

Melrose Public Schools Press Release

TO: Papers serving Melrose residents

FROM: Joseph F. Casey, Superintendent of Schools

DATE: March 11, 2009

SUBJECT: Strategic Plan

The Melrose Public Schools believe that now is an ideal time to move forward with a comprehensive strategic planning process. Strategic Plans traditionally cover a five year span and our current plan extends through the 2010 school year. As we move forward to craft our successor plan, we acknowledge that there is tremendous change occurring all around us at a rapid pace. To move our mission forward with confidence, now is the time to better understand our strengths, our weakness, our challenges and opportunities so that we can set measurable goals for the District that will improve student achievement for all, and increase the School System's overall value to the community we serve.

To do this, we are partnering with Future Management Systems, a company in Beverly, MA that has more than twenty-five years of direct experience working with educational institutions in the field of strategic planning. They have successfully completed Strategic Plans for more than 100 school systems. They have worked directly with Massachusetts Department of Elementary and Secondary Education State at the executive level on strategic planning and leadership development across the Commonwealth. FMS' process is collaborative in nature and emphasizes open communications at all times.

The following presents our Draft Strategic Planning Summary and Timeline that provides an overview of the 2011-2016 Strategic Planning process.

Assessment Phase –March through September

- ❖ Final Project Scoping - March
- ❖ Determination of Information/Data - March
- ❖ Establishment of Leadership Team Working Group – March/April
- ❖ Communications Planning - April
- ❖ Development of Retrospective – April/May
- ❖ Internal Organizational Scan – May through August
- ❖ External Scan – August through September
 - Interviews
 - Focus Group Facilitation and Training
 - Surveys

Working Group Phase – October through December

- ❖ Findings of Phase I - October
- ❖ Vision - October
- ❖ Mission - October
- ❖ Core Values - October
- ❖ Strategic Priorities and Goals – October/November
- ❖ Success Indicators and Interim Targets/Measures – October/November
- ❖ Action Plans – October through December
- ❖ Implementation Considerations – October through December
- ❖ Update to School Committee - December

Presentation/Implementation Phase – January through March

- ❖ Completion of Plan Initial DRAFT - January
- ❖ Review and Comment - February
- ❖ Submission/Presentation of Final Draft to School Committee – Late February/Early March
- ❖ Final Edits –March
- ❖ Publication of Final Plan – Late March
- ❖ Further Implementation and Action Planning – March

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