

| **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? |

1. **Big Goals and Vision for 2021-2022**

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

| [**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** | |  |  | |

| [**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** | |  |  | |

**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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