



NRCSA Planning Support Process

Note: The NRCSA planning process is intended to be completed over two days approximately two hours each day.

Purpose

During the sessions, NRCSA participants will work in small and large group activities to develop strategic S.M.A.R.T (Specific, Measurable, Agreeable, Realistic, Time-Based) goals and measurable action plans to implement them for your school district. Goals and action plans will focus on strategies for implementation, assigned responsibilities, timelines, and measurable evidence of success.

Preparation

Accumulate existing planning documents and goals. For example: Current Strategic Plan; Cognia/Nebraska School Improvement Process Review; Annual Report

Identify Individual Participants - For example:

- Board Members; Administrators; Leadership Team; Educators; Community Members

Workshop # 1

Introductions and setting norms

Small Group Work

- Identify and celebration of district's strengths
- Identify, narrow and prioritize district concerns and issues

Preparation for Workshop #2

- SMART Goal overview: Specific, Measurable, Agreed upon, Realistic, Time bound

Workshop # 2

Small Groups (Goal Teams) working on SMART Goal action plans

- Must have Board support: Time and Treasure
- Identify people/positions accountable for keeping the "ball rolling"



NRCSA Planning Support Service



"Many people fail in life, not for lack of ability or brains or even courage, but simply because they have never organized their energies around a goal."

Elbert Hubbard – American philosopher and writer

Nebraska Rural Community Schools Association

"Quality Rural Schools"

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<http://www.nrcea.net/>



<https://www.facebook.com/NRCSA-Planning-Support-Service-251927088625923/>

What Services Will be Provided?

The Process:

This proven opportunity will bring together the school and community using the following process:

Two consultants will deliver two (2) sessions over two (2) days for approximately two to three hours each session.

During the sessions, school and community participants will work in small and large group activities to:

- Identify strengths
- Identify issues & explore essential needs to carry them out
- Create S.M.A.R.T Goals with a focus on:
 - 1) Strategies
 - 2) Assigned responsibility
 - 3) Timelines
 - 4) Evidence of success

Outcomes:

- Smart Goals Map for your district
- School board buy-in
- Pass resolutions to demonstrate support
- Schedule presentations and written reports to ensure successful follow through
- Evaluation of the NRCSA process and facilitators; we always strive to improve
- Constant and consistent 2-way communication with consultants

What Are SMART Goals?

S.M.A.R.T. Goals:

This activity will create S.M.A.R.T. goals that will be:

Specific – customized and flexible to fit your school and community

Measurable – data driven and totally understandable to all

Agreeable – broad based support because all populations are involved in the decision making process

Realistic – breaks down or accepts barriers to success

Time Based – stakeholders are held accountable by the district within a defined completion date

While participating in the process of creating SMART Goals: It is okay to disagree; it is not okay to be disagreeable.



Testimonials

This activity produced:

- * *Good ideas and goals*
- * *Community input*
- * *Conversation and organization of thoughts and ideas*

Bayard Public Schools

The NRCSA Planning Process provides:

- * *A Strengths and Needs list generated for the District.*
- * *A Streamlined approach to establish central ideas.*
- * *Team input, encouraging discussion and collaboration.*
- * *Collaboration with the whole team.*
- * *A Straight forward and simple approach.*
- * *A Very organized and structured process, able to cover a lot of ideas.*

Adams Central Public Schools

Other Comments from Workshop Participants:

- *"Great job opening our minds to think about the broad picture"*
- *"Gets meaningful decisions to take place"*
- *"We were looking for and got unbiased guidance"*
- *"Brings us all together"*
- *"Focused and included all points of view"*
- *"Helped us focus our intentions"*
- *"Effective, explained things well"*
- *"Liked the guidance and structure of the meetings"*

What Will It Cost?

NRCSA's Planning Support Service will deliver high quality services for an affordable, competitive fee.

NRCSA's base fee is \$2,000 plus mileage and lodging (if needed) for two (2) workshops.

While not recommended, NRCSA would do one (1) two-and-a-half-hour program. Cost: \$1,000 plus mileage and lodging (if needed).

A school board is most effective when members work together in reaching common district goals. Developing those goals can be challenging. Let us help lead your board through a process that creates a clear path to your district's future.

To get connected with consultants:

Contact Jack Moles to begin setting up your school district planning for success!

Two consultants will be assigned for the workshops in your district!

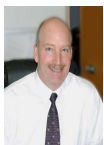
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NRCSA understands school leadership from our members' perspective as Board members and Superintendents/Administrators. Our consultants will come to you from a background as local school leaders. As experienced Superintendents, they know what it takes to be an educational leader in Nebraska's communities.