

Accelerating decision-making with dynamic group processes and state-of-the-art systems.

**To: Perry Dewey
DCMO BOCES Strategic Planning Team**

Date: Thursday, August 17, 2017

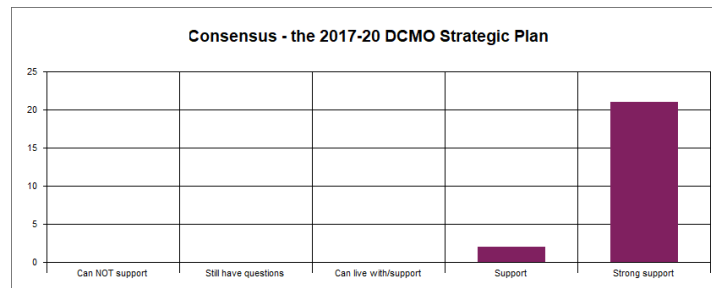
Re: Prism: DCMO BOCES 8.16.17 planning minutes & 2017-20 Strategic Plan

Thank you

Thanks so much to each of you. Together, I think you've hit it out of the park. Now, the challenge shifts to action planning and implementation.

Consensus: 2017-20 DCMO BOCES Strategic Plan

You reached extremely strong consensus support for the attached 2017-20 DCMO BOCES Strategic Plan. Some 21 members voted "Strong support" and two voted "Support." No members voted "Can live with/Will publicly support," "Still have questions" or "Can NOT support."



Next planning steps

- Complete the performance table.
- Using the 2017-20 Strategic Plan and the strategic profiles (attached), complete program and service-specific improvement plans including performance targets and action plans (who will do what by when with what resources).

Attachments

Attached are your

- 2017-20 DCMO BOCES Strategic Plan
- Draft roll-out plan
- Strategic Profile vote results (by whole group and subgroup)
- All other votes

Please email me with comments or questions.



Mission:

Deliver high-quality educational programs and services that are diverse, innovative and cost-effective.

Vision:

Propel regional growth as a premier provider of educational services.

Core beliefs:

- All individuals can learn and grow.
- Students are at the center of our decision-making.
- We act with honesty and integrity.
- A safe and engaging environment is essential to learning.
- We treat everyone with dignity and respect.
- Creative thinking moves our organization forward.
- We demonstrate a strong work ethic and are accountable for our actions.
- Effective, transparent communication is essential to success.
- We embrace collaboration and shared decision-making.

● A premier provider of educational services ●



Immediate priorities: apply significant focus, resource and attention

- Implement a consistent, transparent internal communication plan.
- Meet current and emerging needs through innovative and diverse programs and services.
- Build vital partnerships with school districts, business, industry, higher education, legislators, public agencies and other community organizations.

Core strategies: continue to improve performance

- Recruit qualified and retain effective employees at all levels.
- Address the social and emotional needs of our students.
- Collect, analyze and report data to inform decision-making.
- Implement a comprehensive attendance plan.
- Ensure effective student supports and consistent discipline guidelines across programs and campuses.
- Market our premier programs and services to all stakeholders.
- Invest in the continued professional growth of all staff.

● A premier provider of educational services ●



DCMO BOCES 2017 – 20 Strategic Plan

Performance measures	2015	2016	2017	2020 target
Career & Technical Education				
% program completion	TBD	TBD	TBD	TBD
% earning technical endorsement	TBD	TBD	TBD	TBD
% average daily attendance	80	79	79	85
Special Education				
% high quality IEPs	n/a	n/a	n/a	TBD
% chronic absence	TBD	TBD	TBD	10
% drop out	7	9	TBD	3
% program completion	TBD	TBD	TBD	90
Alternative Education				
% chronic absence	TBD	TBD	TBD	TBD
% passing Regents Commencement Exams	TBD	TBD	TBD	TBD
% completion	TBD	TBD	TBD	TBD
- % graduating	TBD	TBD	TBD	TBD
- % passing TASC	TBD	TBD	TBD	TBD

Performance measures	2015	2016	2017	2020 target
Instructional Support Services				
% participants satisfied with PD	TBD	TBD	TBD	TBD
% participants rating PD as effective	n/a	n/a	n/a	TBD
Management services				
% component service utilization rate	93	93	92	95
% customers satisfied:				
- % internal customers satisfied	n/a	n/a	n/a	TBD
- % external customers satisfied	n/a	n/a	n/a	TBD
% employee satisfaction	n/a	n/a	n/a	TBD
% employee retention	TBD	TBD	TBD	90
Communication & culture				
Communication measures TBD	n/a	n/a	TBD	TBD
Culture measures TBD	n/a	n/a	TBD	TBD

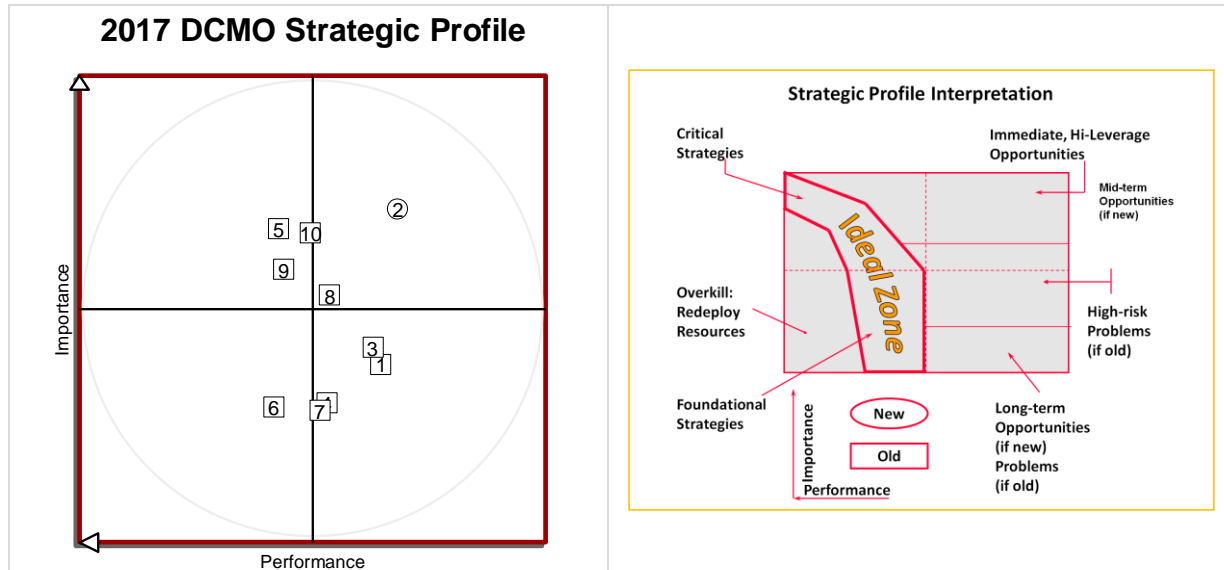
● A premier provider of educational services ●

Draft rollout plan

Activities	Owner	Due
<ul style="list-style-type: none"> • Present to administration council. 	Executive council	8.23.17
<ul style="list-style-type: none"> • Present to and request Board of Ed approval. • Align board goals with strategic plan. 	Strategic planning committee (SPC) & Superintendent	8.23.17
<ul style="list-style-type: none"> • Prepare communications: <ul style="list-style-type: none"> • TV quality video • Radio spot • Press release • Legislative proclamation • Website • Letterhead • Social media • Drive by signs • Student materials 	Superintendent PR Dept SPC Print shop Admin	9.1.17
<ul style="list-style-type: none"> • Formally roll out strategic plan and new logo: <ul style="list-style-type: none"> • Present to all staff: <ul style="list-style-type: none"> • Planning team recognition • Handouts TV quality video • Post plan in campuses, meeting rooms, off-site classrooms • Follow with building level meetings (like the listening sessions) • Present to school district leadership (CSO meeting) 		
<ul style="list-style-type: none"> • Present to all staff: <ul style="list-style-type: none"> • New employee orientation • Planning team recognition • Handouts 		8.30.17 9.5.17 Ongoing
<ul style="list-style-type: none"> • Develop action plans in programs and departments that include measures, targets, priorities and action plans: <ul style="list-style-type: none"> • Management services – MAC • Management services – Dept meeting 	Staff dev days Instructional programs – Links Management svcs (MAC) Management svcs (Dept mtg)	9.6.17 8.24.17 9.12.17 10.6.17
<ul style="list-style-type: none"> • Present to/involve advisory committees (CSA, ISAC, MSAC, Principals, CSE chairs, Counselors, CTE advisory council, consultant committees, chamber of commerce) using a special event as appropriate. 		Fall 2017 & ongoing

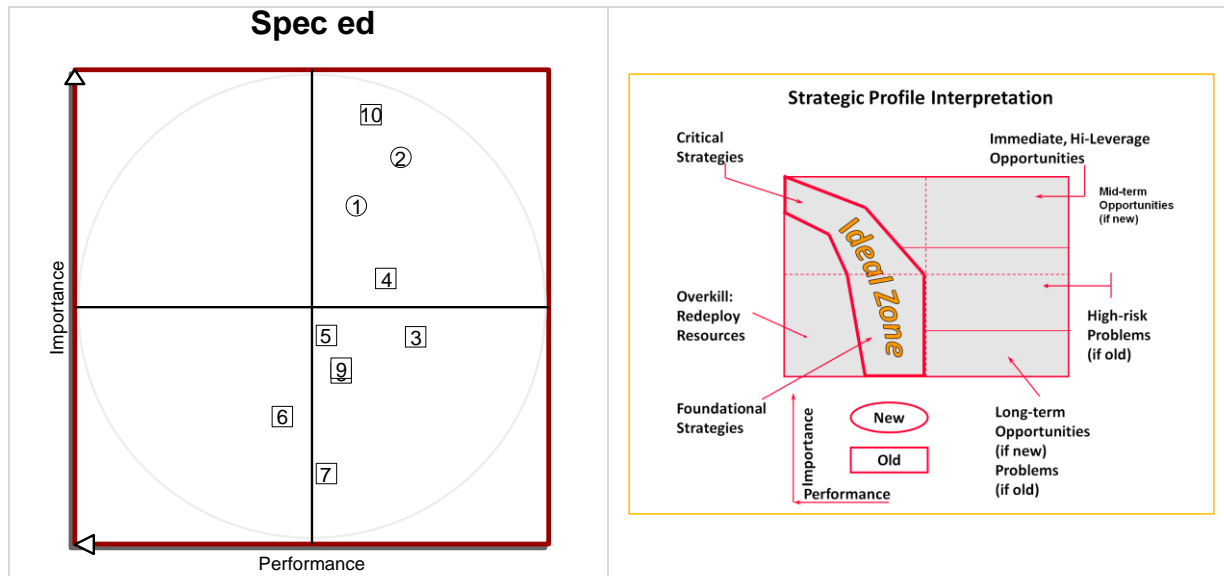
<ul style="list-style-type: none">• Present to other stakeholders: parent night• Integrate activities with students and staff		
<ul style="list-style-type: none">• Check in to monitor and report re: plan implementation	Strategic planning team BOE	Quarterly Mid-year Annual report

2017 DCMO BOCES Strategic Profile & Interpretation: all participants



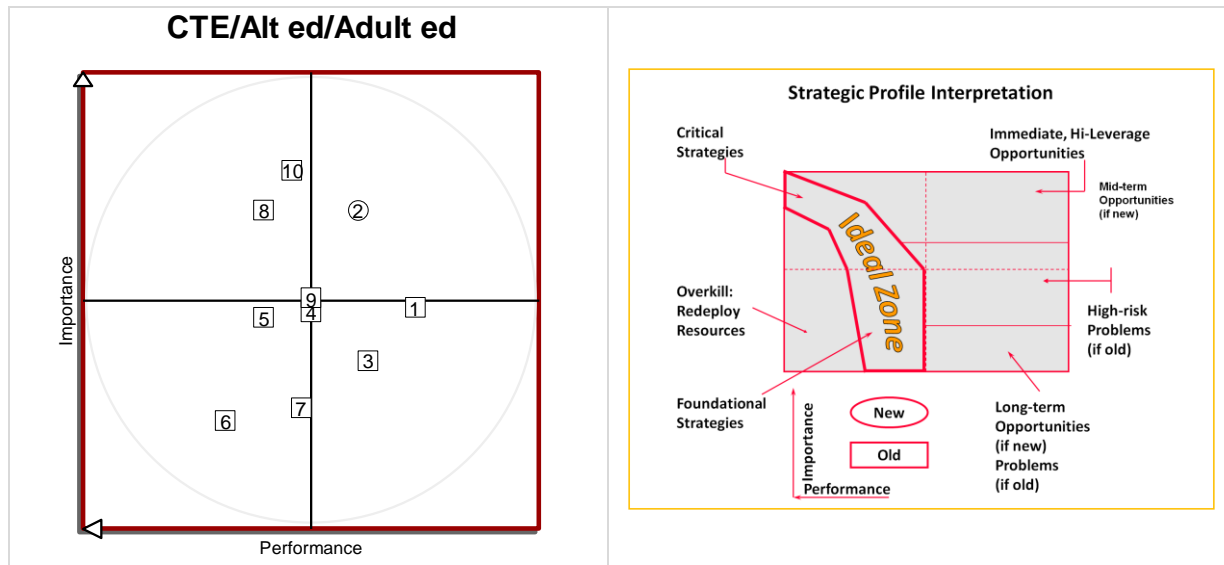
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2. **Communicate:** Implement a consistent, transparent internal communication plan.
3. **Data:** Collect, analyze and report data to inform decision-making.
4. **Discipline:** Ensure effective student supports and consistent discipline guidelines across programs and campuses.
5. **HR:** Recruit qualified and retain effective employees at all levels.
6. **Prof dev:** Invest in the continued professional growth of all staff.
7. **Marketing:** Market our premier programs and services to all stakeholders.
8. **Partnerships:** Build vital partnerships with school districts, business, industry, higher education, legislators, public agencies and other community organizations.
9. **Programs/svcs:** Meet current and emerging needs through innovative and diverse programs and services.
10. **Social/emotional:** Address the social and emotional needs of our students.

2017 DCMO BOCES Strategic Profile & Interpretation: Special Ed



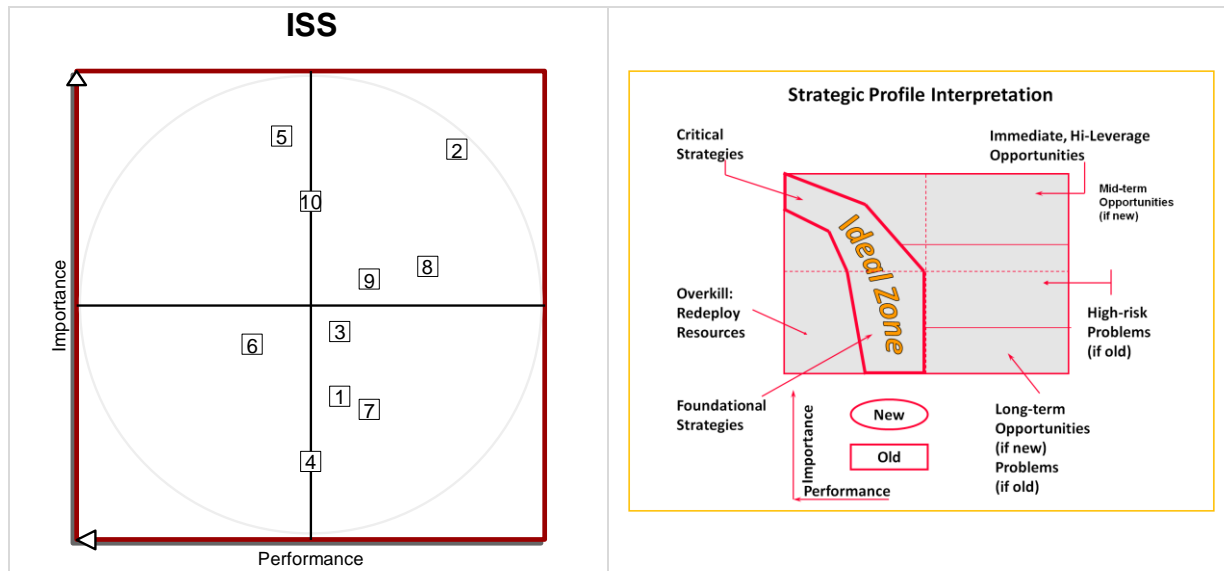
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2017 DCMO BOCES Strategic Profile & Interpretation: CTE, Alt Ed & Adult Ed



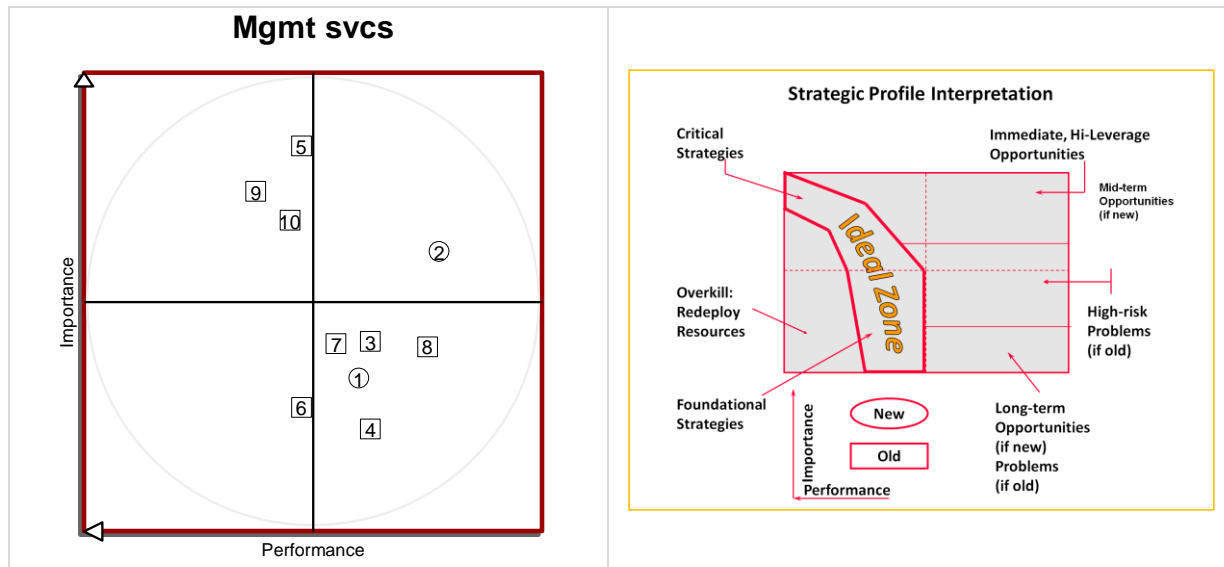
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2017 DCMO BOCES Strategic Profile & Interpretation: ISS



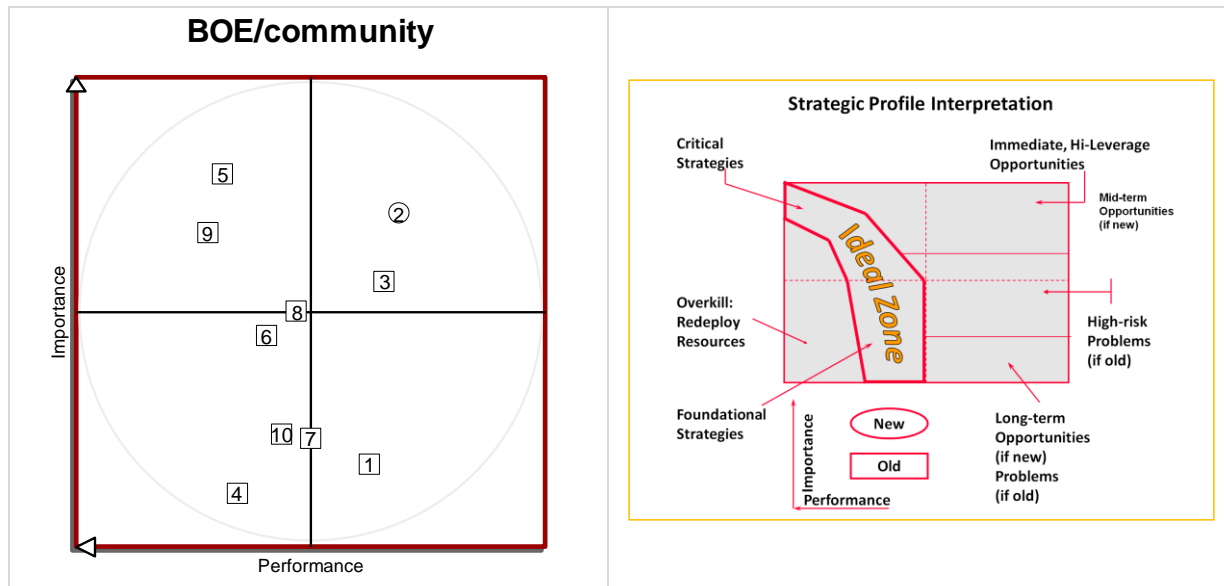
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2017 DCMO BOCES Strategic Profile & Interpretation: Mgmt Svcs



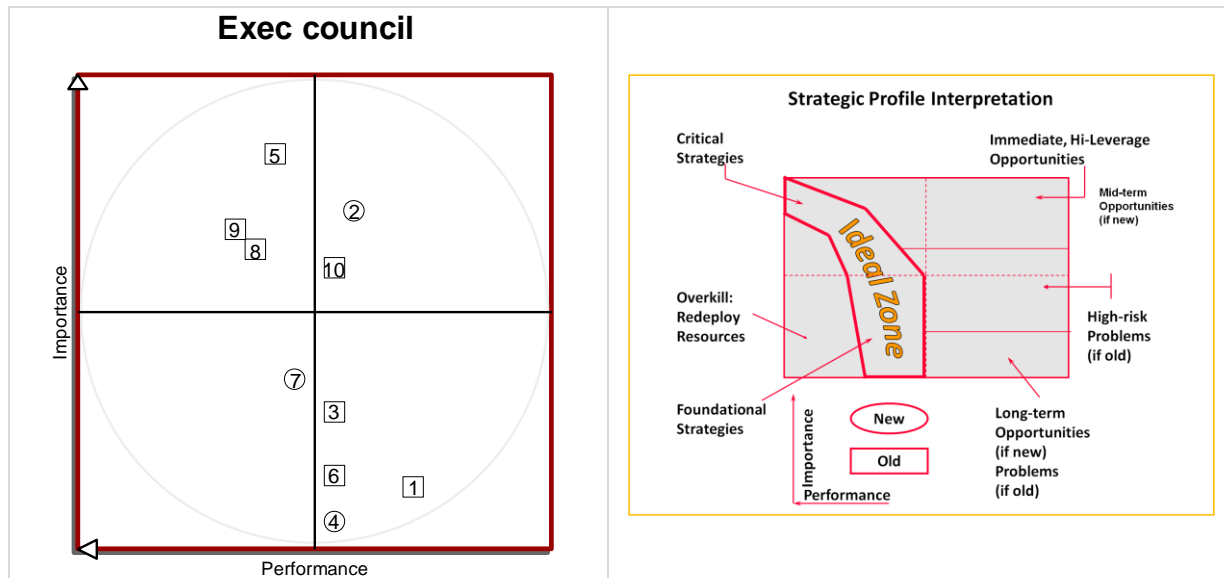
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2017 DCMO BOCES Strategic Profile & Interpretation: BOE/Community



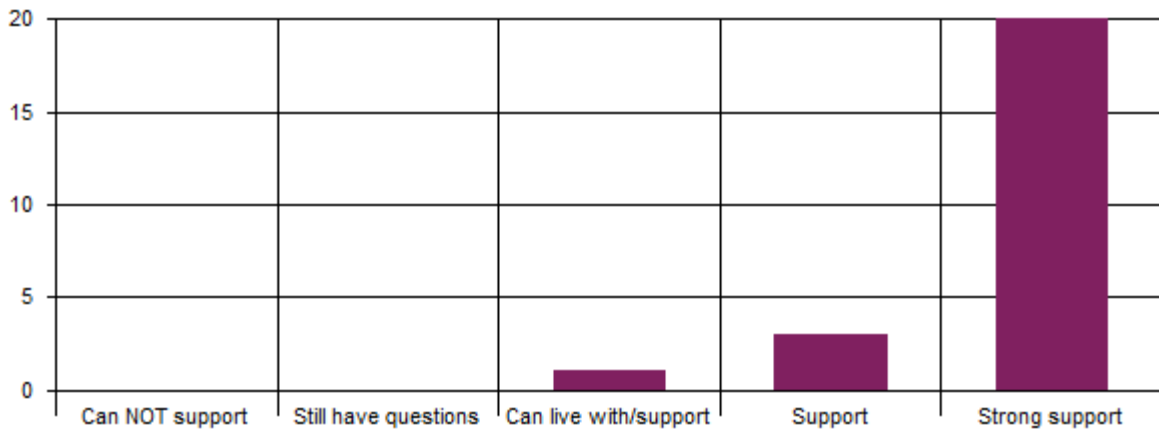
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2017 DCMO BOCES Strategic Profile & Interpretation: Exec council

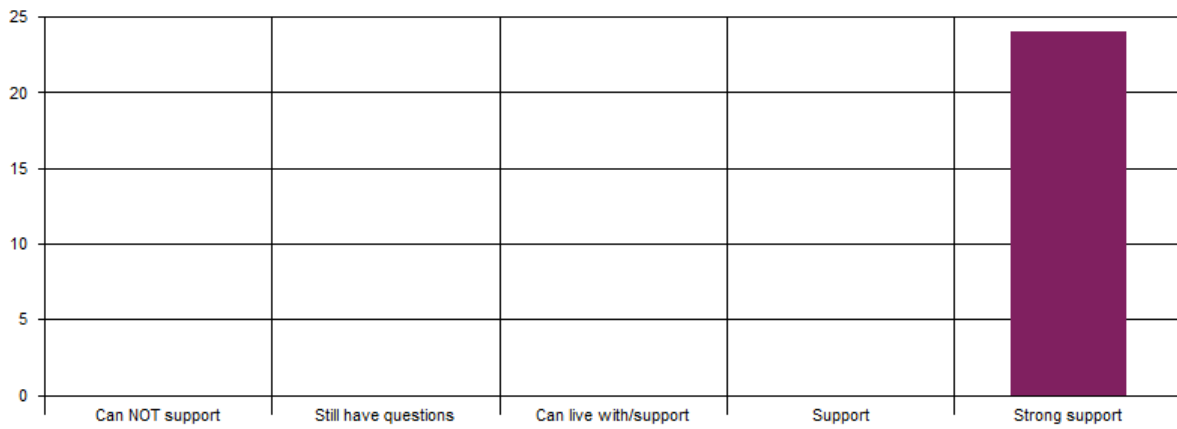


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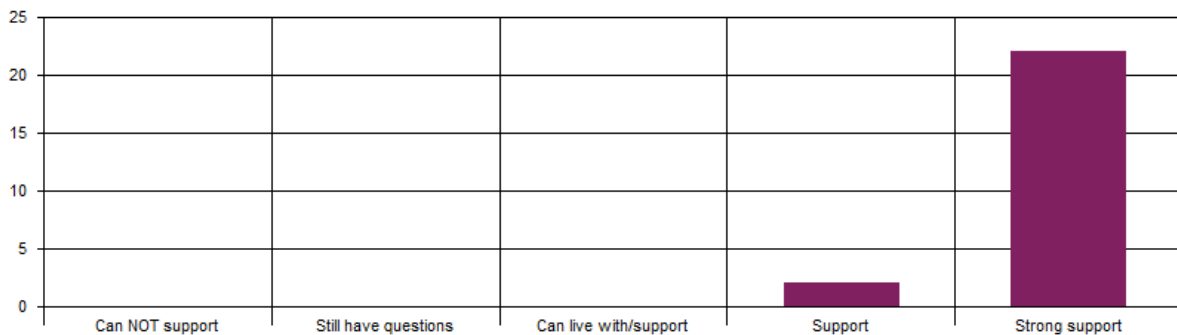
Consensus - the set of three priorities



Consensus - Replacing the old vision with the new mission, vision and core beliefs



Consensus - The vision and mission



Effectiveness

