



Strategic Planning: PATH Planning Tool

Team Name: _____

Date: _____

Step 1: North Star (5 Year Goal)

What is the team's dream for the target population?

The purpose of this step is to identify one or more long-term goals for the future. Establishing set goals will help guide your team through the other steps of the PATH. When determining your team's goals, keep in mind the vision of a "successful" outcome for preschool inclusion in your district.

Guiding Questions:

- Where do we want to see our inclusive program in 5 years?
- What are the realistic services and procedures that will support inclusion in the district?
- How will inclusion benefit our children and their families?
- What policies and practices within our district need to change in order to facilitate positive outcomes for preschool inclusion?

List of North Star Goals....

(Feel free to add more than 5 dreams)

1.

2.

3.

4.

5.

Step 2: Generating a Vision of a Positive Possible Future (1 year)

What needs to happen within the next year to make the long-term dream a reality?

In order to be on the road to reaching your 5-year goals, what goals need to be accomplished within the next year? Identify several goals related to your dream that are measurable, attainable, and realistic. You may want to utilize a SMART goal worksheet to help formulate your vision for the next year.

Guiding Questions:

- What can our team accomplish in the next year that will lead us to our 5-year goal?
- What can we reasonably expect to accomplish in the next year?
- Do our potential 1-year goals positively affect the lives of our preschool students/families?
- How do we want our team to be operating 1 year from now?

1 Year Benchmark <i>(Feel free to add more than 5)</i>	RESPONSIBLE TEAM MEMBER(s)	DATE TO BE COMPLETED	CHECK WHEN COMPLETED
1.			
2.			
3.			
4.			
5.			

Step 3: Identifying how things currently operate NOW

Assess the current state of preschool inclusion within your community. Utilize the Self-Assessment Tool, Facilitator’s Guide, Program Profiles, and LRE data to reflect on how your district currently provides services to young children and families. Identifying the strengths and weaknesses of your current practices will help you determine how best to work towards accomplishing your goals.

Guiding Questions:

- What are we currently doing really well?
- What areas do we need to address to reach our goals?
- What challenges or barriers are we facing and why?

The reality now <i>(List as many as you'd like)</i>
1.
2.
3.
4.
5.

Step 4: Who needs to be ENROLLED?

Look back at your 5 and 1-year goals. Are there certain individuals or organizations that need to participate on your team in order for you to accomplish those goals?

Guiding Questions:

- Do we have partners from multiple organizations at the table?
- Are we capable of accomplishing our goals with the partners that are currently participating on the team?
- Will we need assistance/input from other partners in order to reach our goals?

Who and/or What needs to be enrolled? <i>(Feel free to list more than 5 people, organizations, or things)</i>	RESPONSIBLE TEAM MEMBER(S)	DATE TO BE COMPLETED	CHECK WHEN COMPLETED
1.			
2.			
3.			
4.			
5.			

Step 5: Build on the group's STRENGTHS

Discuss what your team is currently doing well. It is important to have a clear understanding of where your current strengths lie, so that your team can draw upon those strengths in order to work towards your positive, possible future.

Guiding Questions:

- What skills and strengths does the group currently possess?
- What skills need to be developed in order to reach our goals?

Ability, Quality, Resource, Asset, Knowledge, etc. that could be important to the planning process. *(List as many as you can.)*

- 1.
- 2.
- 3.
- 4.
- 5.

Step 6: BOLD STEPS-Identify 6 month GOALS

Imagine you are at the halfway point between now and accomplishing your 1 year goals. What will you have achieved when you reach that point? Identify at least 2-3 “bold steps” or goals that you would like to have reached in 6 months.

Guiding Questions:

- What do we expect to accomplish within 6 months?
- What will we be doing differently 6 months from now?
- How will things have changed for our students in 6 months?

TASKS <i>(Feel free to add more than 5 goals)</i>	RESPONSIBLE TEAM MEMBER(s)	DATE TO BE COMPLETED	CHECK WHEN COMPLETED
1.			
2.			
3.			
4.			
5.			

Step 7: Identify 1 month GOALS

What can we do to lay the groundwork for a strong, collaborative team? In order to make reasonable progress towards our long-term goals, what does the team want to accomplish within the next MONTH?

Guiding Questions:

- What concrete action steps will be accomplished before the next team meeting?
- What can we do in the next month to move us towards our long term goals?
- What can we do to lay the groundwork for a strong, collaborative team?

TASKS <i>(Feel free to add more than 5 one-month goals.)</i>	RESPONSIBLE TEAM MEMBER(s)	DATE TO BE COMPLETED	CHECK WHEN COMPLETED
1.			
2.			
3.			
4.			
5.			

Step 8: Identify your 1st STEPS

What needs to happen within the next WEEK to move our team forward?

Guiding Question:

What one thing can each person do in the next 24 to 72 hours that will help, even in a very small way, to move the team towards the vision?

TASKS <i>(Feel free to add more than 5 first step.)</i>	RESPONSIBLE TEAM MEMBER(s)	DATE TO BE COMPLETED	CHECK WHEN COMPLETED
1.			
2.			
3.			
4.			
5.			