

# Data Retreat Participant Handout

## Data Retreat Purpose

The Data Retreat starts with existing elements, building on what is currently in place. Throughout the retreat, the plan team paints a data picture of the current reality of the district. It answers the question: “Where are we now?”

External analysis focuses on political, economic, social, demographic, educational and technological trends and forces. It includes examination of national and state educational requirements and mandates. It identifies customers’ and stakeholders’ needs.

Internal analysis focuses on culture and performance; communication clarity, employee’s capabilities and capacities, internal stakeholder groups and their needs, core competencies and strengths, as well as weaknesses.

The analysis of strengths, weaknesses, opportunities and threats (SWOT) leads to review and possible revision of the vision, mission, core values and goals. It also informs identification of customers and stakeholders and their respective needs and interests.

The product of the retreat is the SWOT analysis that is then shared with all the stakeholder groups represented on the strategic plan team for feedback between the Data Retreat and the Vision Retreat.

## Common Vocabulary

<b>Competitive Advantage</b>	A statement that explains what areas your district does best. It describes what you do that is unique. It is what sets you apart from others.
<b>Customers</b>	The direct beneficiaries or end-users of the districts’ services or products.
<b>Environmental Scan</b>	External and internal analyses of the districts’ competitive position, policies and regulations, governance, markets, capacity and capability, customers and stakeholders.
<b>Performance Measure</b>	Provide objective evidence aligned to indicators and measures of progress toward a strategic goal and are an analytical basis for decision-making.
<b>Perspective</b>	A view of organizational strategic performance through a particular “lens.” Typical perspectives include financial stewardship, customer service, capacity for learning and growth, internal processes, etc.
<b>Process Measure</b>	Performance drivers measure what is happening in the system or process that produces a specific output (efficiency, quality, timelines, waste).
<b>Stakeholders</b>	Individuals or groups with an interest in the district, including: students, families, employees, community leaders, partners, etc.
<b>SWOT Analysis</b>	An acronym for Strengths, Weaknesses, Opportunities and Threats. They include inhibitors and drivers of organizational success.
<b>Target</b>	The desired level of performance for the reporting period in question.

**LEARN ABOUT OUR PERCEPTIONS ABOUT DISTRICT PERFORMANCE**

**What are we MOST PROUD about?**

**What are our GREATEST CHALLENGES for the Future?**

<b>LEARN ABOUT OTHERS' PERCEPTIONS ABOUT DISTRICT PERFORMANCE</b>	
<b>What are stakeholders MOST PROUD about?</b>	<b>What do stakeholders perceive as our GREATEST CHALLENGES?</b>
<b>Student Satisfaction</b>	<b>Student Satisfaction</b>
<b>Parent Satisfaction</b>	<b>Parent Satisfaction</b>
<b>Staff Satisfaction</b>	<b>Staff Satisfaction</b>

**LEARN ABOUT DISTRICT STUDENT AGROWTH AND ACHIEVEMENT**

**What did you learn about the student achievement and growth data that informs how the DISTRICT is performing? Performing compared to others? Performing compared to the past?**

*1.*

*2.*

*3.*

*4.*

*5.*

*6.*

*7.*

*8.*

*9.*

*10.*

**LEARN ABOUT DISTRICT CULTURE: LEARNING AND WORKING ENVIRONMENTS**

**What did you learn about the learning and work environments that informs how the DISTRICT is performing? Performing compared to others? Performing compared to the past?**

*1.*

*2.*

*3.*

*4.*

*5.*

*6.*

*7.*

*8.*

*9.*

*10.*

**LEARN ABOUT DISTRICT FINANCES, FACILITIES, AND TECHNOLOGY**

**What did you learn about the finances, facilities, and technology that informs how the DISTRICT is performing? Performing compared to others? Performing compared to the past?**

**1.**

**2.**

**3.**

**4.**

**5.**

**6.**

**7.**

**8.**

**9.**

**10.**

*Analysis of the Information from the Data Reports*

<i>Reports</i>	<i>Going Well; Needs to be Celebrated</i>	<i>Could be better: Is a Possible Opportunity for Improvement</i>
<i>District Student Growth &amp; Achievement Report</i>		
<i>District Culture: Learning and Work Environment Report</i>		
<i>District Finance and Facilities Report</i>		

## ACTIVITY FIVE: SWOT ANALYSIS

**STRENGTHS:** What are we most proud of? What do we consider to be the results of our best work? What advantages do we have? What do others say about us in positive ways?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

**WEAKNESSES:** What are we not doing well? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well? What needs our immediate attention?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.



**OPPORTUNITIES:** What opportunities for improvement do we know about, but have not addressed? With a little work, where could we change a weakness into a strength? What are we not doing currently that might be the opportunity for us to improve.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

**THREATS:** Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress? What do we have little control over that might impact our resources?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

## **Preview of Vision Retreat**

Date:

Time:

Essential Question: Where do we hope to be?

We will examine mission, vision and core values. We will develop a Preferred Future Statement. The statement will describe where we hope the district will be in 5 years in ways that are different than it is today.