



# Why We Need a 5-Year Academic Strategic Plan

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# Why Do A Strategic Plan?

- Public Education is going through a Paradigm Shift
- Race to the Top
- International Standards and National Assessments
- Change in Education Finance System
- Last year we lost track
- Need to reconnect our educational community and forgive each other for the sake of our children



# What is Strategic Planning?

- “A disciplined effort to produce fundamental decisions and actions that shape and guide what an organization is, what it does and why it does it.”  
- Bryson 1995
- “Strategic Planning is required when the future state desired involves a set of interdependent decisions.”  
- Ackoff 1970

# What Are the Parts of a Successful Strategic Plan?

- Based on Qualitative and Quantitative Data
  - Five Reports: JIT, NYU, Syracuse, QIP and ESL
- Reshapes the Vision and Mission of the Organization
- Many Stakeholders Participate in the Process
- Minimum of Five Years
- Realistic: What We Can Afford to do
- Based on Current Research and Trends

# “Changing Education Paradigms”

<http://www.youtube.com/watch?v=zDZFcDGpL4U> - Sir Ken Robinson



<http://www9.georgetown.edu/grad/gppi/hpi/cew/pdfs/ExecutiveSummary-web.pdf>

<http://www.achievethecore.org/files/CollegeandCareerReady.pdf>





# We Need to Think Differently About Education

- Globalization
- Competition with China and India
- Shift in Job Market “College Based Economy”
- 80% of Jobs will need Education beyond High School
- Change in Fiscal Outlook
  - State
  - Federal

# How Are the State and Federal Governments Dealing With This?

- Adopted Common Core Federal/State Standards
- Raised the proficiency bar on state assessments to match college readiness
- Making state assessments more rigorous and performance-based
- Committed to building sequenced, content-rich statewide curriculum with embedded formative assessments
- PARCC (National Testing System)





# Paradigm Shift to Close the Achievement Gap

- Intelligence is innate
- Job of schools is to measure intelligence and sort accordingly
- Inequality in resource allocation
- Discipline used to weed out the “bad” kids
- Intelligence and ability are influenced by opportunity
- It is the job of schools to cultivate talent and ability among students
- Resource allocation based on student need
- Discipline used to reinforce school values and norms

# Leaving Nothing to Chance

- It is everyone's job to run the school
- Inspect what you expect - and expect that all students will meet or exceed standards
- Be relentlessly respectful and respectfully relentless
- Use student achievement data to evaluate decisions
- Do whatever it takes to make sure students learn
- Equity and excellence are not mutually exclusive



# In Summary

- In collaboration with the Board of Education, we need to agree on the format
- We need to do this in conjunction with a very difficult budget process
- It is not about what we are cutting, it is about what we want to keep
- Time Line: Begin in January; Completed by April
  - Help set priorities for the budget
  - Agree on the academic direction of the district