future.

DEVELOPMENT OF A STRATEGIC CULTURE OF ONGOING SCHOOL IMPROVEMENT

Schools wish to produce a culture of learning and inquiry. This might be within a specific area of the school, within a sub-section of the school or across the whole school. In order for this to occur effectively, a long term strategy is required to be developed to ensure that all stakeholder needs are met. One method is to communicate the school's strategy to all stakeholders; student, parents, staff and community partners.

OPTIONS

Improving Schools Australia offers support in this topic through:

- The facilitation of a scenario planning process leading to a practical and executable strategic plan.
- Workshops which focus on school leader engagement in strategic thinking and innovation.

FEE

Fees are determined based on preparation, travel, pre and post support involvement and resource provision. Detailed costs would be included in a Proposal specifically designed for your school.