



Strategic Planning – Why taking the time to plan is more meaningful?

Dr. Pamela Rose Toulouse



Description of Workshop

This highly engaging workshop focuses in on strategic planning as a process where staff and community need to be included always. The facilitator will share a level of phases for a meaningful plan to be developed and implemented in a good way. Participants will leave this session with a renewed sense of the HOW in utilizing this inclusive approach.

Phase One of Strategic Planning Process:

On January 13, 2022, Dr. Pamela Rose Toulouse was contracted to facilitate a strategic planning process that would lead to an Education Sector Strategic Plan (5 years). This included a thorough review of a. the COO Restructuring Plan from April 15, 2021, b. the COO Education Sector Structure Overview from December 15, 2021, c. the COO Education Sector Summary Workplan from October 2021 and, b. leading practices in Indigenous Education to inform the process and plan.

Phase Two of Strategic Planning Process:

On February 24, 2022, from 10.00 a.m. to 3.00 p.m. the team members from COO's Education Sector came together for a highly interactive session to begin the strategic planning process. The focus of the day was to: a. share the successes and strengths of each priority area, b. develop a living vision for the sector, c. cultivate three (3) overarching collective goals from that vision that represents the focus of all the priority areas and, d. for each priority area to brainstorm their own sub-goals that align with the overarching collective goals.

Phase Three of Strategic Planning Process:

On February 25, 2022, a secured shared drive was created with separate folders for each priority area to work within. The task for each priority area was to take their draft sub-goals and review, edit and complete in a final form. Dr. Pamela Rose Toulouse engaged in shoulder-to-shoulder virtual work by further strengthening all sub-goals in a thorough revision process. This stage was completed on Friday March 11, 2022. Development of the next stage began immediately after which included having each priority area identify three (3) to five (5) draft strategic actions/outcomes they would like to see through to the end of March 31, 2027.



Phase Four of Strategic Planning Process:

Beginning on April 4, 2022, individual interviews (recorded) via ZOOM with each priority area and the team members were scheduled and implemented. The goal of these sessions was to: a. discuss and further develop the three (3) to five (5) draft strategic actions/outcomes, b. identify the sub-goals that these draft strategic actions/outcomes aligned with and, c. determine the next steps for completion of the strategic plan that reflected the comfort level of the team members.

Phase Five of Strategic Planning Process:

On April 13, 2022 Dr. Pamela Rose Toulouse began analysis of all the recorded interviews (including her detailed notes) and the draft strategic actions/outcomes of each priority area in order to: a. further articulate the clarity of these actions/outcomes, b. ensure alignment with the sub-goals and, c. create a draft document for each priority area that outlines the steps and team members responsible to achieve these actions/outcomes through to March 31, 2027.

Phase Six of Strategic Planning Process:

On May 7, 2022, the draft documents of strategic priorities (actions/outcomes; responsible) for each priority area was completed and team members were invited to: a. review their document with changes, questions or additions, b. include the mandate resolution # if it applied to the actions/outcomes and, c. identify any other team members that would be responsible for these actions/outcomes in their particular document. On May 20, 2022, this stage of the process was completed.



**Phase Seven of
Strategic Planning
Process:**

On May 24, 2022, the final strategic plan for 2023 to 2027 for COO's Education Sector was completed and submitted.