



# Strategic Planning

A school functions effectively and ideally when the board overseeing the school, including the head of school, administrators and teachers, are aligned with the school's vision, mission, values, and short and long term objectives. e.Merging works with the board of directors, head of school, and leadership team to develop a strategic plan that sets clear, actionable, and measurable objectives. Our team shares and communicates the plan with the school staff to ensure individuals understand how they contribute to and share accountability for the identified objectives.

With congruity from the board, head of school and staff, and an effective system for empowerment and accountability, the school greatly increases its ability to meet or exceed the expectations of all their stakeholders.

e.Merging's methodology and approach for strategic planning is broken down into three phases:

**Phase I** begins with establishing a clear sense of alignment and effective board governance between the board and the head of school. Once this has been established, or enhanced, the process advances to clarifying or confirming the vision, mission and values for the school. We then work together to develop a clear and focused sense of where the board would like the school to be three to five years into the future.

**Phase II** involves the head of school and the leadership team. e.Merging works with the team to develop a specific plan of action, covering a single year, that meaningfully moves the organization towards the established three to five year objectives.

**Phase III** includes delivering and communicating the specific plan of action to the school to ensure that each staff member understands his or her unique role and how they impact the outcomes.

*Outcomes:*

- Clarity on school's mission, vision and values, and the long and short term objectives
- The entire school staff seeing themselves personally and collectively accountable for fulfilling the mission and vision and embodying the values of the school
- A clear sense of what it takes to create and sustain a culture that operates as a High Performing Team
- Develop a simple, clear and focused "High Level" 1-year Strategic Plan for the school
- Develop individual supporting projects that align with the school's newly created 1-year Strategic Plan

"Organizations that want to survive, prosper, and do good and important work must respond to the challenges the world presents. Their response may be to do what they have always done, only better; but they may also need to shift their focus and strategies."

*John M. Bryson from Strategic Planning for Public & Non-Profit Organizations, Fourth Edition*

e.Merging brings over 20 years of experience working with boards, heads of schools, leadership teams, administrators, teachers and other individual contributors to ensure alignment within organizations.

**For more information about e.Merging services please visit:**

**[www.emergingconsulting.org](http://www.emergingconsulting.org)**