Purpose of Meeting
Review Progress on Strategic Plan & Provide Input on Improving Stakeholder Awareness (Goal #1 – Objective #2)

Discussion Outline
1. Review & Discuss Progress on Goals & Objectives
2. Review & Discuss Draft of New Goals & Objectives
3. Provide Input on Improving Stakeholder Awareness
“Livingston ESA 2020”
An Action Model to Achieve Educational Excellence in Livingston County

Our Vision

Leading the Community to Achieve Educational Excellence.

Our Mission

Promote a Culture of Educational Excellence for Livingston County through Service, Leadership, and Collaboration.
STRATEGIC PLAN PATHWAY 1

A Commitment to Strategic Planning

Strategic Plan Goal #1: By June 30, 2020 all Agency staff and key Agency stakeholders will be familiar with the content of the strategic plan.

Objectives:

1. The Superintendent will meet two times per year with each staff department to review the content of the strategic plan and identify ways that staff can contribute to its success.

2. During January of 2019 the Superintendent will send invitation to approximately fifteen people to serve on an internal focus group and approximately fifteen people to serve on an external focus group to meet annually during the first two weeks of March for the purpose of reviewing progress on the strategic plan and to provide input on improving stakeholder awareness.

3. The Superintendent will annually provide a written update to the Board of Education during the 2nd and 4th quarter Superintendent evaluation sessions that identifies progress and barriers associated with the strategic plan.

4. The Superintendent will provide annual progress reports to all Agency staff during 2018, 2019, and 2020.

Progress:

1. Updates have been provided by the Superintendent to each department two times per year. The meetings in March-June of 2019 will focus on feedback and staff contributions.

2. Will be complete on March 20th with the Internal Focus Group.

3. Board updates have been provided.

4. Progress reports have been provided.
Communicating with Stakeholders and Optimizing Consortiums will be a Priority

**Strategic Plan Goal #2:** By June 30, 2020 the Agency will fully implement a Board approved comprehensive communication plan.

**Objectives:**

1. By December 31, 2018 the Superintendent shall report to the Board of Education the results of a 3rd party comprehensive communication needs assessment with recommendations to improve two-way, mutually beneficial communications with all stakeholder groups.

2. By January 31, 2019 the Board of Education will pass a resolution to approve the favored recommendations included in the comprehensive communication needs assessment.

3. During January of 2020 the Superintendent shall conduct a communications survey with Stakeholders to assess satisfaction with the timeliness and quality of the communication initiatives approved by the Board of Education.

**Progress:**

1. We chose to use our National Association of Educational Service Agencies to conduct the communication work. Their schedule necessitated revising the target date of completion to April 10, 2019.

2. The target date was moved to May 8, 2019.

3. No update at this time.
Communicating with Stakeholders and Optimizing Consortiums will be a Priority

Strategic Plan Goal #3: By June 30, 2020 an analysis of all consortium programs in operation as of January 1, 2019 will be reported to the Board of Education.

Objectives:

1. By June 30, 2018 pilot a web-based real-time bus location communication system for families that rely upon specialized transportation services.

2. The Superintendent shall commission a Hanover Research study to identify research based criteria to evaluate consortium programs and then report findings to the Board of Education by March 31, 2019.

3. Beginning in January of 2019 and ending by January 31, 2020 the Executive Director of Administrative Services shall lead a review team to assess the consortium programs operated by the Agency and the stakeholder needs, then make recommendation to the Superintendent regarding any improvements required to ensure optimal services that meet stakeholder needs.

4. By June 30, 2020 the Agency will develop a new transportation training consortium program and become a certified training center for school bus driver professional learning.

Progress:


2. The research report was issued by Hanover in December of 2018.

3. The review work is underway and teams will be assembled this spring.

4. The State of Michigan has approved the addition of the Agency as a new training center. Legal intervention was required. Training programs will begin ahead of schedule, in the 2019-2020 school year.
STRATEGIC PLAN PATHWAY 3

Close Achievement Gaps and Reduce Inequities

*Strategic Plan Goal #4:* By June 30, 2019 the Agency will formalize school improvement and curriculum committees and ensure ongoing efforts to have all current Agency teachers of students with disabilities trained in specially designed instruction.

**Objectives:**

2. By June 30, 2019 Agency special education teachers will receive the requisite training and support to enable them to provide specially designed instruction in core curriculum areas to address the diverse learning needs of students with disabilities.
3. By June 30, 2019 the onboarding procedures will be modified to ensure new teachers of students with disabilities will receive training on specially designed instruction during their first semester of employment.

**Progress:**

2. Training will be complete by the end of this school year.
3. The Agency’s coaching model has been supplemented to include specially designed instruction for all new teachers.
Close Achievement Gaps and Reduce Inequities

Strategic Plan Goal #5: By July 31, 2019 present a report to each constituent district superintendent that analyzes the achievement gap for their district and includes an equity audit outlining associated gaps in student opportunities to learn.

Objectives:

1. By May 30, 2019 complete a project with Michigan State University Graduate School of Education to construct opportunity to learn equity audits for each constituent district.
2. Beginning September 1, 2019 supplement the allocation of human and monetary special education capital within the county in ways that are consistent with current research and meet the developmental and instructional needs of students.
3. By December 31, 2019 create a collaborative action plan with each constituent district that outlines purposeful steps to reduce the socioeconomic achievement gap through the improvement of opportunities to learn.

Progress:

1. We were able to establish an agreement with MSU and to integrate the work into one of their graduate courses. However, we have to wait for the fall semester. Much of the data will be available by the end of July, 2019 and the graduate students will create the reports by December of 2019.
2. We are using this as a planning parameter for the 2019-2020 budget.
3. No update at this time.
STRATEGIC PLAN PATHWAY 3

Close Achievement Gaps and Reduce Inequities

**Strategic Plan Goal #6:** By January 2020, the Superintendent shall report to the Board of Education on county-wide reforms needed in Livingston County early childhood education programs in order to reduce the socioeconomic achievement gap present at the time of enrollment.

**Objectives:**

1. Commission the development of a community campaign to launch in Livingston County by December 31, 2018 that highlights research based experiences recommended for each child to be ready for Kindergarten.

2. By January 31, 2019 modify the kindergarten enrollment forms county-wide to include data on the experiences and supports provided by the parents prior to enrollment in Kindergarten.

3. By December 31, 2019 report to the Board of Education on the percentage of school aged children in Livingston County that participated in a preschool experience prior to enrollment in Kindergarten.

**Progress:**

1. A $150,000 grant was received from the Community Foundation of Livingston County to implement the “Talking is Teaching” program. The program was launched in the fall of 2018.

2. Enrollment forms have been modified.

3. No update at this time.
STRATEGIC PLAN PATHWAY 3
Close Achievement Gaps and Reduce Inequities

*Strategic Plan Goal #7:* By June 30, 2020 the Superintendent shall make a recommendation to the Board of Education regarding the targeted increase in the percentages of school aged children that participated in a preschool experience prior to enrollment in Kindergarten.

**Objectives:**

1. In September of 2019 Commission Hanover Research to conduct a focus group with parents of kindergarten students that did not experience the supports needed to fully participate in the kindergarten curriculum to identify methods and opportunities to reduce the associated gap.

**Progress:**

1. The focus groups through Hanover Research will exceed $15,000. We are looking at alternative ways to achieve this objective.
Improve Student Outcomes through Social Emotional Learning

**Strategic Plan Goal #8:** By June 30, 2020 five new social emotional learning strategies will be accessible to each student within Livingston County regardless of educational need.

**Objectives:**
1. By September 30, 2018 the Superintendent shall publish a policy brief to establish a common understanding of social and emotional learning needs in Livingston County.
2. By March 1, 2018 the Agency shall hire an additional county-wide behavior specialist to promote the implementation of research-based practices that support all students, including those with severe behavior disorders who disrupt student learning and promote and support the full implementation of Positive Behavior Intervention and Support (PBIS) systems in each Livingston County school.

**Progress:**
1. The policy brief was issued in June of 2018.
2. The hiring was completed in February of 2018.
STRATEGIC PLAN PATHWAY 5
Expand Secondary Learning Opportunities

Strategic Plan Goal #9: By June 30, 2020 there will be ten new learning opportunities which lead to valuable industry and college credentials in Livingston County.

Objectives:

1. By June 30, 2018 expand the scope of the Livingston County Early College (LCEC) through a new partnership with Washtenaw Community College.
2. By June 30, 2018 develop a new partnership with Cleary University to provide post 12th grade year program opportunities.
3. By June 30, 2019 create a new county-wide consortium for a high-quality alternative education program that will be accessible to each student that desires a non-traditional educational opportunity.

Progress:

2. Completed in March of 2018.
3. Changed the program scope and content for the WAY program as well as the participation agreement in September of 2018. The program is now known as the WAY+ program and includes career connections.
STRATEGIC PLAN PATHWAY 6

Promote a Culture of Responsibility to Ourselves and Our Community

Strategic Plan Goal #10: By June 30, 2020 100% of Agency staff will note an improved outlook on the supports they receive from the Agency and their commitment to student learning.

Objectives:

1. During 2018 and 2019 all staff will participate in at least two department based wellness and culture presentations that focus on their wellbeing.

2. By June 30, 2019 performance evaluations for each employee in a position of leadership will be amended to assess their support for an open, safe environment where employees are encouraged to share their ideas, take appropriate risks to improve the wellbeing of the Agency and those served by the Agency, and to do so freely without retaliation.

3. By March 31, 2019 leaders of each employee group will assemble to review the extent to which employee evaluations address positive engagement and then craft recommendations for the Superintendent to adopt needed changes.

4. By October of 2019 all onboarding practices will be reviewed and amended to strengthen the supports for new staff and a new program will be implemented to “Encourage efforts, reward results, and celebrate careers” for Agency staff.

Progress:

1. 2018 meetings held. When our CEEO left in early fall of 2018 we haven’t stayed on track.

2. Revisions are planned but have not yet been implemented.

3. No update at this time.

4. This will be a summer project. The book “The Power of Moments” by Heath & Heath is being used to influence the work in this area.
New Goals & Objectives

(Draft)
Draft New Objective:

5. The Superintendent & Agency Board will host and facilitate a meeting during July of odd-numbered calendar years with constituent district school board members, school building administrators, teachers and other school employees, pupils, parents of pupils, and residents of the Agency to voluntarily participate in the development, review, and evaluation of the Strategic Plan (MCL 380.1277(3)), identify long-range cost containment measures, including additional services that might be provided at reduced costs by the Agency or through cooperative programs, and cost reduction programs such as interdistrict cooperation in special education and other programs and services (MCL 380.1277(3)(g)), and to the extent it would improve school effectiveness specific recommendations on consolidation or enhanced interdistrict cooperation, or both, along with possible sources of revenue (MCL 380.1277(3)(h)).
Expand Secondary Learning Opportunities

Strategic Plan Goal #9: By June 30, 2020 there will be ten new learning opportunities which lead to valuable industry and college credentials in Livingston County.

Draft New Objective:

5. By December 31, 2019 the Executive Director for Career Exploration shall present to the Board of Education an action plan that will identify methods to assist constituent district in integrating applied academics and career and employability skills in all curricular areas (MCL 380.1277(3)(d)) and identify ways to make available in as many fields as practicable opportunities for structured on-the-job learning, such as apprenticeships and internships, combined with classroom instruction (MCL 380.1277(3)(e)).
Draft New Objective:

3. By May 1, 2019 all Agency psychologists and school social workers shall complete the National Association of School Psychologists three-day PREPaRE training program, which is designed to provide school-based mental health professionals training on how to best fill the roles generated by their participation on school safety and crisis teams using the following hierarchical and sequential sets of activities: Prevent and PREPaRE for psychological trauma, Reaffirm physical health and perceptions of security and safety, Evaluation psychological trauma risk, Provide interventions, Respond to psychological needs, and Examine the effectiveness of crisis prevention and intervention.
Draft New Strategic Plan Goal #11: During August of 2019 the Superintendent shall present to the Board of Education a cohort based longitudinal proficiency and student growth report for Livingston County so that the Board of Education can contemplate additional strategic initiatives.

Draft New Objectives:

1. During August of 2019 the Superintendent shall present a draft of the first cohort based longitudinal proficiency and student growth report for Livingston County public schools that disaggregates data whenever possible by district, grade, socioeconomic status, and disability using the following data sources (1) student growth data for Agency operated instructional programs as outlined in the Superintendent's performance evaluation, (2) Michigan Student Test of Educational Progress, (3) MI Access, (4) Kindergarten Readiness Assessment, and (5) Scholastic Aptitude Test.

2. During September of 2019 the Board shall conduct a work session to contemplate the data presented by the Superintendent in the longitudinal proficiency and student growth report and reach consensus on strategic initiatives that reflect the role of the Board, as a part of the Livingston County educational system, and identify methods to assist districts in improving pupils’ academic learning. (MCL 380.1277(3)(a))

3. By January 31, 2020 the Board shall approve the data sources and annual timelines for future proficiency and student growth reports.
Draft New Strategic Plan Goal #12: By June 30, 2020 the General Education Leadership Network “Essential Practices in Early and Elementary Literacy” will be familiar to and used by each Pre-Kindergarten to Grade 3 Teacher.

Draft New Objectives:

1. By June 30, 2019 report to the Agency’s Board of Education on the progress made by the Elementary Principal Network on the implementation of instructional rounds and the Essential Practices.
2. By August 31, 2019 formalize the Livingston Early Language & Literacy Coalition.
3. By June 30, 2020 report to the Board of Education on: (1) the results of a survey of each Pre-Kindergarten to Grade 3 Teacher regarding their awareness and use of the Essential Practices in Early Literacy; (2) A self-assessment of survey respondents regarding their perceptions of the impact the Essential Practices have had on student learning; (3) The Grade 3 reading proficiency levels for each district for the three most recent years.
Input on Improving Stakeholder Awareness
Thanks for Joining Us Today!