

# Let's have a conversation about Johns Hopkins School of Education's Strategic Priorities

**It all starts with a discussion**

## OVERVIEW

If you are familiar with the expression, "You can't move forward until you know where you're going," then you understand the value of a conversation and a plan. The Johns Hopkins University School of Education's five-year Strategic Plan ensures that our programs, centers, division, institute and other entities are moving in the same direction to reach the following identical strategic priorities:



Each of you – our staff members, researchers and faculty members – is in some way connected to our mission to support and advance the quality of education and human service for the continuous development of children, youth and adults.

Think of the Strategic Plan as the roadmap (or GPS) for our ever-expanding institution's future. The evolving world of education is creating challenges that the Strategic Plan will help us navigate to remain in the top tier of education across the nation and around the world.

Whether you're an administrative assistant, graduate student, instructor, mentor, coach, researcher or professor, as a member of the School of Education, you play an invaluable role in the implementation of the Strategic Plan. It's important that all of us are engaged and inspired, that we understand what the priorities mean, and that we know how each person can contribute to some or all of them.

The best ideas come from our people. The steps and template on the other side can be used as a guide for every team leader. Every single person at the School of Education has an important role on this journey to advance our promise of education.



If you are a team leader, please use this information to begin or continue conversations with your team about how each person can help us achieve our goals.

## Step 1

### **Understand the plan and priorities.**

All team leaders should get familiar with the plan.

- Review the Strategic Plan at [Website]. Become familiar with the five priorities and each priority's goals.
- Apply the priorities to your everyday work and guide your team to do the same. Visualize what success will look like.

## Step 2

### **The best ideas come from our people.**

As a team leader, hold meetings with your people. Start the conversation. If someone doesn't get it, help him or her connect the dots.

- Continue to review the priorities.
- Encourage people to speak up in meetings and share their ideas. What priorities are important to them? What can they contribute to the priorities? What can they do to support the priorities? How does their work strengthen the strategic priorities?

## Step 3

### **Take action and follow up.**

Dozens of people helped to develop this plan. But it can't come to life if it's forgotten in the folder.

- Meet regularly with your team to review the priorities and their contributions.
- Ask each team member to share accomplishments and progress on the priorities.



# Template for Unit Leaders

## JHU SOE STRATEGIC PLAN 2017-2020 [Unit Name]

**VISION** [Enter the unit's vision in support of the greater SOE vision]

**MISSION** [Enter the unit's mission to communicate strategic measures and plans that shape the primary objectives for the unit]

**OTHER** [Enter the unit's values, standards, or areas of focus]



### Learner-Centered

**SOE:** Become the exemplar for optimizing learner outcomes

**[Unit: Outline the key priority for the unit in alignment with this strategic priority]**

**Goals:** [Enter the goals that define the unit's overarching purpose. Feel free to describe more than one goal per area]

**Objectives:** [Enter the objectives to exemplify the goals identified. Each objective should be Specific, Measurable, Achievable, Relevant, Time-specific (S.M.A.R.T.)]

**Activities & Tasks:** [Enter the action steps that you and your team will take to achieve the objective. Note that activities and tasks must be completed but can be documented on this template or on a separate platform]



### Transformative Impact

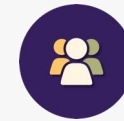
**SOE:** Lead the transformation of learning by maximizing reach and sustainability

**[Unit: Outline the key priority for the unit in alignment with this strategic priority]**

**Goals:** [Enter the goals that define the unit's overarching purpose. Feel free to describe more than one goal per area]

**Objectives:** [Enter the objectives to exemplify the goals identified. Each objective should be Specific, Measurable, Achievable, Relevant, Time-specific (S.M.A.R.T.)]

**Activities & Tasks:** [Enter the action steps that you and your team will take to achieve the objective. Note that activities and tasks must be completed but can be documented on this template or on a separate platform]



### Leadership

**SOE:** Recruit, engage, develop, and retain the world's best leaders and develop a leadership pipeline

**[Unit: Outline the key priority for the unit in alignment with this strategic priority]**

**Goals:** [Enter the goals that define the unit's overarching purpose. Feel free to describe more than one goal per area]

**Objectives:** [Enter the objectives to exemplify the goals identified. Each objective should be Specific, Measurable, Achievable, Relevant, Time-specific (S.M.A.R.T.)]

**Activities & Tasks:** [Enter the action steps that you and your team will take to achieve the objective. Note that activities and tasks must be completed but can be documented on this template or on a separate platform]



### Discovery

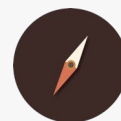
**SOE:** Become the national leader in innovative educational research, policy, and practice

**[Unit: Outline the key priority for the unit in alignment with this strategic priority]**

**Goals:** [Enter the goals that define the unit's overarching purpose. Feel free to describe more than one goal per area]

**Objectives:** [Enter the objectives to exemplify the goals identified. Each objective should be Specific, Measurable, Achievable, Relevant, Time-specific (S.M.A.R.T.)]

**Activities & Tasks:** [Enter the action steps that you and your team will take to achieve the objective. Note that activities and tasks must be completed but can be documented on this template or on a separate platform]



### Performance

**SOE:** Create sustainable systems that support operational and financial success

**[Unit: Outline the key priority for the unit in alignment with this strategic priority]**

**Goals:** [Enter the goals that define the unit's overarching purpose. Feel free to describe more than one goal per area]

**Objectives:** [Enter the objectives to exemplify the goals identified. Each objective should be Specific, Measurable, Achievable, Relevant, Time-specific (S.M.A.R.T.)]

**Activities & Tasks:** [Enter the action steps that you and your team will take to achieve the objective. Note that activities and tasks must be completed but can be documented on this template or on a separate platform]

