PARTNERSHIP

Strategic Preparation Readiness Assessment

Introduction

This assessment tool helps school leaders evaluate their institution's readiness for strategic preparation and adaptive capacity development. Unlike traditional strategic planning, this assessment focuses on your school's ability to thrive in conditions of uncertainty and change.

Instructions

Rate each statement on a scale of 1-5:

1 = Strongly Disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly Agree

Section 1: Adaptive Leadership Capacity

_____ Our leadership team makes timely decisions during unexpected situations

_____ We effectively delegate decision-making authority during periods of change

_____ Our leaders actively encourage innovative solutions to challenges

_____ We have clear processes for evaluating and implementing new initiatives

_____ Failed initiatives are viewed as valuable learning opportunities

_____ Our leadership regularly discusses emerging trends and future scenarios

Section 2: Organizational Agility

_____ We can quickly modify our academic programs when circumstances require

_____ Our resource allocation processes are flexible and responsive

_____ We have effective systems for gathering and acting on stakeholder feedback

_____ Our staff roles and responsibilities can be adjusted as needed

_____ We maintain adequate emergency funds and resources

_____ Our technology systems support rapid operational changes

Section 3: Change Readiness

_____ Our staff demonstrates high levels of resourcefulness in solving problems

_____ Our school culture embraces change as an opportunity rather than a threat

_____ We effectively support staff through periods of transition

_____ Professional development actively builds change management capabilities

_____ We have strong cross-functional collaboration during change initiatives

_____ Our communication systems effectively support change management

Section 4: Future Orientation

_____ We regularly analyze trends that could impact education (STEEP analysis)

_____ We develop and update multiple scenarios for our school's future

_____ We have early warning systems to identify emerging challenges

_____ Our strategic thinking balances short-term needs with long-term vision

_____ We actively prepare for multiple possible futures

_____ We effectively balance tradition with innovation

Section 5: Crisis Preparedness

_____ We have well-understood emergency response protocols

_____ Critical functions can continue during major disruptions

_____ Staff knows their roles during unexpected situations

_____ We maintain multiple effective communication channels

_____ We regularly test and update our crisis response plans

_____ We learn and improve from each challenge we face

Section 6: Stakeholder Adaptability

_____ Our parent community understands and supports necessary changes

_____ Students receive appropriate support during transitions

_____ We maintain strong relationships with our alumni network

_____ Our faculty feels heard and supported during change initiatives

_____ We effectively engage external partners and community resources

_____ Our board provides appropriate oversight while enabling agility

Scoring Guide

Calculate Your Total Score: _____ / 180

Score Interpretation

150-180: High Strategic Preparation Readiness

- Exceptional adaptive capabilities
- Focus on maintaining and enhancing existing strengths
- Ready for significant change and uncertainty
- Consider mentoring other schools

120-149: Strong Strategic Preparation Readiness

- Well-developed adaptive systems
- Some areas need refinement
- Good foundation for managing change
- Focus on specific enhancements in lower-scoring areas

90-119: Moderate Strategic Preparation Readiness

- Basic adaptive capabilities present
- Several areas need significant development
- Consider external support for enhancement
- Prioritize improvement in weakest areas

Below 90: Emerging Strategic Preparation Readiness
- Limited adaptive capabilities
- Comprehensive development needed
- External support strongly recommended
- Focus on building foundational capabilities first

Development Recommendations

For Scores Below 90:
- Establish basic emergency response protocols
- Develop core communication systems
- Build basic change management capabilities
- Create standard operating procedures
- Focus on essential stakeholder engagement

For Scores 90-119:
- Enhance existing adaptive systems
- Expand professional development in change management
- Strengthen stakeholder relationships
- Develop more robust feedback mechanisms
- Improve resource allocation flexibility

For Scores 120-149:
- Fine-tune existing systems
- Develop advanced scenario planning capabilities
- Enhance crisis response protocols
- Build stronger stakeholder engagement
- Focus on innovation and future readiness

For Scores 150-180:
- Maintain excellence in adaptive capabilities
- Lead innovative initiatives
- Share best practices with other schools
- Mentor developing institutions
- Focus on sustainable practices

Next Steps
1. Review scores by section to identify strengths and areas for development
2. Share and discuss results with key stakeholders
3. Prioritize areas for strategic focus
4. Consider external expertise for targeted support
5. Develop specific action plans for improvement
6. Establish regular reassessment schedule

Using the Results
Priority Setting
- Identify lowest-scoring categories

- Create action plans for improvement
- Set realistic timelines for change
- Balance short-term and long-term needs

Resource Allocation
- Direct resources to areas needing improvement
- Consider both financial and human resource needs
- Invest in professional development
- Build internal capacity

Monitoring Progress
- Conduct regular reassessments
- Track improvement over time
- Adjust strategies as needed
- Celebrate progress and successes

This assessment should be used as a developmental tool to guide improvement efforts and build adaptive capacity.

How The 5Rs Partnership Can Help
- Expert guidance in Strategic Preparation
- Evidence-based methodology for sustainable growth
- Global expertise with local understanding
- Proven track record with independent schools worldwide

Contact us to discuss your results and explore how we can support your school's strategic journey.

Website: www.5rspartnership.com