



Education Elements

Moving from Strategic Planning to Strategic Practice

September 23, 2021

Welcome! We Are So Glad You are Here!



Hey there! When I am not designing and deploying user-centered data displays, I'm likely biking around the beautiful trails in East Nashville, TN.

Rani Banjarian, Design Principal
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Hi! When I am not talking strategic planning you'll find me chasing around my three young kiddos

Katie Rediger, Partner
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Schools grow when people grow

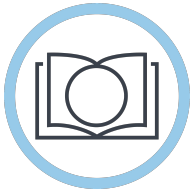
Founded in
2010

1000+
Schools

250+
Districts

37
States

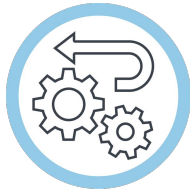
Blended &
Personalized
Learning



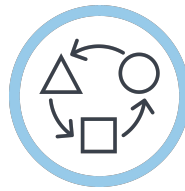
Strategic
Planning



Return
Planning



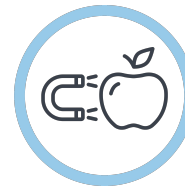
Equity



Leadership
Development
& Coaching



Teacher
Retention



Teams &
Culture



Check In

*(Let's Connect Before We
Dive Into the Content!)*

Answer the question in
the chat box.

Check-in question: Which photo
illustrates how you feel about this school
year so far?

1



2



3



4



5



6



A New Way to Engage in the Chat



#aha = new idea/insight



#debate = I have a different opinion I'd like to share or would like to push back on what was shared by someone else



#question = I need clarification on something that was shared



#onfire = this is really resonating with my thinking (boost our ego)

Why Are We Here Today?

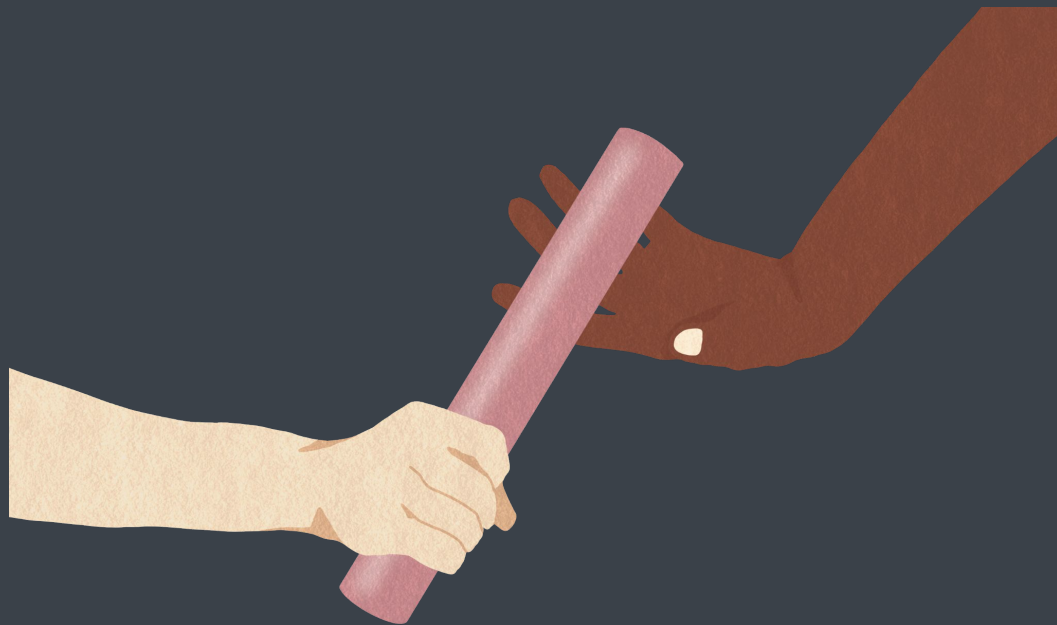
Many districts invest in **strategic planning**, but then fall short delivering on the promise of their plan. To avoid this, we believe districts must focus on building a strong data culture in order to identify and apply the highest impact **practices** that will ultimately deliver the intended outcomes.



Strategic Planning

We **believe** the planning process is as important as the plan itself.

What practices can we borrow from the planning process and apply to implementation?



Education Elements believes when



Many perspectives are **CONSULTED** and **INCLUDED** then a plan is developed **WITH** and **NOT FOR** the community



Stakeholders are engaged in **FEEDBACK AND DESIGN** then there is **HIGH BUY-IN** and **LOW FRICTION**



Teams prioritize **SPRINTS** and plan to **PIVOT** then they are **RESPONSIVE**

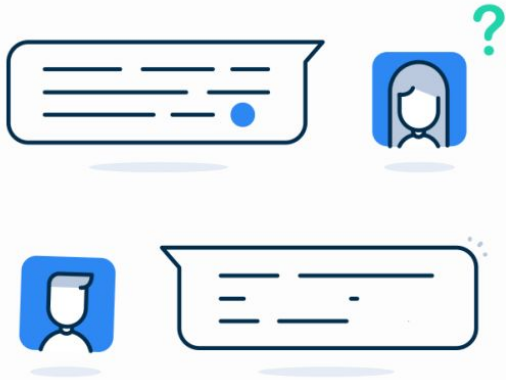


Communication is **CLEAR** and **CONSTANT** then stakeholders **INTEGRATE THEIR BELIEFS**

Responsive Planning

is developing a plan that prioritizes the process over the product in order to sustain, adapt, and pivot.

Share in the chat



What have been your experiences been with strategic planning implementation?



Copyright

Data Culture

We **believe** that a strong data culture in schools can lead to more informed and more equitable decisions about how to improve educational experiences and outcomes for all students

What practices can we borrow from building a strong data culture and apply to implementation?



Simply having data is not enough. Without equal investment in data culture, or the human factors related to understanding and using data, we will fail to make **more informed and more equitable decisions** about how to improve educational experiences and outcomes **for all students.**

What is culture?

Beliefs: what the district and its stakeholders believe to be true about data.

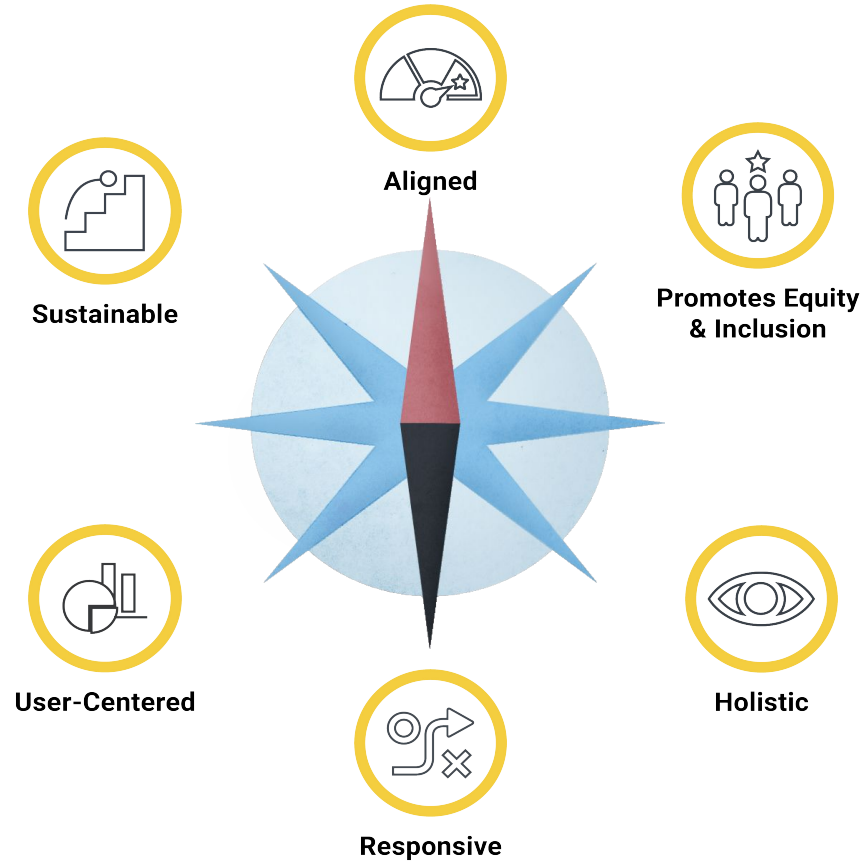
Norms: the rules and expectations that guide data use and the practices that are inherently reinforced.

Spaces: where data are used, stored, and shared.

Values: the standards that are used to decide what is good and what is bad, what is right and what is wrong; the guidelines used for using data.

Resources: the data the district has chosen to collect and the tools available for accessing and using the data.

Essential Elements Of A Strong Data Culture



Strategic Planning → Strategic Practice



Identify

the essential behaviors associated with a deep implementation and a robust data culture



Communicate

progress and celebrate accomplishments



Monitor and Coach

the essential behaviors and practices associated with key metrics

Grow Your Data Culture While Implementing Your Strategic Plan

1 - Plan + Align

- **Evaluate the existing data culture**
- Align on existing strengths and areas for improvement
- Design an inclusive and equitable governance structure

3 - Design + Implement

- Prototype new data norms, resources, and spaces
- Test prototypes and collect feedback
- **Provide coaching on essential behaviors**

2 - Foundations

- **Build expertise of high impact practices and exemplars tied to key initiatives & metrics**
- Develop a shared vision of data culture
- Articulate an evidence-based theory of action

4 - Reflect + Iterate

- Identify indicators of fidelity, effectiveness, and impact
- **Communicate progress & celebrate success**
- Use your theory of action to monitor and adapt solutions to achieve desired outcomes

**Dr. Luvelle Brown,
Superintendent at Ithaca
City School District**



Vision Mission Systems Systems Thinking

What's in your Data Portfolio?

Learn More about data culture and strategic planning



Why we need to change the way we think about data



What Responsive Planning Looks Like in a Strong Data Culture