

STRATEGIC PLAN PROGRESS CHECK

Division: School Leadership and Operational Support

Goal Area: Stakeholder Engagement

Performance Objective: Increase stakeholder involvement and engagement

Date of Progress Report: 6/30/15

Plan: Review the Goal Area, Performance Objective and Initiative(s) that you are working on for this particular area. What have you completed? What can you celebrate?

- Procure electronic coding system for workshop registration and volunteer work (development complete)
- Conduct Customer Service Training and assist local schools and district employees in creating an action plan for establishing a family friendly culture and environment (complete)
- Establish and market region level Family Engagement Centers (ongoing)
- Create a plan to use measurable outcomes in parent-engagement centers for continuous improvement (ongoing)
- Conduct face-to-face parent workshops aligned with “How to” modules (ongoing)
- Identify parent services and needs through periodic surveys (complete)
- Develop Multimedia Presentations focused on helping children at home (ongoing)
- Create a district-wide Volunteer Plan (in progress)
- Provide training for school leaders and employees specific to communication in a multi-cultural environment (ongoing)
- Develop and implement a community business partnership program to support Family Engagement activities in the district (in progress)

We celebrate the following:

- Significant increase in number of parents completing surveys
- Record number of parents visiting Parent Centers
- Delivery of 4 core content focused workshops
- Delivery of Customer Service Training to staff
- Significant formation of Community Partnerships/Collaborations
- Multiple events focused on Stakeholder Engagement yielded record attendance

FY16 Next Steps

- Develop and promote Catalog of Family Engagement Workshops to be delivered across the district
- Deliver digital resources for Family Engagement (PDS24 programming, Online Family Engagement Tool)
- Complete a district-wide Partnership Plan

- Complete a district-wide Volunteer Plan
- Develop and implement Customer Service Measures across the district

Do: What will you do to accomplish the next steps?

- Prioritize work and continue to leverage available resources
- Develop processes for collecting data on a more frequent basis

Check: Are you getting the results needed to reach the Performance Targets? What are the challenges you are facing or anticipating?

- While we continue to reach performance targets, it is a result of long days and extended hours and pulling on already over extended resources to accomplish tasks.
- Funding continues to be a challenge as there is not a specific allocation of funds for Family and Community Engagement outside of Title I funds that are specifically earmarked for parent education in the four core content areas. Because of the lack of funding, the needed additional resources are not realized. Marketing and additional resources (Human Capital) to promote the work across the district continues to be a challenge.

Act: What needs to change and/or improve to reach your Performance Targets? How will these changes demonstrate progress in this area?

- Support and priority for the work of Stakeholder Engagement must be realized at all levels internally. Information is not being disseminated/sent home or distributed in the community to market programming.
- Direct access to parents using school connect will allow us to reach a larger audience.

Additional Comments.

*Please complete a Strategic Plan Progress Check for each Performance Objective you are addressing in your plan
Due: June 30, 2015*



STRATEGIC PLAN PROGRESS CHECK

Division: School Leadership and Operational Support

Goal Area: Student Success with Equity and Access

Performance Objective: Increase graduation rates for all students

Date of Progress Report: 6/30/15

Plan: Review the Goal Area, Performance Objective and Initiative(s) that you are working on for this particular area. What have you completed? What can you celebrate?

We have completed focus group data on each area of Student Support. We also conducted research on best practices for serving diverse populations. This information will be used to drive services provided for the 2015-16 school year.

Do: What will you do to accomplish the next steps?

Constant monitoring of support personnel, continued research in best practices, intensified trainings of support staff.

Check: Are you getting the results needed to reach the Performance Targets? What are the challenges you are facing or anticipating?

Yes. We are receiving results. There are no anticipated challenges.

Act: What needs to change and/or improve to reach your Performance Targets? How will these changes demonstrate progress in this area?

We determined that the action item for Student Support needed to be condensed into one area of focus, instead of many different ones. The strategy moving forward will be towards improvement of services in all areas of Student Support.

Additional Comments.

*Please complete a Strategic Plan Progress Check for each Performance Objective you are addressing in your plan
Due: June 30, 2015*

STRATEGIC PLAN PROGRESS CHECK

Division: School Leadership and Operational Support

Goal Area: Organizational Effectiveness and Efficiency

Performance Objective: Develop an efficient organizational structure that supports a performance-based culture

Date of Progress Report: 6/30/15

Plan: Review the Goal Area, Performance Objective and Initiative(s) that you are working on for this particular area. What have you completed? What can you celebrate?

Since the date of the last Progress Check (3/31/15), the following items have been accomplished:

- The processes to be used in the recruitment and selection of Regional Superintendents have been developed. The Selection Resource Guide provides a suite of tools and protocols designed to support effective decisions related to the selection of new Regional Superintendents and identification of aspiring Principal Supervisors.
- Processes and structures that allow Principal Supervisors to execute their newly defined role of providing instructional support have been developed. The Principal Supervisor Monthly Calendar tool allows time for two days per week in schools and a third “flex” day that may be used for school visits or other instructional support work.
- Professional development and experiences for Regional Superintendents were provided during the Principal Supervisor Academy Summer Seminar. The focus was on developing a protocol for school visits that scaffolds observation, discussion, and monitoring of the Continuous Improvement Plans (CIP).

Do: What will you do to accomplish the next steps?

- Provide professional development and learning experiences for incumbent Principal Supervisors through the Regional Superintendent Academy.
- Provide coaching training on how to coach principals using walkthroughs, observations, and effective feedback for continuous school improvement.
- Implement National SAM Innovation Project as an integrated team consisting of one Principal Supervisor and principals.
- Research various Leader Tracking Systems to identify the most effective and efficient platform for managing and tracking performance.
- Provide support to newly appointed Principal Supervisors through the NYC Leadership Academy’s Foundations of Principal Supervision Summer Intensive & Virtual Learning Community and In-Person Convenings.
- Develop action plans and related resources for implementing central office redesign recommendations (for example, Standard Operating Procedures for Parent Concerns).

Check: Are you getting the results needed to reach the Performance Targets? What are the challenges you are facing or anticipating?

- We are getting the results needed to reach the Performance Targets.

Act: What needs to change and/or improve to reach your Performance Targets? How will these changes demonstrate progress in this area?

- The DeKalb Principal Supervisor Competency Model, revised Position Description, and the Selection Resource Guide will be calibrated after implementation.

Additional Comments.

*Please complete a Strategic Plan Progress Check for each Performance Objective you are addressing in your plan
Due: June 30, 2015*