

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

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

**Date: Thursday, August 10, 2017**

**Re: Prism: DCMO BOCES strategic planning minutes (8.9.17)**

## Thank you

Thanks for an extremely productive, energetic, focused and collegial two days.

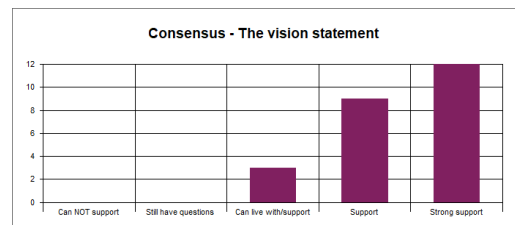
## Consensus: vision

We reached consensus support for the vision statement below.

**Vision:** A premier provider of educational services that propel regional growth.

Some 12 members voted “Strong support,” nine voted “Support” and three voted “Can live with/Will publicly support.” No members voted “Still have questions” or “Can NOT support.” There were the following caveats to the agreement:

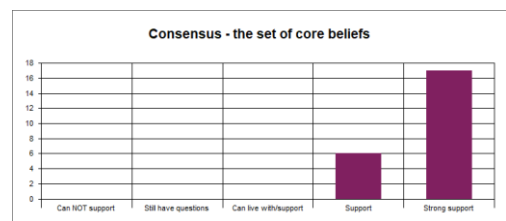
- We will continue to discuss where to incorporate the words “diverse” and “innovative.”
- We can continue to modify this statement throughout this process.



## Consensus: core beliefs

We reached consensus support for the set of core beliefs listed below. Some 17 members voted “Strong support” and six voted “Support.” No members voted “Can live with/Will publicly support,” “Still have questions” or “Can NOT support.” There were the following caveats to the agreement:

- We can revisit these statements throughout this process.
- We will discuss the order of the statements at a later time.
- We will revisit whether to retain or delete “embrace diversity.”
- All are encouraged to reflect on whether and how to include “Our staff is our greatest asset.”



## Core beliefs:

- All individuals can learn and grow.
- We embrace collaboration and shared decision-making.
- Creative thinking moves our organization forward.
- We act with honesty and integrity.

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- A safe and engaging environment is essential to learning.
- We (embrace diversity and) treat everyone with dignity and respect.
- Students are at the center of our decision-making.
- We demonstrate a strong work ethic and are accountable for our actions.
- Effective, transparent communication is essential to success.

### Status: mission statement

We have converged on two mission statements (with a possible third option that includes a few suggested tweaks):

***Mission:***

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

***Mission:***

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

***Mission:***

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

### Vision considerations

Here are two possible tweaks to the vision statement to make it more active:

- Propelling regional growth as a premier provider of educational services.
- We aspire to be a premier provider of educational services that propel regional growth

### Performance measures

We drafted a set of performance measures (attached) The superintendent will task the appropriate folks to refine those performance measures by completing the following tasks for our Tuesday, August 15 meeting:

- Finalize each metric title and definition
- Identify the exact data source
- Specify the metric calculation (e.g., if a percentage, the exact numerator and denominator, etc.)
- Gather 2015, 2016 and 2017 trend data if available
- Gather 2017 baseline data of trend data is not available
- Propose a plan to gather, calculate and report 2018 baseline data of neither 2015-17 trend data or 2017 baseline data is not available

Note: any documentation I have added based on clarifications made in yesterday's meeting need to be vetted and verified.

### Attachments

- Your draft 2017-20 DCMO BOCES Strategic Plan
- Mission statement iterations
- Vision statement iterations



## 2017-20 Strategic Plan for Continuous Improvement

(DRAFT 8.9.17)

### **Mission:**

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

### **Vision:**

A premier provider of diverse educational services that propel regional growth.

### **Core beliefs:**

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



## 2017-20 Strategic Plan for Continuous Improvement

(DRAFT 8.9.17)

### **Mission:**

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

### **Vision:**

A premier provider of educational services that propel regional growth.

### **Core beliefs:**

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

**DCMO BOCES  
2017-18 Strategic Planning**

<b>CTE</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Notes</b>	<b>Data source</b>	<b>Metric calculation</b>
Total enrollment				BEDS day		
% retention						(# Yr 1 enrollees beginning Yr 2)/(# Yr 1 enrollees)
% program completion						(# Yr 1 enrollees completing 2/3 of full curriculum)/(# Yr 1 enrollees)
% receiving industry certifications						(# completers earning industry certification)/(# completers)
% graduates employed/in post secondary						(# graduates enrolled in college or post secondary training 6 months out/#graduates)
% earning technical endorsement						(# earning tech endorsement/# year 2 students eligible to earn TE)
% average daily attendance						
<b>Special Education</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Notes</b>	<b>Data source</b>	<b>Metric calculation</b>
% high quality IEPs						
% attendance						
- % 6 - 10 unexcused absences						
- % 11 - 20 unexcused absences						
- % 21 or more unexcused absences						
% drop out						
% program completion						
- % graduated (Regents or local diploma)						
- % CDOS						
- % SACC						
- % TASC						
Therapeutic Crisis Intervention						
- % staff trained						
- % staff recertified						
<b>Alternative Education</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Notes</b>	<b>Data source</b>	<b>Metric calculation</b>
TBD						
TBD						
TBD						
<b>Instructional Support Services</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Notes</b>	<b>Data source</b>	<b>Metric calculation</b>
Participation						
- Curriculum and staff development						
- Technology services						
- Enrichment services						
% participants satisfied						
<b>Management services</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Notes</b>	<b>Data source</b>	<b>Metric calculation</b>
Service utilization rate						
% customers satisfied						
Cost effectiveness/unit costs						
Employee satisfaction						
Employee turnover						

### **Mission final iterations**

Deliver innovative, high-quality, (cost-effective/cooperative) educational programs and services.

Deliver cooperative programs and services that increase educational opportunity.

Educate by delivering innovative, diverse, cost-effective programs and services.

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

Educate (students/learners) by delivering (innovative, high-quality, cost-effective, cooperative) programs and services (that increase individual opportunity) (and elevate/benefit/champion the entire community).

### **Mission Drafts 4.0**

Deliver innovative, high-quality, cost-effective programs and services that increase educational opportunity and (elevate/benefit/champion) the entire community.

Educate [students/learners] by delivering innovative, high-quality, cost-effective programs and services that increase individual opportunity and (elevate/benefit/champion) the entire community.

Educate [students/learners] by delivering innovative programs and cooperative services that increase individual opportunity and (elevate/benefit/champion) the entire community.

Educate [students/learners] by delivering innovative programs and cooperative services that enhance opportunities to (elevate/benefit/champion) the community.

### **Vision final iterations**

A premier provider of (diverse, innovative) educational services (and workforce training) that propel regional growth.

DCMO BOCES aspires to propel regional (economic) growth through innovative, diverse educational programs and workforce training.

(Be a catalyst in/Leading our communities in/A premier provider of) innovative, ~~diverse~~ educational services (and workforce training) that support/impact/propel regional economic growth.

### **Vision drafts 3.0**

Leading our communities in innovative, diverse educational services that support regional economic growth.

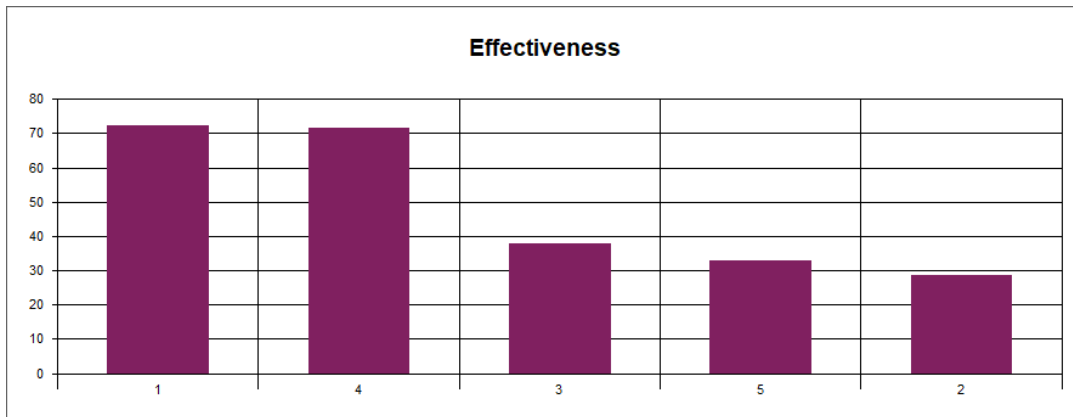
Leading our communities in innovative, diverse educational services and workforce training that supports regional growth.

Leading our communities in innovative educational services that propel regional economic growth.

Be a catalyst in innovative, diverse educational services to positively impact economic growth.

Leading our communities in innovative, diverse educational services that impact regional economic growth.

## Vision draft 2.0 prioritization



### **72.09: 1 (1)**

Leading our communities in innovative, diverse educational services that support regional economic growth.

### **71.52: 4 (4)**

Be the leading force in regional education and workforce training to positively impact economic development.

### **37.78: 3 (3)**

Lead innovative programs and services for the future.

### **32.85: 5 (5)**

Be acknowledged as the engine that propels innovation in learning, community engagement and regional advancement.

### **28.68: 2 (2)**

Be a model of innovative education and leadership in the Galaxy.