



Strategic Planning Process Phases

The development of the Strategic Plan was a collaborative process that engaged stakeholders across the district, including staff, students, families, and community members. Through surveys, focus groups, and committee work, valuable insights were gathered to shape a plan aligned with shared goals and a strong commitment to student success.

Comprehensive updates were provided to the School Board of Directors during meetings in August, September, October, November, January, February, March, and April.

Phase 1: Project Management & Facilitation

Phase 2: Stakeholder Engagement

Phase 3: Needs Assessment & Data Analysis

Phase 4: Strategic Plan Development

Phase 5: Final Draft and Presentation



Steering Committee Selection Process

Steering Committee members were selected through the Call to Action process. No stakeholder groups were excluded, provided they met the established timeline and submitted the Commitment Form. Participation in the Steering Committee was open to district- and school-level staff, parents, and community members. A total of **56 Steering Committee** members remained committed throughout the development of the plan and attended the **six Steering Committee Meetings**.

Focus Groups Participation

Community business owners, community influencers, district teachers and staff, EPS parents, and EPS high school students were invited to participate in the focus groups. A total of **six in-person and three virtual focus groups** were offered to these stakeholder groups. There were **142 participants** who participated in our Focus Group Sessions.

Student Voice & Leadership Engagement

Fifty student leaders representing Collegiate Academy, Erie High School, and the PJD Student Success Center at Emerson-Gridley participated in **two student focus groups sessions**. Students provided feedback on:
Cell phone usage during the school day
Draft mission, vision, and values
Portrait of a Graduate priorities

Portrait of a Graduate Survey Data

Staff, students, parents and community members were invited to complete the Portrait of a Graduate Survey. A total of **1829 participants** completed the survey.

Cabinet, Sub-Committee & Board Work Session

During Phase 4 of the Strategic Plan's development, the K12 Coalition met with the Cabinet to initiate the work of the sub-committees. This phase included **seven Cabinet work sessions** facilitated by the K12 Coalition. Cabinet members also met with sub-committee members comprising district-level staff and a representative from the School Board of Directors across **four to six meetings**, depending on each sub-committee's needs. These sessions focused on reviewing the work of the Steering Committee while establishing strategies and key performance indicators.

In addition, a Board Work Session was held in February to gather feedback from School Board Directors prior to the launch of sub-committee work. **Five of the nine** Board members were in attendance. This process ensured that all stakeholder groups had the opportunity to provide input on the Strategic Plan.