



District PE Strategic Planning Guide

A Multi-Year Vision & Roadmap for Continuous Program Improvement

Strategic Planning Framework

Building a high-performing physical education system is a multi-year capability, not an annual project. Use this guide to assess your current program maturity phase and map strategic priorities across a 3-year continuous improvement roadmap.

Program Maturity Continuum

Phase	Core Strategic Focus	Primary Leadership Objective
Phase 1: Build Foundation	Establishing district expectations & aligning curriculum.	Create organizational clarity & common strategic direction.
Phase 2: Strengthen Implementation	Evaluating actual practice & supporting teacher consistency.	Address implementation gaps using real classroom data.
Phase 3: Capacity Building	Institutionalizing onboarding, PD, & leadership systems.	Ensure program resilience against staff turnover.
Phase 4: Continuous Review	Establishing routine review cycles & strategic investments.	Achieve long-term sustainability & measured ROI.

1 Phase 1 Roadmap: Build the Foundation (Year 1)

STRATEGIC PRIORITIES & STRATEGIC BENCHMARKS	MET (2)	PARTIAL (1)	UNMET (0)
Formally document district expectations, learning goals, and standards alignment for elementary PE.	☐	☐	☐
Introduce unified instructional resources, curriculum guidelines, and digital planning tools to teachers.	☐	☐	☐
Communicate a shared vision to building principals to ensure administrative oversight and protection of PE minutes.	☐	☐	☐

Boardroom Reflection: Are we focusing Year 1 on establishing clarity and common direction, or are we trying to solve every challenge at once?

2 Phase 2 Roadmap: Strengthen Implementation (Year 2)

STRATEGIC PRIORITIES & STRATEGIC BENCHMARKS	MET (2)	PARTIAL (1)	UNMET (0)
Evaluate classroom implementation data across campuses to identify specific teacher support needs.	☐	☐	☐
Differentiate professional development based on real implementation feedback rather than assumptions.	☐	☐	☐
Identify where individual schools are adapting successfully and share those practices district-wide.	☐	☐	☐

Boardroom Reflection: Do we have an implementation problem or a curriculum problem? What data guides our understanding?

3 Phase 3 Roadmap: Build Organizational Capacity (Year 3)

STRATEGIC PRIORITIES & STRATEGIC BENCHMARKS	MET (2)	PARTIAL (1)	UNMET (0)
Establish a standardized onboarding process for all incoming elementary physical education teachers.	☐	☐	☐
Institute recurring, subject-specific collaboration sessions and leadership roles for PE specialists.	☐	☐	☐
Systematize program review procedures so success relies on organizational systems rather than individual champions.	☐	☐	☐

Boardroom Reflection: If key staff leave tomorrow, will institutional memory protect program quality across every campus?

4 Phase 4 Roadmap: Continuous Improvement & Strategic ROI (Ongoing)

STRATEGIC PRIORITIES & STRATEGIC BENCHMARKS	MET (2)	PARTIAL (1)	UNMET (0)
Conduct annual strategic reviews to evaluate resource utilization, teacher confidence, and student growth.	☐	☐	☐
Align future budget, technology, and curriculum investments with documented multi-year outcomes.	☐	☐	☐
Maintain strategic stability of purpose while adapting instructional supports to evolving school needs.	☐	☐	☐

Boardroom Reflection: What evidence demonstrates that our program has become stronger over time—not simply older?

The Pocket PE Perspective

Sustainable physical education programs are not built in a single school year—they develop over time through intentional leadership, practical teacher support, and continuous evaluation. Pocket PE provides the technology and systems that help district leaders turn multi-year vision into lasting capability.

Ready to map your district's multi-year PE strategy? Learn more at <https://PocketPE.app>