School Change 2.0 | NHPS 2020
Strategic Planning Process
BOE Update

October 24, 2016
Dr. Dolores Garcia-Blocker
Chief of Staff
Three Processes

1. Development and progress monitoring of SY 2016-17 Priorities

2. Central Office priority area improvement planning to inform the long term strategic operating plan (NHPS 2020)

3. Community focus group discussions to inform the long term strategic operating plan (NHPS 2020)
# Strategic Operating Plan Development Timeline

| Phase 1: Strategic Planning Launch Process |
| Phase 2: Stakeholder Engagement and Data Collection |
| Phase 3: Preliminary Findings/Draft #1 Plan |
| Phase 4: Continued Data Analysis |
| Phase 5: Release of Strategic Operating Plan |
| Phase 6: Monitoring and Continuous Improvement |
School Change 2.0

**Goals by 2020**

- Pre K – 8 Success
- High School Success
- College Career Success

**Six Priority Areas**

1. Academic Learning
2. Social Emotional and Physical Growth
3. Talented Educators
4. Portfolio of Schools
5. Youth, Family & Community
6. Resource Stewardship
Process 1: NHPS
2016-17 Strategic Priorities
2016-17 Strategic Priorities

Six Priority Areas

1. Academic Learning
2. Social Emotional and Physical Growth
3. Talented Educators
4. Portfolio of Schools
5. Youth, Family & Community
6. Resource Stewardship
Continuous Progress Monitoring Opportunities

• Weekly Thursday meetings
• Board regular and committee meetings
• NHPS Goals & Targets
• State Accountability Metrics
• Others??
• Progress Tracking Tool
Process 2: Central Office Priority Improvement Planning
# Priority Area Leads

<table>
<thead>
<tr>
<th>Priority Area</th>
<th>Lead</th>
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<tbody>
<tr>
<td>Academic Learning</td>
<td>Dr. Dolores Garcia-Blocker (Interim)</td>
</tr>
<tr>
<td>Social Emotional and Physical Growth</td>
<td>Typhanie Jackson</td>
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<tr>
<td>Talented Educators</td>
<td>Michael Crocco</td>
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<td>Portfolio of Schools</td>
<td>Dr. Iline Tracey</td>
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<tr>
<td>Youth, Family &amp; Community</td>
<td>Gemma Joseph-Lumpkin</td>
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<tr>
<td>Resource Stewardship</td>
<td>William Clark</td>
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## Process Outline

<table>
<thead>
<tr>
<th>Phase</th>
<th>Topic</th>
<th>Timeline</th>
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<tbody>
<tr>
<td>Phase 1</td>
<td>Needs Assessment</td>
<td>November 2016</td>
</tr>
<tr>
<td>Phase 2</td>
<td>Theory of Action &amp; Strategic Objectives</td>
<td>December 2016</td>
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<tr>
<td>Phase 3</td>
<td>Strategic Initiatives, Evidence of Impact &amp; SMART Goals</td>
<td>January 2017</td>
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<tr>
<td>Phase 4</td>
<td>Planning Action Steps within Initiatives</td>
<td>February 2017</td>
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<tr>
<td>Phase 5</td>
<td>Benchmarking and Progress Monitoring</td>
<td>March/April 2017</td>
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<tr>
<td>Phase 6</td>
<td>Feedback: Receiving and Implementing</td>
<td>April/May 2017</td>
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Process 3: Community Focus Groups Discussions
An Invitation for ALL Community Members

- Students
- Parents, Grandparents, Families (representing ALL 22,000 students)
- Teachers
- Administrators
- Staff
- Community Members (individuals, civic organizations)
- Community Partners (non profits, university, industry)
- Neighbors, Taxpayers

**NHPS 2020 Strategic Planning Process**

New Haven Public Schools (NHPS) is in the process of refining and deepening our Strategic Operating Plan to more fully realize the district’s mission of ensuring students from every neighborhood attend great schools, learn from great teachers, and receive a great education. The strategic planning process will involve several phases, including various opportunities for community input through focus groups. Conversations held between September and November 2016. Focus groups will provide a venue for community members and NHPS stakeholders to offer input and feedback on our district’s efforts to improve our city’s public schools, specifically around how we can achieve our mission, core values, and six priority areas.

**Interested?** If you would like to be a part of this focus group process, please contact Michele Romano, Project Manager, at michele.romano@nhps.edu or 475-220-1391.

Please let us know if you are interested in:

- Participating in a focus group discussion (hosting at least one focus group discussion for up to 12 participants)
- Hosting at least one focus group discussion open to public participation of up to 12 participants

**Questions?** Please contact Dr. Garcia-Blocker, Chief of Staff, at drwake.garcia-blocker@nhps.org or 203-946-6952.

Our Mission:

Students from every neighborhood — attending great schools — learning from great teachers — and receiving a great education.

Our Core Values:

- Collaboration
- Growth & Innovation
- Equity

Our Six Priorities:

1. Academic Learning
2. Talented Educators
3. Social Emotional and Physical Health
4. Portfolio of Schools
5. Family & Community
6. Resource Stewardship
Focus Group Facilitator Training (Summer 2016)

Community Trainer:
Karen DuBois Walton, Executive Director Elm City Properties

Facilitators (Total = 87)
- Moderator
- Recorder
- Observer

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<tr>
<th>Facilitators</th>
<th>Number</th>
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<tr>
<td>Teachers</td>
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<tr>
<td>Assistant Principals</td>
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<td>Principals</td>
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<tr>
<td>Parents</td>
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<td>Central Office Staff</td>
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<td>Central Office Administrators</td>
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<td>Community Members</td>
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<td>School Staff</td>
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High School Students
## Possible Focus Group Discussion Topics - 30

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<th>Academic Learning</th>
<th>Social Emotional &amp; Physical Health</th>
<th>Talented Educators</th>
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<td>2</td>
<td>3</td>
<td>4</td>
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<td>6</td>
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<td>3-5 Success</td>
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<td>College &amp; Career Success</td>
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<td>27</td>
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Focus Group Discussions

Completed

• All Our Kin
• Fair Haven Public Library
• Education Roundtable
• Schools: Wilbur Cross, West Rock Authors, Bishop Woods
• High School Students
• Community Event – Oct 22

To Be Scheduled

• School Counselors, SPED Teachers, Paraprofessionals, Administrators, Directors, Drop Out Prevention Workers
• Parent Groups, Title I Parents
• High Schools Students
• NAACP, NHFPL, Arte Inc.
• Central Office Staff w/ Children in NHPS
Agenda (Part 1 – 30 minutes)

• Welcome & Introductions
• Purpose
• Agenda
• Norms
• School Change 2.0 Overview
• Data Overview
## Possible Focus Group Discussion Topics - 30

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Data Overview: Pre-K-2 Success

**GOAL:** 85% of students at grade level reading on internal benchmarks by end of first grade.

**Benchmark Assessment System (BAS)** – assessment of student oral reading rate and comprehension

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YOUR TEETH

WRITTEN BY ANNA STEARN

NONFICTION

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YOUR TEETH

WRITTEN BY ANNA STEARN

Celebration Press
Parsippany, New Jersey
Everybody needs strong, healthy teeth.
Teeth work with your tongue to help you talk.
Teeth grind up your food to help you eat. They are the hardest parts of our bodies.
Kids have 20 baby teeth. They will lose all 20. Then they will grow 32 big teeth.
Some teeth have sharp edges. They are for biting food.

Some teeth have wide, bumpy tops. They are for grinding food.
Incisors and canines are for biting. Molars are for grinding.
Brush and floss every day.
Take care of your teeth
and they will last a lifetime!
Thinking Back

1. Why do we need strong teeth?

2. How do teeth help us talk?

3. What have you learned about your teeth?
Agenda (Part 2 – 60 minutes)

1. If we were living our core values in the focus area of today’s discussion, what would it look like? Collaboration? Growth & Innovation? Equity?

2. What are the school district’s strengths in the focus area of today’s discussion?

3. What are the school district’s growth areas in the focus area of today’s discussion?

4. What should be a non-negotiable school district priority as it relates to your role (e.g., parent, teacher, staff, administrator, student, community member) and the focus area of today’s discussion?

5. Are these 2.0 goals the “right” goals? Are there other measures/metrics we should be closely monitoring?
Participant Feedback (Exit Slip)

This was an extremely enjoyable discussion and it is quite an important thing to do. **Community Member**

I feel this was an excellent way to share information and get a better understanding of where students and families are coming from and understanding the real needs. **Family Day Care Provider**

Excellent facilitation. Outstanding. Many Thanks. Very impressed that the focus group discussions are taking place. **Parent**
Next Steps (November and December)
Next Steps

• Continue progress monitoring meetings
• Work with board on regular presence at board meetings
• Launch central office priority area improvement planning
• Continue focus group discussions
• Plan for trend analysis of discussion data
• Provide progress updates to Board and public
Thanks You & Questions