

| **Phases** | **Essential Questions to Answer** |
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| **Strategic Scan** | * How did we do with new teachers this year?
* Survey?
* Focus Group?
* SWOT Analysis?
 |
| **Creating a Vision** | * What is our vision for new teacher support?
* What changes and why?
* Who will be consulted?
 |
| **Setting Concrete Goals** | * What will success look like?
* How will we measure it in the Summer, Fall and Beyond?
* How will we adjust if we don't reach?
 |
| **Focus and Prioritize Actions** | * What strategies to prioritize to reach goals?
* Who will lead them?
* What should start now?
* What should be ongoing?
 |
| **Progress Monitor** | * When will we look at how we are doing?
* What data points will we look at?
* How will we adjust if we don't reach our goals?
 |
| **Ongoing Communication** | * How will we communicate to all the why, the what and the how?
* Before, During and After launching this plan?
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1. **Big Goals and Vision for 2021-2022**

| [**Big Goal#1**](#kix.61aoi7vi071f) |  |
| --- | --- |
| **Description** |  |
| **Rationale** *(What's our why? What's our data?***)** |  |
| **Desired Outcomes** *(What does success look like?)* |  |
| **SWOT Analysis** |

| **Strengths** | **Weaknesses** |
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| **Opportunities** | **Threats** |
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| [**Big Goal#2**](https://docs.google.com/document/d/1kRg9qu9Gep-NDGKFqo5FXQPhGlDVbItbuWcpl7EVGXQ/edit#bookmark=id.1mdxyayru9ye) |  |
| --- | --- |
| **Description** |  |
| **Rationale** *(What's our why? What's our data?***)** |  |
| **Desired Outcomes** *(What does success look like?)* |  |
| **SWOT Analysis** |

| **Strengths** | **Weaknesses** |
| --- | --- |
|  |  |
| **Opportunities** | **Threats** |
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| [**Big Goal#3**](https://docs.google.com/document/d/1kRg9qu9Gep-NDGKFqo5FXQPhGlDVbItbuWcpl7EVGXQ/edit#bookmark=kix.8f4vjae542ih) |  |
| --- | --- |
| **Description** |  |
| **Rationale** *(What's our why? What's our data?***)** |  |
| **Desired Outcomes** *(What does success look like?)* |  |
| **SWOT Analysis** |

| **Strengths** | **Weaknesses** |
| --- | --- |
|  |  |
| **Opportunities** | **Threats** |
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**How could we summarize these goals into a compelling vision for our new teachers support in 2022-2023?**

| **Vision for 2022-2023** |
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1. **Aligned Strategies and Progress Monitoring**

| **Big Goal 1:**  |
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| **Strategies***Types of strategies: Professional Development strategies, Systems and schedules changes, Community engagement strategies, etc...* | **Tasks***Tasks break down strategies into actionable steps* | **Progress Monitoring Systems** |
|  |  | ***What will success look like?******How will we measure/observe it?******How will we use the data collected?*** |
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|  |  | ***What will success look like?******How will we measure/observe it?******How will we use the data collected?*** |
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