

# *Madison County Schools*

## *Strategic Plan Development Process*

1. The first step in the process was a discussion between the Board of Education and the Superintendent that resulted in a validation of the need for a strategic plan.
2. The second step was to procure an experienced consultant to lead the district in this endeavor. Roger Metcalf, the Executive Director of the Western Regional Educational Alliance, was contracted to help the school system develop the plan.
3. The third step was to develop a format for the plan. The system chose to build the strategic plan on the following components:
  - a. Vision
  - b. Mission
  - c. Beliefs
  - d. Objectives
  - e. Time Lines
  - f. Accountability

The State Board of Education has set goals for the State of North Carolina. We adopted these five goals which were as follows:

- a. High student performance
- b. Safe, orderly, healthy and caring schools
- c. Quality, professional staff
- d. Strong family, business and community support
- e. Efficient and effective operation

We added two additional objectives to this list which were:

- a. Accountability
- b. Communication

4. The next step was to solicit input from all our stakeholders. We asked our employees for recommendations to be considered in the strategic plan. We asked principals, program directors, and Board members for input.
5. The next step was to choose strategies that would help us to improve in the priority areas selected. Input from all sources was utilized.
6. We then chose to insert a column into the plan that allowed us to assign a responsible person or party to accomplish the strategy.

7. Our final step was related to accountability. We had the Board adopt the plan. We chose a timeline in which every strategy was to be accomplished and agreed to review the plan at mid-year and at the end of the year.

Since our first plan was developed in 2003, the State goals have changed and the process for accreditation has changed from a one school process to a district-wide process.

We are in the midst of re-thinking our strategic plan. We want to re-develop our plan for 2013-2014 based on the new State Board goals that will be forthcoming due to a political shift in the State Board membership and to incorporate AdvancED initiatives as well as some we want such as safety, accountability, and efficiency due to limited resources.