

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



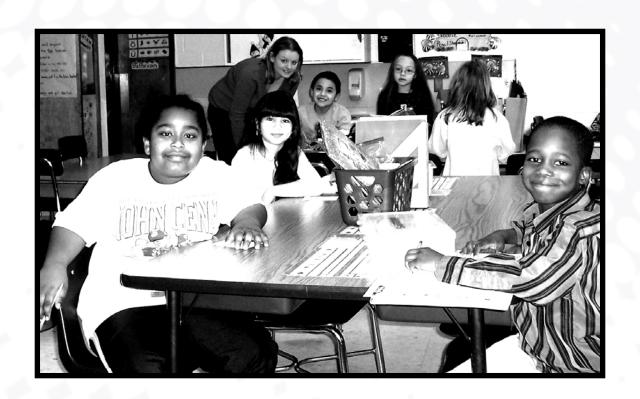
What Are the Parts of a Successful Strategic Plan?

- 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"

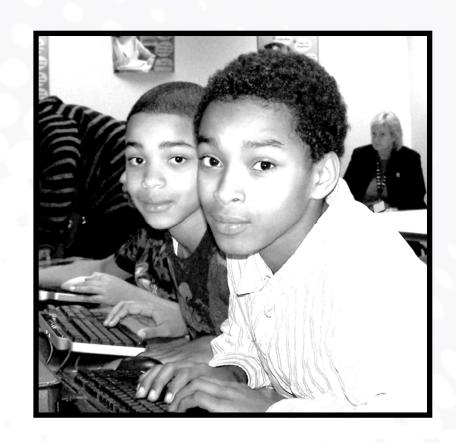
http://www.youtube.com/watch?v=zDZFcDGpL4U - Sir Ken Robinson





http://www9.georget own.edu/grad/gppi/h pi/cew/pdfs/Executiv eSummary-web.pdf

http://www.achieve .org/files/Collegean dCareerReady.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