

# MUSKEGON HEIGHTS PUBLIC SCHOOL ACADEMY SYSTEM

## Strategic Planning



During the 2024 winter term, the MHPSAS community will work together to develop the academy's next strategic plan.

This process will:

- ▶ Be **inclusive and transparent**, engaging the academy's faculty, students, staff and administrators, directors, parents/guardians, and alumni
- ▶ Respect and balance **community input and leadership vision**
- ▶ Work within the academy's **established organizational structures** and culture of **shared leadership**

At the conclusion of the process, the academy will have an aspirational strategic plan, with achievable goals and a detailed implementation plan.

**The Academy will write the strategic plan; the plan will reflect the input of the entire MHPSAS community.**

The Board of Directors Vice-President and the academy's Strategic Planning Committee will lead the process. Provision, the academy's consultants, will facilitate and support the process.

### PROJECT TIMELINE

#### Phase I: Assessment, Engagement, Information Gathering, & Planning

February–Mid-March 2024

- ▶ Preliminary Information Review (Telephone Interviews; Data & Documents)
- ▶ Online Surveys (Faculty, Staff, Students, Parents/Guardians, Community, Vendors)
- ▶ Individual Interviews; Focus Group Meetings
- ▶ Board of Director Meetings (Feb 20<sup>th</sup>, Mar 19<sup>th</sup>, April 16<sup>th</sup>, May 21<sup>st</sup>, June 18<sup>th</sup>, 2024)
- ▶ Data & Information Synthesis & Theme Development

#### Phase II: Objectives, Measures, Initiatives

March-Late May 2024

- ▶ SWOT & PESTLE Sessions
- ▶ Planning Retreat/Objective Development Session
- ▶ Refinement of Goals & Objectives
- ▶ Draft Strategy Map

#### Phase III: Implementation/ Action Planning & Completion

May-June 2024

- ▶ Reporting Calendar

### GUIDING QUESTIONS

#### Questions such as these will frame planning discussions:

- ▶ What are the highest priority things that should be “on the table”/under consideration during the strategic planning process?
- ▶ What are the most important goals for the Academy over the next 5 years? Are there new directions MHPSAS should pursue?
- ▶ What are the most distinctive qualities of the Academy that should be preserved/should not be changed?
- ▶ What do you hope will be true about MHPSAS in 5–10 years that is not true today?



Provision works with academies and leadership teams to improve outcomes for both students and institutions. We have worked with many organizations on strategic and forward-looking processes.

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