



District  
Management  
Group

## MANAGER'S TOOLKIT

# How Effective is Your Strategic Plan?

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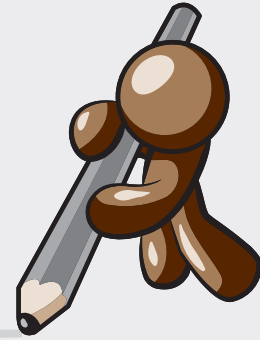
*Does your district employ the full process of strategic planning to disseminate objectives to all employees, link these objectives to specific and actionable goals, and make your strategic plan a dynamic document? Take this test to find out.*

## How Effective is Your Strategic Plan?

### Take this quick test to find out

Most school districts have some version of a strategic plan. But, many do not employ the full process of strategic planning to disseminate objectives to all employees, link these objectives to specific and actionable goals, and make strategic plans dynamic documents. To determine where your district currently falls relative to the potential of strategic planning, ask yourself the following questions:

Do you agree with the following statements?	Completely Agree	Somewhat Agree	Disagree	Don't Know
Do your district's vision and objectives reflect academic, financial, and operational data as well as stakeholder surveys?				
Has the district selected the most crucial objectives that serve as a guide to action?				
Does the strategic plan discuss how non-academic departments will contribute to achieving strategic objectives?				
Are staff members working toward specific and measurable performance goals that are aggressive yet achievable and relevant to the overall agenda?				
For each goal, do you know both the current level of performance as well as the desired level?				
Do you regularly check key metrics that enable you to adjust your course of action?				
Do all of your potential budgets, regardless of revenue outcomes, preserve key strategic programs?				
Do external stakeholders buy into the strategic agenda?				
Are members of the district empowered to try new approaches to accomplish their goals?				
Does review of the strategic plan occur regularly using feedback from the preceding steps?				



**Score Your Results**

How robust is your district's strategic planning process?

Give yourself **1 POINT** for every time you answered **COMPLETELY AGREE** \_\_\_\_\_

Give yourself **5 POINTS** for every time you answered **SOMEWHAT AGREE** \_\_\_\_\_

Give yourself **10 POINTS** for every time you answered **DISAGREE** \_\_\_\_\_

Give yourself **15 POINTS** for every time you answered **DON'T KNOW** \_\_\_\_\_

**TOTAL SCORE** \_\_\_\_\_

Your Score	Your Opportunity for Strategic Planning
<b>0 - 25</b>	You have tapped the full range of strategic planning, though you may still be able to tweak performance at each step.
<b>26 - 50</b>	You are well on your way toward having an actionable, dynamic plan, but can work at further prioritizing, embedding, and communicating strategic objectives.
<b>51 - 75</b>	You have started to express a strategic direction, but have not yet mapped a plan for execution and adjustment.
<b>75 plus</b>	Like a lot of districts, you can work at further analyzing district performance, setting a strategic direction, and aligning resources accordingly.