

## STATE BOARD OF EDUCATION STRATEGIC PLAN DEVELOPMENT

### Elements to Consider in SBE's Strategic Planning Process: Developing a Common Understanding of the Policy Environment

#### THE FOUR FEDERAL ASSURANCES

Race to the Top Fund is designed to encourage and reward States that are implementing ambitious plans in four core education reform areas:

1. **Standards and assurances.** Adopting standards and assessments that prepare students to succeed in college and the workplace and to compete in the global economy;
2. **Data systems to support instruction.** Building data systems that measure student growth and success, and inform teachers and principals about how they can improve instruction;
3. **Great teachers and leaders.** Recruiting, developing, rewarding, and retaining effective teachers and principals, especially where they are needed most;
4. **Turning around lowest-achieving schools.**

#### STATE EDUCATION REFORM PLAN GOALS

All Washington students will...

1. Enter kindergarten prepared for success
2. Be competitive in math and science nationally and internationally
3. Attain high academic standards regardless of race, ethnicity, income, or gender; and close associated achievement gaps
4. Graduate able to succeed in college, training, and careers

#### SBE STRATEGIC PLAN GOALS 2009-2015

1. Improve achievement for *all students*
2. *Improve graduation rates*
3. *Improve student preparation* for post-secondary education and the 21<sup>st</sup> century world of work and citizenship

#### SBE STATUTORY REQUIREMENTS AND ONGOING WORK

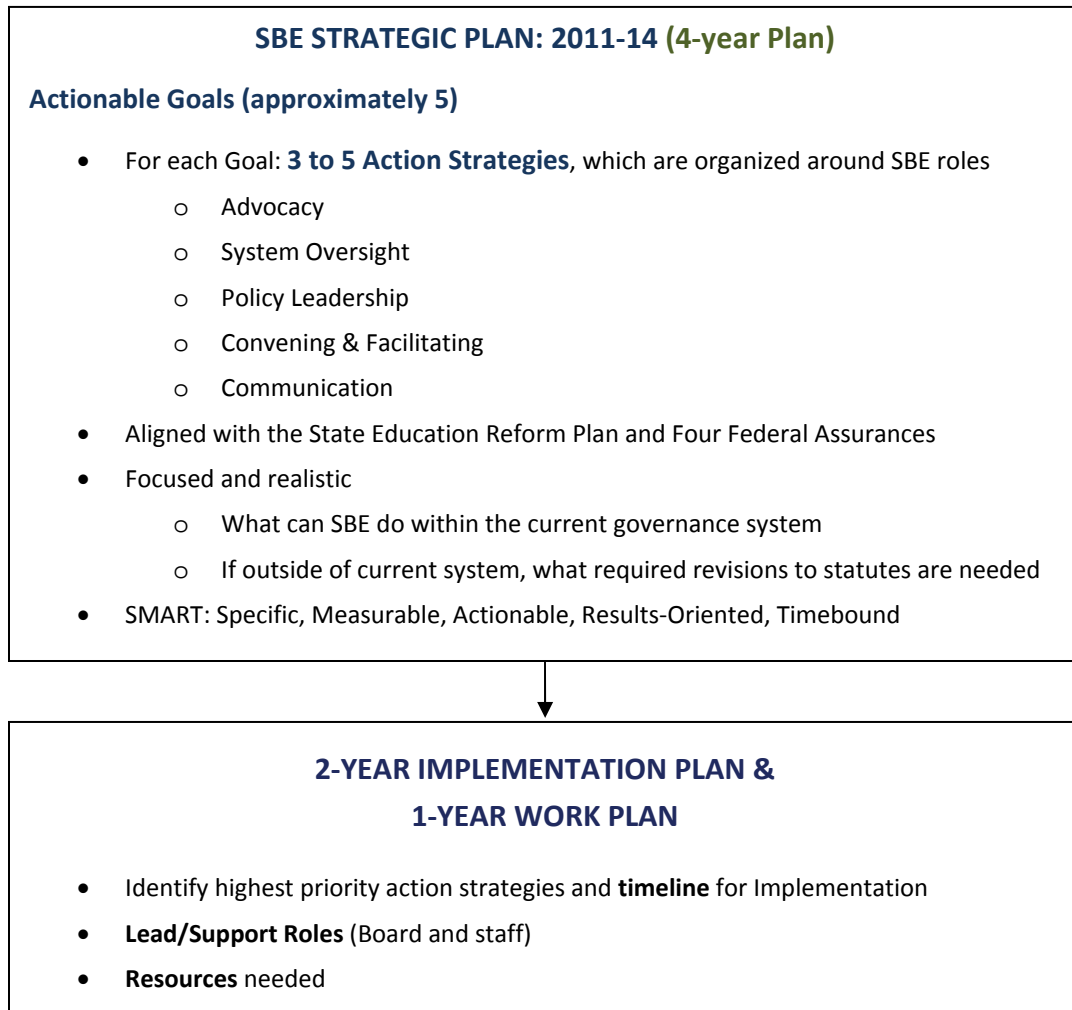
- Accountability framework
- High School graduation requirements
- Cut scores for state assessments
- Waivers
- Basic education compliance

#### POTENTIAL SBE ROLES

- **Policy leadership:** formulating principles and guidelines to direct and guide the education system
- **System oversight:** monitoring and managing the education system by overseeing its operation and performance
- **Advocacy:** persuading for a particular issue or idea
- **Communication:** providing information to help a common understanding
- **Convening and facilitating:** bringing parties together for discussion and collaboration

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## Strategic Planning Framework and Definitions



**Goals** establish areas of focus, including both internal and external efforts.

**Action Strategies** (i.e. objectives) are steps describing what needs to be done to accomplish these Goals. Action Strategies should be “SMART”:

- Specific
- Measurable
- Actionable
- Results-Oriented
- Timebound

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## Proposed Steps in Strategic Planning Process

### MAY 14<sup>TH</sup> BOARD MEETING

**9:00 AM**      **STEP A: Identify goal areas within categories**

*Board members will use post-it notes to identify potential goal areas within several categories of SBE's responsibilities and current work. The objective is to narrow down to approximately 5 goals for the final Strategic Plan.*

**10:45 AM**      **STEP B: Identify action strategies/objectives for each potential goal, by role**

*In small groups (organized around each goal area), Board members will discuss the post-it notes and identify action strategies for each goal, structured by SBE roles.*

**1:00 PM**      **STEP B: Continued**

*Small groups will report back on their ideas for action strategies*

### JUNE-JULY BOARD WORK

**STEP C: Finalize goals & action strategies; align them with the State Ed Reform Plan and four Federal Assurances**

*Complete the goal and action strategy matrix, by indicating which Education Reform Plan Goal and which Federal Assurance the chosen action strategies align with and how.*

**STEP D: Identify First year priorities within each goal**

# STATE BOARD OF EDUCATION STRATEGIC PLAN DEVELOPMENT

## Step A: Goal Area Development

### IDENTIFY GOAL AREAS

Board members will use post-it notes to identify potential goal areas within several categories of SBE’s responsibilities and current work (the table below will be printed on poster-sized paper). The objective is to narrow down to approximately 5 goals for the final Strategic Plan.

Categories of SBE Responsibilities and Work			
Standing Requirements and Responsibilities	Emerging Policy Topics (Legislative Direction)	State Ed Reform Plan (Development and Implementation)	Other
Accountability?		Ensure development and progress of the State Ed Reform Plan?	
Graduation Requirements?			
Others?			

In addition, Board members will identify ongoing operational work for SBE that will be noted, but not included in Strategic Plan goals.

Ongoing Operational Work
Cut scores for state assessments
Waivers
Basic Ed Compliance
Others?

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## Step B: Identifying Action Strategies for the Goals

### IDENTIFY ACTION STRATEGIES/OBJECTIVES FOR EACH POTENTIAL GOAL, BY ROLE

*In small groups (organized around each goal area), Board members will discuss the post-it notes and identify action strategies for each goal, structured by SBE roles:*

<i>SBE roles</i>	<i>Potential Action Strategies</i>
<b>SBE Goal: XXXXXXXXXXXX</b>	
Policy leadership	action a
System oversight	action b
Advocacy	action c
Communication	action d
Convening and facilitation	action e
<b>SBE Goal: XXXXXXXXXXXX</b>	
Policy leadership	action a
System oversight	action b
Advocacy	action c
Communication	action d
Convening and facilitation	action e

Note: there may be several action strategies for one role, and some roles may not apply to some goals

## STATE BOARD OF EDUCATION STRATEGIC PLAN DEVELOPMENT

### Step C: Align Goals & Strategies

**FINALIZE GOALS & ACTION STRATEGIES; ALIGN THEM WITH THE STATE ED REFORM PLAN AND THE FOUR FEDERAL ASSURANCES**

*Complete the goal and action strategy matrix, by indicating which Ed Reform Plan Goal and which Federal Assurance the chosen action strategies align with and how.*

<i><b>Action Strategies</b></i>	<i><b>SBE Role</b></i>	<i><b>Alignment with Ed Reform Plan</b></i>	<i><b>Alignment with Federal Assurances</b></i>
<b>SBE Goal: XXXXX</b>			
action a	<i>From step B</i>		
action b	<i>From step B</i>		
action c	<i>From step B</i>		
action d	<i>From step B</i>		
action e	<i>From step B</i>		
<b>SBE Goal: XXXXX</b>			
action a	<i>From step B</i>		
action b	<i>From step B</i>		
action c	<i>From step B</i>		
action d	<i>From step B</i>		
action e	<i>From step B</i>		

### Step D: Develop Prioritized Implementation Plan

**IDENTIFY FIRST YEAR PRIORITIES WITHIN EACH GOAL**