

So we have a Strategic Plan: Now What?

ACS is a Pre-12 school of 950 students located in Abbotsford, British Columbia, Canada.

In the fall of 2009, the board at ACS approved a Strategic Plan that would provide a blue-print for its future. Key to strategic planning is its implementation. and the school put together a plan to carry out the goals, objectives and initiatives as laid out in the plan.

It became clear over time that this plan needed to be celebrated in the school community because it was driving the changes that were aspired to. So while staff were busy implementing a plan, they were also communicating its progress to the various stakeholders, and in turn engaged the community as objectives were being met.



Project Results

The board at ACS put important implementation procedures in place and as a result we experienced:

- An establishment of a board dashboard for staff to regularly report progress to the board
- A construction of a Report Card that staff delivers to the board annually with the desire to see if the strategic plan is meeting its goals
- A creation and implementation of authentic surveys given to all key stakeholders, which speak to our Strategic Plan and eventually inform our report card, ultimately serving as a catalyst for celebration
- An opportunity to report back to our community at society meetings and elsewhere about the progress and then celebrating this



What We Have Learned

- There is a united vision that centers around the plan, and when the implementation gets communicated and celebrated. There is synergy that transpires because the community experiences tangible reasons for going through the strategic planning exercise.
- We needed better foresight and discussion when crafting the plan in regards to the costs of everything. We just couldn't continue to add our dreams without cutting other things. Having to make these decisions are tough, and can affect the synergy mentioned above.