



UWC
USA

**Strategic Plan
Implementation
Board Update**

Timeline Recap

- 2016-2017 Audit and Development of Vision
- 2017-2019 Strategy and Goal Development, headstart on strengthening the foundation
- 2019 SPC & SLT finalized 5 Goals and 20 Strategic Objectives under Strengthening the Foundation
- June 2019 Board approval
- Fall 2019:
 - Implementation to strengthen foundation
 - Plan for innovation: Board & SLT
 - Special Assistant to be hired to take plan forward w/XFTs

Strategic Plan Implementation

Recall:

Vision

Mission Alignment

Financial Sustainability

Signature Programs

Strategic Plan Implementation

Recall:

Two-Prong Strategy

Strengthening Our Foundation (2019-2022):

Campus Responsibility for Implementation

Innovating for Impact: (2022-20??)

Board to develop initiatives w/SLT beginning 2019

Strategic Plan Implementation

Recall:

Two-Prong Strategy, Same Goals

Mission-driven People

Mission-aligned Programming

Integrated Systems (IT and Management)

Campus Sustainability and Safety

Advancement and Funding

Implementation Fall 2019

- Cross functional teams (XFTs) established and meeting dates set and underway
- XFTs charged to develop Coherent Actions to be adopted in Department Work Plans
- 20 teams (one per Initiative) to meet during 2019/2020 school year, 5 at a time, rolling
- All employees plus student representatives participating

Staffing

Special Assistant to the President

- On-boarding in October
- Proxy for the President and project manager to take plan forward, working w/SLT, XFTs, departments to **implement** prong one, Strengthening the Foundation
- Staff liaison for Board to **develop** second prong of plan, Innovation for Impact

First Five Cross Functional Teams

- 1) **Community Narrative.** Create a concise and coherent document with our overarching cultural narrative (Ethos) and principles for action. (I)
- 2) **Life Cycle Plan.** Develop plan that addresses recruitment, on-boarding, orientation, professional development, offboarding. (I)
- 3) **Student experience systems.** Identify and develop systems to support and enhance student experiences in all areas of programming. (III)
- 4) **Zone management approach.** Develop a zone management approach to facilities and grounds that makes all members of the UWC-USA community responsible for a safe and sustainable campus. (IV)
- 5) **Fundraising strategy.** Develop and execute a fundraising strategy to leverage our growing (and aging!) alumni base, friends, 40th and 50th anniversaries. (V)

Drill Down: Integrated Systems

- By “Systems” we mean
 - IT Platforms but also...
 - Management processes, protocols
- Examples
 - IT
 - Powerschool to integrate student tracking across academics, student life
 - Naviance to improve college counseling services
 - Management processes, protocols
 - Transportation interface across programming