Sustained Strategic Planning
ENGAGEMENT WITHOUT EXHAUSTION

Stop Total Overhauls
5-year snapshot that rolls forward
No need to overhaul every 5 years

Staff Engagement
Invite all to participate
Reasonable time commitment
Bring it down from the clouds

Participation
Create leadership opportunities
Creativity in idea generation

Time is Money
Drop endless meetings
Set manageable workflow
Accountability without pressure

Strong Goal
Is it a SMART goal?
Does the goal fit within the Strategic Framework?

No
Rewrite goal
Place on next strategic planning meeting agenda

Yes
Update progress status quarterly on plan timeline and full plan documents

New goal concept!

Lifecycle of a MERIT Strategic Plan Goal

Activate Goal
Is this goal complete?
On track to meet target completion date?

YES!
Great!

NO
Don't sweat it, recommend a new target date!

Retire Goal

Set Goal Standards
Require SMART goals
Use goal plan templates
Create goal development process

Present suggested goal at next staff meeting for full approval.

Compile metrics
Write a short, one-pager with metrics, observations, and new goals, services or resulting initiatives.

*An initiative not included in the strategic plan may still be worth pursuing. To be included in the strategic plan, a goal must be both a SMART goal and fit within the strategic framework.

merit stewards the School of Education’s Information Environment. The Information Environment (IE) is composed of people and services that enable discovery, access, design, and use of resources for teaching and learning, research, and outreach.

merit aspires to connect people, technology and information. Through our ongoing leadership in the adoption of emerging technologies, MERIT will empower members of the School of Education community and its partners to achieve excellence.

merit philosophy:
A staff-developed plan will increase motivation to keep the plan relevant, and will keep staff involved in high-level service management issues.

merit philosophy:
Let’s not waste time creating a document that needs complete overhauling every five years - who has time for that?

merit philosophy:
Leaders are born from opportunity, not position!

merit philosophy:
Meeting for the sake of meeting is a waste of time!

merit philosophy:
We’re all busy, so let’s leverage the same templates and decision-making processes for each goal!

merit strategic planning group:
- Meets 8 times a year, for 1 hour, to review new goals, and periodically the overall framework (Feb, Mar, May, Jun, Aug, Sep, Nov, Dec).
- Quarterly all-staff meetings (Jan, Apr, Jul, Oct) have standing agenda item for new goal approvals.
- Plan manager adds ~3 hours/quarter updating progress indicators, pdf documents, and website.

Plan Stewardship
Plan transparency
Progress indicators
Plan management

Student Engagement