

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

To: Perry Dewey
DCMO BOCES Strategic Planning Team

Date: Monday, July 16, 2018

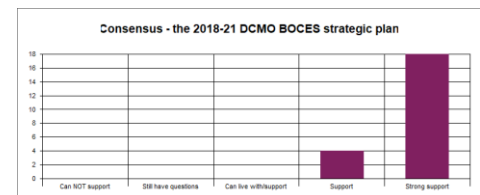
Re: Prism: DCMO BOCES 7.12.18 planning minutes & 2018-21 Strategic Plan

Thank you

Thanks for a very another productive planning session.

Consensus: 2018-21 DCMO BOCES Strategic Plan

You reached consensus support for the attached 2018-21 DCMO BOCES Strategic Plan. Some 18 members voted "Strong support" and four voted "Support." No members voted "Can live with/Will publicly support," "Still have questions" or "Can NOT support." (See chart right.)



Meeting action items:

- By 9.1.18, special education will implement the following metric: "% student time out of classroom." Implementation will include metric definition, metric calculation, data collection and data reporting.
- By 9.15.18, instructional support services will finalize the professional development metrics related to utilization and effectiveness.
- By 9.15.18, management services will implement the following metrics, including metric definition, metric calculation, data collection and data reporting:
 - A single satisfaction survey question for all 13 services using a Likert scale, calculated as a percentage based on total responses.
 - A department specific benchmark to measure component utilization of each service. Individual department results will also roll up into a single management services metric.

Attachments

Attached are your

- 2018-21 DCMO BOCES Strategic Plan
- Lists of milestone and achievements
- Consensus 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 ●

Educate



Deliver quality experiences

- **Meet current and emerging needs through innovative and diverse programs and services.**
- Address the social and emotional needs of our students.
- Implement a comprehensive attendance plan to reduce chronic absence.
- Provide students and staff with robust infrastructure and supports.

Empower



Inspire all to lead

- **Implement a consistent, transparent internal communication plan.**
- Devise a safety preparedness program.
- Recruit qualified and retain effective employees at all levels.
- Collect, analyze and report data to inform decision-making.
- Invest in the continued professional growth of all staff.

Collaborate



Nurture productive relationships

- **Build vital partnerships with school districts, business, industry, higher education, legislators, public agencies and other community organizations.**
- Market our premier programs and services to all stakeholders.
- Facilitate a regional effort to ensure all third graders are reading on grade level.

● A premier provider of educational services ●



DCMO BOCES 2018 – 21 Targets

Performance measures	2016	2017	2018	2021 target
Career & Technical Education				
% program completion	86	77	80	90
% earning technical endorsement	50	50	72	80
% Chronic Absence	45	46	49	25
% eligible students earning \geq 1 industry cert	-	-	-	100
Special Education				
% high quality IEPs	-	-	TBD	TBD
% chronic absence	30	33	31	10
% drop out	7	9	TBD	3
% student time out of classroom	-	-	-	TBD
Alternative Education				
% chronic absence	78	84	76	45
% passing Regents Commencement Exams	64	48	43	60
Management services				
% employee retention	90	88	87	90

Performance measures	2016	2017	2018	2021 target
Instructional Support Services				
Total students served by enrichment services (#)	-	345	416	1500
% agreeing that "The technology available to me is up-to-date and adequate to perform my job responsibilities." (Q.20)*	-	60	60	70
% agreeing that "My requests for needed updates to, or support for technology receive appropriate attention." (Q.21)	-	61	67	77
Measure of prof. development effectiveness	-	-	-	TBD
Communication & culture				
% agreeing that "DCMO is good at communicating how my job contributes to achieving BOCES goals." (Q.2)	-	20	29	45
% agreeing that "I feel informed about DCMO issues that affect my duties and/or performance." (Q.6)	-	22	28	37
% agreeing that "I am informed in a timely manner about potential changes to my job duties." (Q.8)	-	33	34	44
% agreeing that "Changes or updates to facilities are well communicated to employees." (Q.23)	-	45	51	60
% agreeing that "Decisions made by the DCMO Board of Ed are regularly communicated to employees." (Q.33)	-	18	30	48
% agreeing that "The DCMO BOCES has a good plan for the future of the organization." (Q.35)	-	28	43	62

* "% agreeing" data based on responses to the employee survey (specific question numbers are identified)

● A premier provider of educational services ●

Milestone & achievements

- Renewed effort to gather information from components and local business.
- Cultural move and buy-in from staff resulting in shared decision making and goal setting
- Communication focus resulting in committees involving various staff of all depts and levels

- Focus on financial aspects of programs and services for components
- Organized reporting vehicles for visually sharing and seeing progress

- * districts driving decisions by their needs
- * collaboration w/ business to keep students in area filling jobs
- * using technology in more ways to offer services
- * shared decisions in departments
- * more cross contracting w/other BOCES to meet needs
- * committee structure of ISAC + MSAC to function with a higher value to districts

- Focus- increased awareness of what needs to be addressed.
 - superintendents meetings
 - collaboration btwn campuses
 - BOCES has a direction now
- Communication plan
 - btwn buildings
 - CSA meetings
 - board is informed at what goes on at BOCES and beyond
- Recruit/~~retain~~ retain staff
 - hiring LTA's in spec. ed.
 - organizational chart has been revamped
 - TCI trainer trainings to train staff
- update CTE programs for 5 year - future plan

- collaboration, partnerships, improved reputation of BOCES
- Mark Perna - BOCES recognizes role in regional economic development efforts, including youth retention (vision)
- Empowering staff to take risks, move beyond status quo
- # of students ~~achieving~~ ^{achieving} technical endorsement
- Collective vision

Our Aha Moments:

- ① Communication Plan
- ② sense of increase in communication
 - email
 - newsletter
 - website
 - social media
 - budgets
- ③ Increased accountability - focus on data and action steps
- ④ Awareness of Strategic Plan
 - * Involvement of all stakeholders
 - Postings
 - Website
 - Opening Bay
 - "It's everywhere"
- ⑤ Bringing issues to light and work to address them
- ⑥ Prompting Innovative Practices
 - CAREER Tree

Consensus votes

