



Development of New 5-Year Strategic Plan



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Developing a New Strategic Plan in Elizabeth Public Schools

Creating a strategic plan was one of the goals set by the Elizabeth Board of Education for this school year.

In December 2021, Elizabeth Public Schools (EPS) selected **FourPoint Education Partners** and The Valbrun Consulting Group (TVCG) to help develop a five-year strategic plan for the district. Both FourPoint and TVCG—together and separately—have worked with many districts across the country to assess needs, engage community, plan strategically, and build capacity for strategic plan implementation through leadership development, performance management, and organizational development.

The project will involve **two phases**:



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FourPoint
Education Partners



Phase 1

For the first phase, FourPoint will collect information in the following ways:

- Review existing data related to student achievement, discipline, and access to courses and programs, such as special education and advanced placement
- Review other existing information, including job descriptions, organizational charts, and district plans and guidance documents
- Administer online surveys to parents, teachers, and principals
- Administer the Intercultural Development Inventory to the district's leadership team
- During the week of February 7, conduct virtual interviews and group interviews with
- parents, students, teachers, principals, district administrators, and community leaders

Once all data are collected and analyzed, FourPoint will produce a report that summarizes EPS' strengths and challenges and makes recommendations in five domain areas: teaching and learning, school improvement, special populations, family and community engagement, and system alignment.



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Phase 2

Beginning in early March, FourPoint will begin work a few groups to develop a strategic plan

- District Leadership Team, which will play an active role in all aspects of strategic planning
- School Board, which will lead development of the vision, mission, and core values and will approve the final plan
- Advisory Group, which will include approximately 15 community leaders and will provide high-level input on the strategic plan
- Working Group, which will include approximately 25 members with a diverse array of expertise and perspectives and include community leaders, district administrators, principals, teachers, and parents.

The expectation is that Elizabeth Public Schools will have a new, bold, and equity-focused strategic plan by the end of April 2022.