



New Strategic Plan for the Olean City School District

For Board Review and Approval
June 2023



Introduction to Strategic Planning

In 2022, the Olean City School District began developing a new district-wide strategic plan. We brought the members of our school community, including parents, students, teachers, administrators, support staff, community members, and residents, together to discuss and develop a plan to elevate student success for years to come.

The process will involve **three phases**:

Phase one, key stakeholders will focus on building upon what is working well in our schools while also gathering information regarding our current reality.

Phase two, stakeholders will work with the key areas established in phase one to set goals and develop action plans for these areas.

Phase three, district and school teams will refine the implementation plan in each school that includes checkpoints to monitor and celebrate success.



Our OCSD Strategic Thinking Team



We held five sessions to work on the Strategic Plan.



The team was composed of multiple stakeholders.



Our task was to work with our consultant, Mike Ford, to revisit our mission, vision statement, and develop a 3–5-year plan for our district.



Additionally, we held two sessions with our administrative team to ensure all our existing plans and curricular initiatives/programs are aligned with our strategic direction.

Composition of Strategic Thinking Team

- High school students
- Teachers
- Support staff
- Administrators
- Community members
- Parents
- Business leaders
- Higher education leaders
- Board of education members



Our Strategic Plan Development Process

1. Initiation (1-2 months)

- Identify key stakeholders and planning team
- Define scope and objectives of the strategic plan

2. Research and Data Collection (2-3 months)

- Gather and analyze data on district's current performance, student demographics, and community needs
- Assess external factors influencing the district's future

3. Stakeholder Engagement (1-2 months)

- Conduct surveys, focus groups, and workshops to gather input
- Engage teachers, administrators, students, parents, and community members

4. Vision and Goal Setting (1-2 months)

- Develop a vision statement
- Establish long-term goals aligned with the district's mission



Our Process (continued)

5.Strategy Development (2-3 months)

- Create strategies and action plans to achieve goals
- Allocate resources, set timelines, and milestones

6.Drafting and Reviewing (1-2 months)

- Share draft plan with stakeholders for feedback
- Revise and obtain stakeholder buy-in

7.Finalization and Approval (1-2 months)

- Finalize the strategic plan
- Obtain approval from the school board

8.Implementation (ongoing)

- Execute action plans and monitor progress
- Regularly review and update the plan as needed



Mission and Vision Statement

Mission Statement

The Olean City School District is a student-centered community of excellence in which all members are challenged to learn, achieve, contribute, and innovate.

Vision Statement

(Vision Statement Approved by Steering Committee on February 8, 2023)

- The Olean City School District will support excellence by holding everyone to high standards in academics, character, extracurriculars, and service.
- Our district will uphold a culture of acceptance, inclusion, and equity for all, while embracing the diversity of our community. We will create and foster a safe and positive climate for our students, staff and families that is adaptive for the ever-changing needs of society.
- Our students will graduate future-focused, engaged, resilient, and prepared to achieve their goals.
- Our staff will be learner-centered, innovative, inquisitive, professional, and committed to student success.
- Our families will be engaged, collaborative partners in academic success for all.



Strategic Thinking Process Action Steps

- Create and Support a Positive Culture
- Maximize Success for All
- Data-Driven Decision Making
- Progressive and Enriching Learning for All Students
- Engaging Parental and Community Involvement



Action Step 1: Create and Support a Positive Culture

Key Activities:

- Conduct professional development sessions for staff on positive culture building.
- Implement a recognition and reward program to promote positive behavior.
- Establish regular communication channels to foster a positive environment.



Action Step 2: Maximize Success for All

Key Activities:

- Implement targeted interventions and support programs for struggling students.
- Provide professional development opportunities for teachers to enhance instructional practices.
- Establish monitoring systems to track student progress and adjust interventions accordingly.



Action Step 3: Data-Driven Decision Making

Key Activities:

- Enhance data collection and analysis systems to gather meaningful insights.
- Train staff on data interpretation and utilization for decision-making.
- Establish regular data review meetings to identify trends and adjust strategies.



Action Step 4: Progressive and Enriching Learning for All Students

Key Activities:

- Organize regular parent-teacher meetings and workshops to foster engagement.
- Develop partnerships with local businesses and organizations for community involvement.
- Implement a communication strategy to keep parents and the community informed.



Action Step 5:

Engaging Parental and Community Involvement

Key Activities:

- Organize regular parent-teacher meetings and workshops to foster engagement.
- Develop partnerships with local businesses and organizations for community involvement.
- Implement a communication strategy to keep parents and the community informed.



Ongoing Monitoring and Evaluation

- Key Activities:

- Conduct periodic progress assessments to measure the effectiveness of the strategic plan.
- Make adjustments based on feedback and outcomes.
- Regularly report updates to the Board, staff, parents, and the community.



Implementation Plan and Timeline

- **June 2023:** Finalize the strategic plan and communicate it to stakeholders.
- **June 2023:** Establish cross-functional implementation teams and hold introductory meetings.
- **July-August 2023:** Begin implementation of Action Steps and develop annual goals.
- **September-January 2024:** Continue Action Steps while monitoring and evaluating progress.
- **January-February 2024:** Evaluate progress, make adjustments, and report updates to stakeholders.
- **March 2024:** Conduct mid-year review and planning for the next academic year.
- **April-May 2024:** Continue implementation and adjust activities.
- **June 2024:** Finalize the year-end report on the strategic plan's outcomes.



Conclusion and Next Steps

1. Develop and Communicate the Strategic Plan:

•Key Activities:

- Finalize the strategic plan document.
- Prepare a presentation for the Board review and approval.
- Share the strategic plan with all staff, parents, and the community.

2. Establish Cross-Functional Implementation Teams:

•Key Activities:

- Identify and form implementation teams for each action step.
- Assign team leaders and members.
- Conduct introductory meetings to set objectives and responsibilities.



QUESTIONS / FEEDBACK

