

## EL Education Strategic Planning Cycles

In EL Education, the strategic planning cycle supports all partners in setting annual goals, providing ongoing professional development, monitoring and analyzing evidence of progress, and reflecting on changes in student achievement and educator practice.



### Work Planning

EL Education's strategic planning cycle begins with the development of a work plan. The EL Education Work Plan is a clearly articulated document that aligns prioritized goals, objectives, strategies, and evidence of attainment aimed at dramatic improvements in student achievement as a result of implementation. The EL Education Work Plan is a document that is co-created by the school/district leaders, EL staff, the leadership team and other stakeholders through a backwards planning process. Work Plans are informed by student data, implementation patterns and partnership conditions.

### Professional development and progress monitoring throughout the year

Outside of Mid-Year and End-of-Year Reviews, where data is formally collected, analyzed and acted upon, there are other regular progress monitoring structures. These structures may vary by type and scope of partnership, but may include walkthroughs, looking at student work, data team findings, focus groups interviews or surveys. In addition, and in response to progress monitoring, there is ongoing professional development. This professional development may include coaching, face-to-face professional development institutes, or online learning/virtual supports.

### Mid-Year and End-of-Year Reviews

The purpose of the Mid-Year and End-of-Year Review is to provide formal checkpoints to monitor progress toward goals and evaluate partnership success conditions. Even though EL coaches routinely check informally with leaders and teachers about progress towards work plan goals, the Mid-Year and End-of-Year Reviews are **intentional evidence-based structures** for gathering, analyzing, reflecting and acting on evidence of student achievement. It also provides a forum for addressing successes and challenges regarding implementation priorities. The Mid-Year and End-of-Year Review also provide the school/district an opportunity for teachers and leaders to give feedback to EL coaches regarding the alignment of professional development and school needs.