

105 - STRATEGIC PLANNING FOR CONTINUOUS IMPROVEMENT

I. Purpose

The Board of Education is committed to strategic planning for continuous improvement in order to meet the established goals of the Strategic Plan. In cooperation with the Superintendent, key performance indicators will be mutually agreed on in order to monitor key metrics and desired results. The Board and Superintendent are also committed to ensuring that the budget process is aligned with the Strategic Plan.

II. Definitions

Strategic Plan: The overall guiding principles for accomplishing an organization's mission and vision.

Continuous Improvement: A systems management process that involves an on-going effort to improve various outcomes, using accurate data, thorough analysis, reflection, documented processes and accountability.

Shared Leadership: District level and building level leaders in collaboration with Education Minnesota-Lakeville (EML) form shared leadership teams to assist in the implementation of the Strategic Plan, to annually create and deploy building-level, aligned School Continuous Improvement Plans (SCIP) and assist in developing aligned professional development opportunities.

Dashboard of Key Performance Indicators: District-level metrics aligned to each area of the strategic plan. The dashboard should be reviewed annually to inform goals, align resources and monitor the progress of the Strategic Plan.

III. General Statement of Policy

The process of continuous improvement shall be implemented by the Board of Education, Superintendent, and throughout the District, including departments, schools, and classrooms, to achieve the Strategic Plan.

Continuous Improvement Policy

- The mission and vision of Lakeville Area Public Schools will be reflected in the District's strategic planning process;
- The Strategic Plan will align with the needs and requirements of students and stakeholders;
- Data from a variety of sources, including satisfaction and performance data, will be used to ensure continuous improvement, develop targets and measures, and report results;
- The Baldrige Criteria for Performance Excellence will be used to promote leadership; strategic planning; students, stakeholder and community focus; measurement analysis and knowledge management; workforce focus; process management; and desired results;

- A multi-year plan will be established to describe the goals of the District and strategies used to reach the goals; the plan will guide the development and improvement of new and existing processes, strategies, and initiatives to ensure that all students receive a high-level, world class education;
- School Continuous Improvement Plans will be established annually in each school building through Shared Leadership teams;
- Budget priorities will be based on and aligned to the Strategic Plan.
- The dashboard of Key Performance Indicators will be reviewed annually by the Board of Education and available to all stakeholders.