SPARK & COMPASS CONSULTING

Steamboat Springs School District Strategic Plan Refresh

BOE – November 9, 2026

OUR TIME TODAY...

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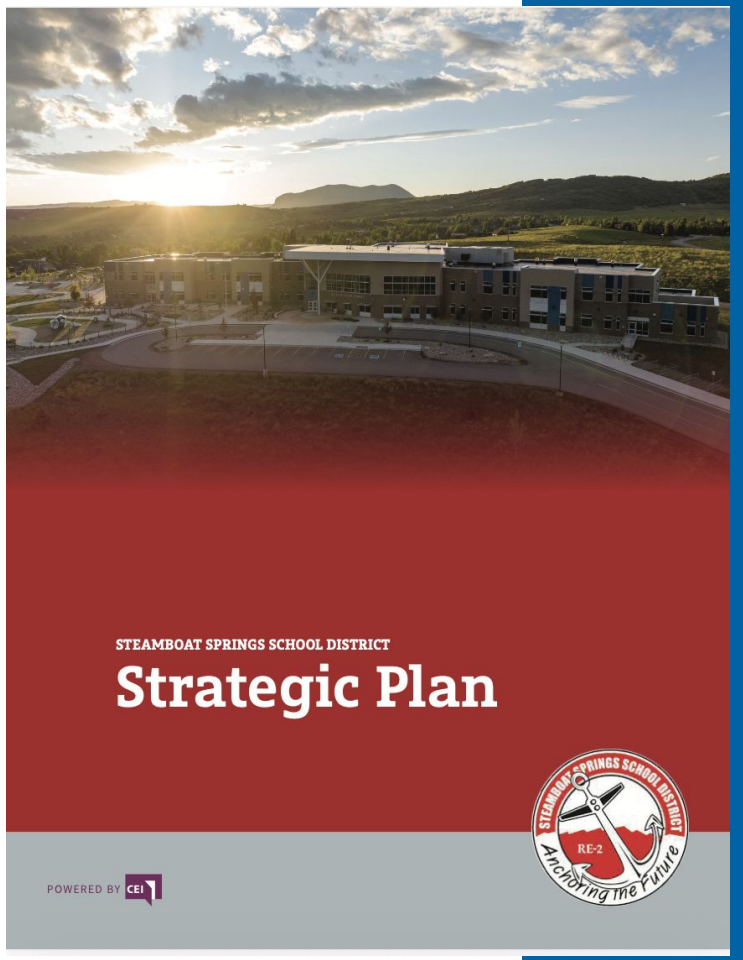
1. Strategic Planning Timeline
2. Stakeholders
3. Community Survey
4. Next Steps
5. Q&A

WHAT IS STRATEGIC PLANNING?

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Strategic planning is the process of:

- Gathering of all stakeholders input;
- Clarifying what the district is about;
- Deciding what is and what is not a priority for the use of resources;
- Analyzing the internal and external environment, a SWOT;
- Considering how best to deal with upcoming changes and transitions;
- Setting out a clear direction; and
- Setting concrete goals for the future.



OUR PROCESS

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1 Focus on Planning & Design

The goal of this phase is to **establish relationships** with the planning team, **establish a common understanding of the process**, and confirm the project goals.

2 Focus on Engagement

The goal of this phase is to **conduct an environmental assessment** reflecting the perceptions of the organization and its stakeholders in order to inform Phase 3.

3 Focus on Strategic Direction

The goal of this phase is to answer the question of: "**Where does the organization want to be in five years**?" and "**How do we get there**?"

4 Focus on Implementation

The goal of this phase is to **create an implementation plan and successfully launch** the strategic plan.

TIMELINE

SEP OCT

PHASE 1:
Planning & Design



KEY DATES

PLANNING & DESIGN:

Oct 26: Meet with Cabinet and Principals to review and seek feedback on the Project Plan

Nov 5: Present to the District Leadership Team the Project Plan prior to public presentation

Nov 9: Present to the Board of Education the Project Plan and launch of the process

Help plan our school district's future!





COMMUNITY-DRIVEN STRATEGIC PLANNING REFRESH

Your participation in Steamboat Springs School District's strategic planning process will help the school district improve student outcomes, allocate precious resources, and strengthen our community.

WEIGH IN WITH YOUR INPUT ON OUR COMMUNITY SURVEY!

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2 Anchoring the Future

SCAN HERE

WEBSITE INFO

www.surveymonkey.com/r/5FG9HJX

www.bit.ly/sssd-strategic-plan

¡Ayuda a planificar el futuro de nuestro distrito escolar!





PROCESO DE PLANIFICACIÓN ESTRATÉGICA IMPULSADO POR LA COMUNIDAD

Su participación en el proceso de planificación estratégica del Distrito Escolar de Steamboat Springs ayudará al distrito escolar a mejorar los resultados de los estudiantes, asignar recursos valiosos, y fortalecer nuestra comunidad.

¡DA TU OPINIÓN SOBRE NUESTRA ENCUESTA DE LA COMUNIDAD!

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2 Anchoring the Future

ESCANEA AQUÍ

www.surveymonkey.com/r/TPPPCKZ

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PHASE 2 – Engagement

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Environmental Scan

Examples may include: academic performance data, past strategic plans, operational data, and stakeholder feedback.

Survey all Stakeholders

Students, staff, families, community members, and school board members will receive an initial digital survey designed to provide a broad perspective on key questions that will shape your strategic plan.

Focus Groups

The next step is to bring together similar groups to build on the survey results and gain a deeper understanding of their needs and aspirations. By engaging groups in focused discussions, we can explore both diverse perspectives and common themes.

Interviews

In collaboration with the client, key individuals are identified for one-on-one interviews. These individuals are typically those with valuable insights or influence, ensuring their perspectives are captured as part of the data-gathering process.



Engagement Report



PHASE 2 – Stakeholders

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Stakeholder Engagement

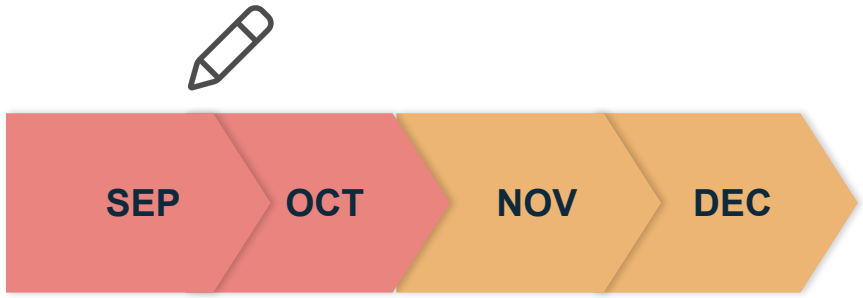
Use several methods to reach a broad cross-section of the district community. Finalize participants and session groupings during Planning and Design.

Stakeholder Group	Primary Engagement	Purpose of Engagement
Board of Education	Board meetings, kickoff, and review of findings	Provide governance direction; clarify alignment with Board Ends; consider the final plan and monitor progress.
Superintendent and Cabinet	Project check-ins, evidence review, and implementation sessions	Provide operational context; assess feasibility and resources; translate strategic priorities into implementation.
Students	Student focus groups, and committee participation	Describe learning experiences and aspirations; identify priorities and contribute meaningfully to planning.
Families and caregivers	English and Spanish survey, focus groups, and family outreach	Identify student and family needs, strengths, barriers, and hopes for the future.
Teachers and other employees	Survey, staff focus groups, and committee participation	Identify instructional and workplace strengths, student needs, and implementation considerations.
School administrators	Leadership support with focus groups, survey, and committee participation	Connect priorities to school experiences, improvement efforts, and practical implementation.
Families and residents less often reached	Trusted partner outreach, translated materials, and supported participation	Reduce language, scheduling, and access barriers; include perspectives missing from routine engagement.
Accountability and advisory groups	Survey and facilitated discussions, as appropriate	Contribute existing feedback and perspectives on district priorities and accountability.
Community partners and residents	Survey, interviews, focus groups, and access to partner networks	Identify community aspirations, partnership opportunities, workforce needs, and future challenges.
Strategic Planning Committee	Two-day facilitated planning session	Synthesize engagement findings and evidence into a practical vision, strategic directions, and priorities.



TIMELINE

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PHASE 1:
Planning & Design

PHASE 2:
Engagement

KEY DATES

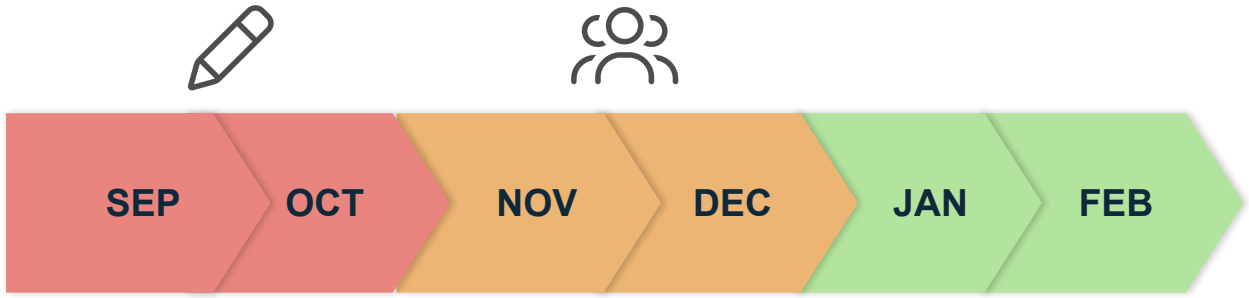
ENGAGEMENT:

Nov 12: Spend 45 minutes with Principals walking through Focus Groups Methodology, student participation, parent approvals, scheduling at schools

Dec 7-11: Hold Focus Groups and interviews with all stakeholder groups (8am - 7pm)

Jan 4: Hold Data Dive meeting with Cabinet and Principals in preparation for next phase of the work

TIMELINE



PHASE 3:
Strategic Direction

KEY DATES

Strategic Planning Committee *(35–45 participants with broad community representation and significant student voice)*

Jan 25: Update the Board of Education on Engagement Report findings prior to the 2-day convening of the Strategic Planning Committee

Jan 28-29: Strategic Planning Committee meets (8am - 4pm)

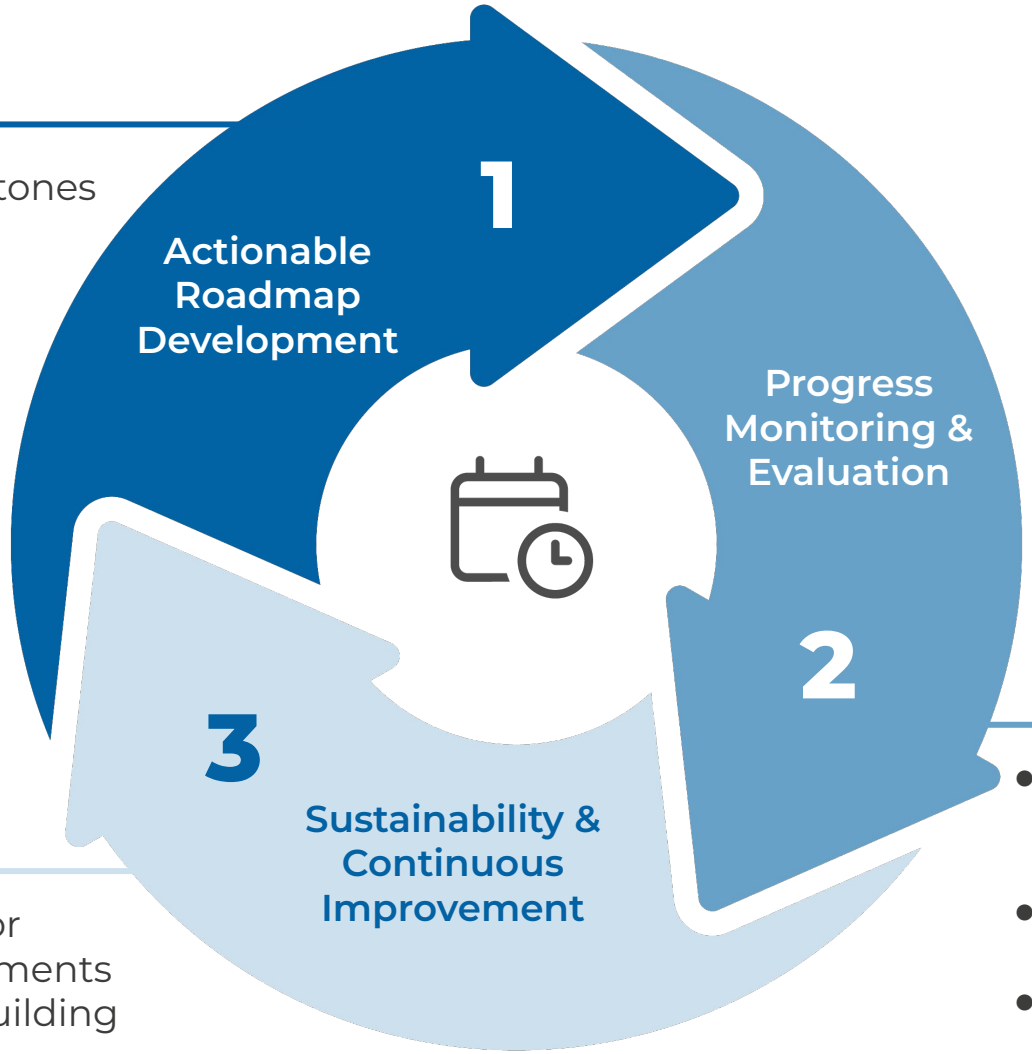
Feb 8: Update the Board of Education on the SPC work accomplished

PHASE 4 – Implementation Process

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DELIVERABLE:

Implementation Plan



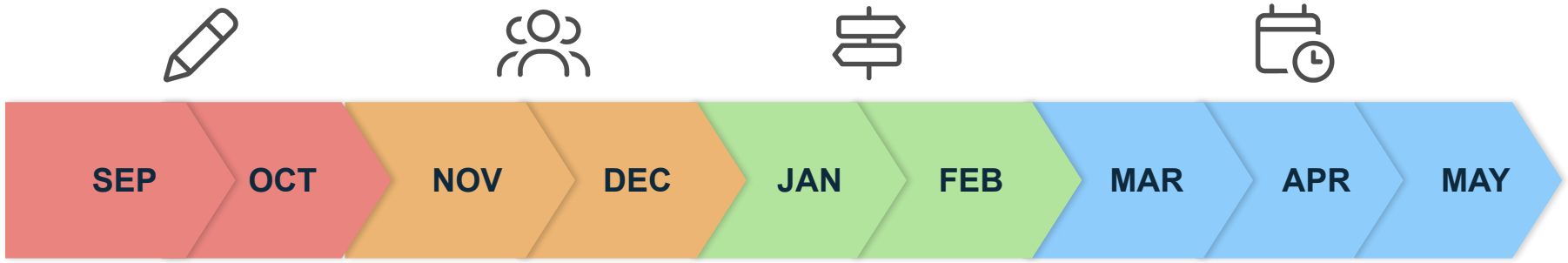
- Establish clear milestones and timelines
- Assign roles and responsibilities
- Identify resource requirements

- Establish a structured framework for tracking progress
- Recommend regular reporting mechanisms
- Develop adaptive strategies to address emerging challenges

- Provide guidelines for ongoing plan adjustments
- Facilitate capacity-building opportunities
- Incorporate a review cycle



TIMELINE



PHASE 4:
Implementation

KEY DATES

IMPLEMENTATION WORK:

Mar-May: Multiple sessions are scheduled for the Cabinet/Staff to work on implementation plans based on the work of the Strategic Planning Committee (half or full days)

May 17: Present final strategic plan refresh to the Board of Education

Community Survey Launches Next Week

COMMUNITY SURVEY

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- SECTION 1: About You
- SECTION 2: Evaluating Our Vision and Mission
- SECTION 3: Evaluating Our Core Behaviors
- SECTION 4: Evaluating Our Profile of a Graduate
- SECTION 5: Reflecting on the Current Strategic Plan
- SECTION 6: Looking Ahead
- SECTION 7: Final Input and Participation

Preview the survey that goes live next week!



Next Steps







YOUR VOICE. YOUR DISTRICT.

COMPLETE THE SSSD SURVEY

STEAMBOAT SPRINGS SCHOOL DISTRICT
RE-2
Anchoring the Future

SCAN HERE

www.surveymonkey.com/r/5FG9HJX







SU VOZ.
SU DISTRITO.

COMPLETA LA ENCUESTA DE SSSD

STEAMBOAT SPRINGS SCHOOL DISTRICT
RE-2
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ESCANEA AQUÍ

WWW.SURVEYMONKEY.COM/R/TPPPCKZ

WEBSITE

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Anchoring the Future

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Strategic Plan Refresh 2026-2027

SSSD IS LAUNCHING A STRATEGIC PLAN REFRESH

Building on Our Strengths. Shaping Our Future.

Help Shape Steamboat Springs School District's Future!
Your participation in Steamboat Springs' strategic planning process will help the school district improve student outcomes, allocate precious resources, and strengthen our community.

The planning is community-driven in order to ensure that our plans are aligned with the needs and priorities of the Steamboat Springs community, while meeting our students' learning needs.

There are many ways to get involved in the strategic planning process, from attending community meetings to participating in surveys and focus groups.

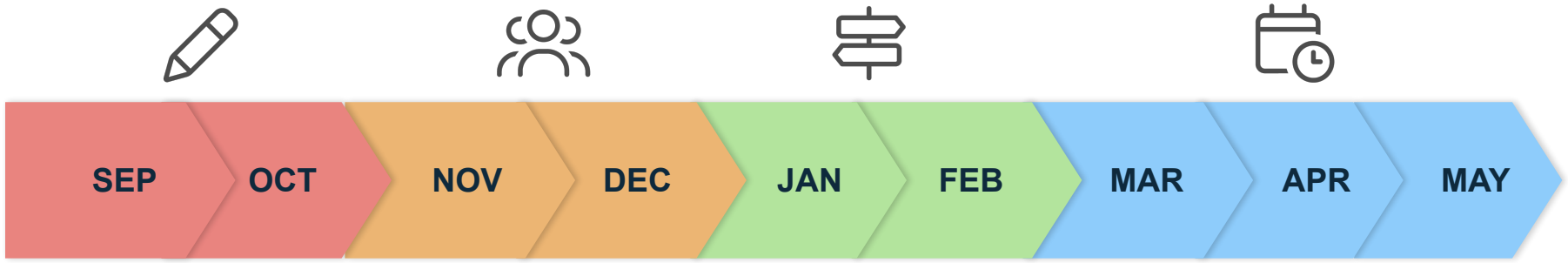
Fill out this Community Survey to share your input. In addition, you can sign up to engage in the process through a focus group.

Timeline

Date	Topic	Deliverable
October 2026	Planning & Design	Project & Communications Plans
November 2026	Engagement	Community Survey

TIMELINE

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PHASE 1: Planning & Design

PHASE 2: Engagement

PHASE 3: Strategic Direction

PHASE 4: Implementation

KEY DATES

DESIGN:

10/26 CAB

11/5 DLT

11/9 BOE

ENGAGE:

Nov 12 - Principals

12/7 - 12/11 FGs (8am - 7pm)

Jan 4 - Data Dive

SPC:

1/25 BOE

1/28 - 1/29 SPC (8am - 4pm)

2/8 BOE

LEADERS:

Multiple days (half or full)

5/17 BOE

BOARD REFLECTION

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Name one thing that you heard tonight.

What excites you most about this process?

What questions or concerns do you have?





How can the Board help encourage broad community participation throughout this process?

What action will you commit to as a Board?





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