



## Strategic Planning Teams

### Board of Education (BOE)

- Leads by formulating a vision and mission statement and by setting goals that challenge staff and students to work toward achievement of the goals
- Sets policy, revises goals, and plans for improvement based on results
- Supports school-based management, shared decision-making, and keeps abreast of the diversity among schools
- Defines roles in policy and is explicit with regard to power and authority to be delegated and shared with school staff and parents
- Approves system, school level and departmental plans
- Reviews data periodically to evaluate progress toward identified goals

(Reference for the Board of Education Section: School-Based Management of Procedures Manual)

### Superintendent of Schools

- Exercises leadership with the Board of Education to adopt necessary policies to support continuous school improvement
- Initiates practices that support shared decision-making
- Transmits an overall inspirational vision of teaching for learning impacting all children in the organization
- Supports mediation of conflicts
- Assures that a strategic plan for implementing the improvement process is developed and updated
- Assigns responsibility for implementing the Strategic Plan
- Reflects the mission and improvement goals of the school system in contacts with personnel within and outside of the school system
- Communicates the Strategic Plan to the Board of Education and to the community
- Supports allocation of resources to priority needs as reflected in the local school strategic plans
- Includes use of collected data among factors considered in the evaluation process for decision-making
- Celebrates successes, evaluates strengths and areas of needed improvement, and makes recommendations to the Board of Education for improvement

### Quality Council

- Addresses the components included in the Onslow County Schools strategic plan
- Works cooperatively and collaboratively within the school district and the community
- Synthesizes the data and feedback and makes appropriate recommendations
- Provides input for updating the strategic plan
- Shares Strategic Plan focus with outside constituents



## Strategic Planning Teams

### System Involvement Team

A System Involvement Team (SIT) shall be composed of a parent and an instructional staff member from each school and designated representatives from the various constituency groups in the community. The Superintendent or designee will be responsible for selecting the members and convening a team as needed to deploy school strategic plan activities.

- Represents all school system stakeholders--internal and external
- Provides input to the Quality Council as needed
- Disseminates information to their constituency groups
- Provides support for the system strategic plan
- Conducts studies as assigned by the Superintendent or the Board of Education

### School Strategic Planning Teams

Members and other committees at the school level are selected in accordance with N.C. G.S. 115C-105.27.

- The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team.
- Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants **shall be elected** by their respective groups by secret ballot. Unless the local board of education has adopted an election policy, parents shall be elected by parents of children enrolled in the school in an election conducted by the parent and teacher organization of the school or if none exists, by the largest organization of parents formed for this purpose.
- Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff.

The School Strategic Planning Team shall:

- Serve as a representative body of all stakeholders--internal and external
- Collect and analyze assessment data for decision-making
- Develop strategies for ongoing implementation, assessment, and revision of the school plans
- Serve as facilitators of action teams
- Function as the key leadership group in the schools



## Strategic Planning Teams

### **Action Teams**

Action Teams shall be established to address specific strategies in the system-level and school-level plans. The members will be determined according to the focus of the strategy.

- Function as a small group to develop action plans for a targeted strategy
- Conduct research to address various issues
- Review draft components of the System and School Strategic Team Plans
- Provide input/feedback directly to the Superintendent, Board of Education, and/or building-level leadership

### **Peer Review Teams**

Peer Review Teams, representing elementary, middle, and high school levels, shall be established. Each school shall be represented on the appropriate grade level team. Membership shall be composed of administrators, instructional staff, and a designated facilitator.

- Review, analyze, and provide feedback regarding School Strategic Plans