

MIAMI-DADE COUNTY  
PUBLIC SCHOOLS

**District Strategic Planning:  
Process Overview and  
Next Steps**

May 15, 2009



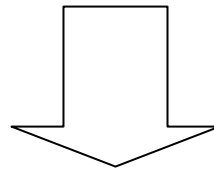
# District Direction

## Critical Organizational Questions:

- Who are we?
- Where are we?
- What do we have to work with?
- Where do we want to be?
- How do we get there?

## Cabinet Retreat Input (selected examples):

- Total mission is education
- Individual student accountability
- Redefine the role of the educational leader
- Student needs drive resource allocation
- Close the student access gap

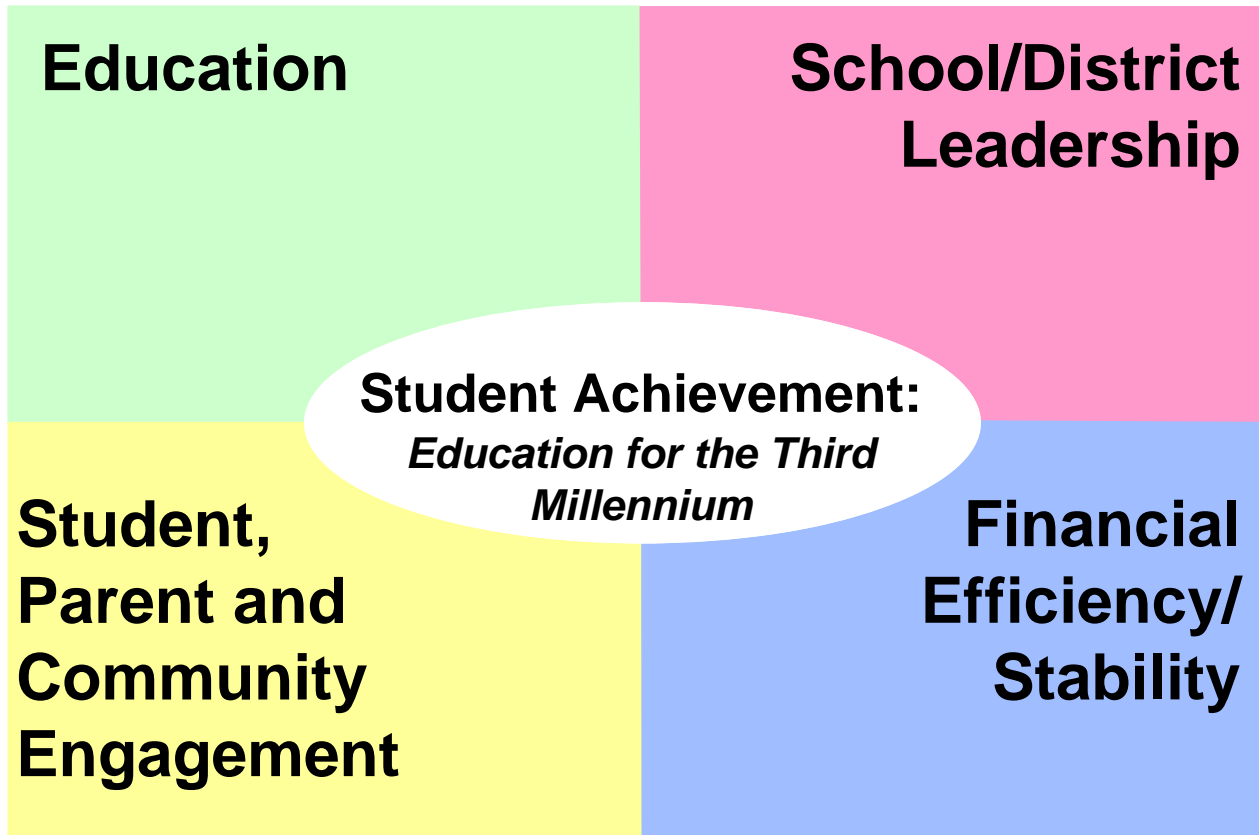


## 2009-2014 Strategic Planning



# Process Overview: District Initiatives

The District's **only** goal is Student Achievement. To reach this goal, all District initiatives will be either (i) directly related to one of the four pillars below or (ii) essential to day-to-day operations or statutory compliance.



# Student Achievement

## Existing measures:

- Student performance on Federal, State and District assessments administered (e.g., formative, summative, standardized, interim)
- Percentage of schools meeting Adequate Yearly Progress (AYP) requirements
- Enrollment and performance trends in advanced level courses (e.g., honors level, advanced placement, dual enrollment, gifted program) by gender and ethnicity
- Percentage of students with disabilities participating in the general education setting (i.e., inclusion rate)
- Student retention, graduation, and dropout rates
- Percentage of secondary school students participating in internships/mentoring programs



# Student Achievement (cont)

## Existing measures:

- Percentage of students enrolled in courses that prepare them socially and professionally for competing in a global workforce (e.g., ethics, character education, life skills)
- Participation trends in courses that expose students to cultural/global issues (e.g., foreign languages, dual language programs, global economics, cultural diversity)
- Percentage of graduating students that pursue and are successful in post-secondary education and/or areas of enrichment (e.g., college/universities, workforce, technical/vocational institutions, military)
- Student performance trends in college placement exams (e.g., SAT, ACT)
- Completion rate of students in adult/vocational programs



# Education Pillar

For example, as part of the Education Pillar we might include the following objectives:

- Expand and implement a global education curriculum
- Implement high academic standards that lead to higher student proficiency at all levels
- Develop and implement innovative instructional delivery models
- Develop and implement a Post-secondary preparation plan that addresses all of our students (i.e. regular education, SPED, Advanced, ELL).



# Process Overview: Initiatives and Resources

All current and proposed initiatives will be assessed to determine (i) their potential impact on student achievement and (ii) the allotment of resources needed to provide the greatest ROI to the District:

**STEP 1:  
INITIATIVE  
DECISION  
GRID**

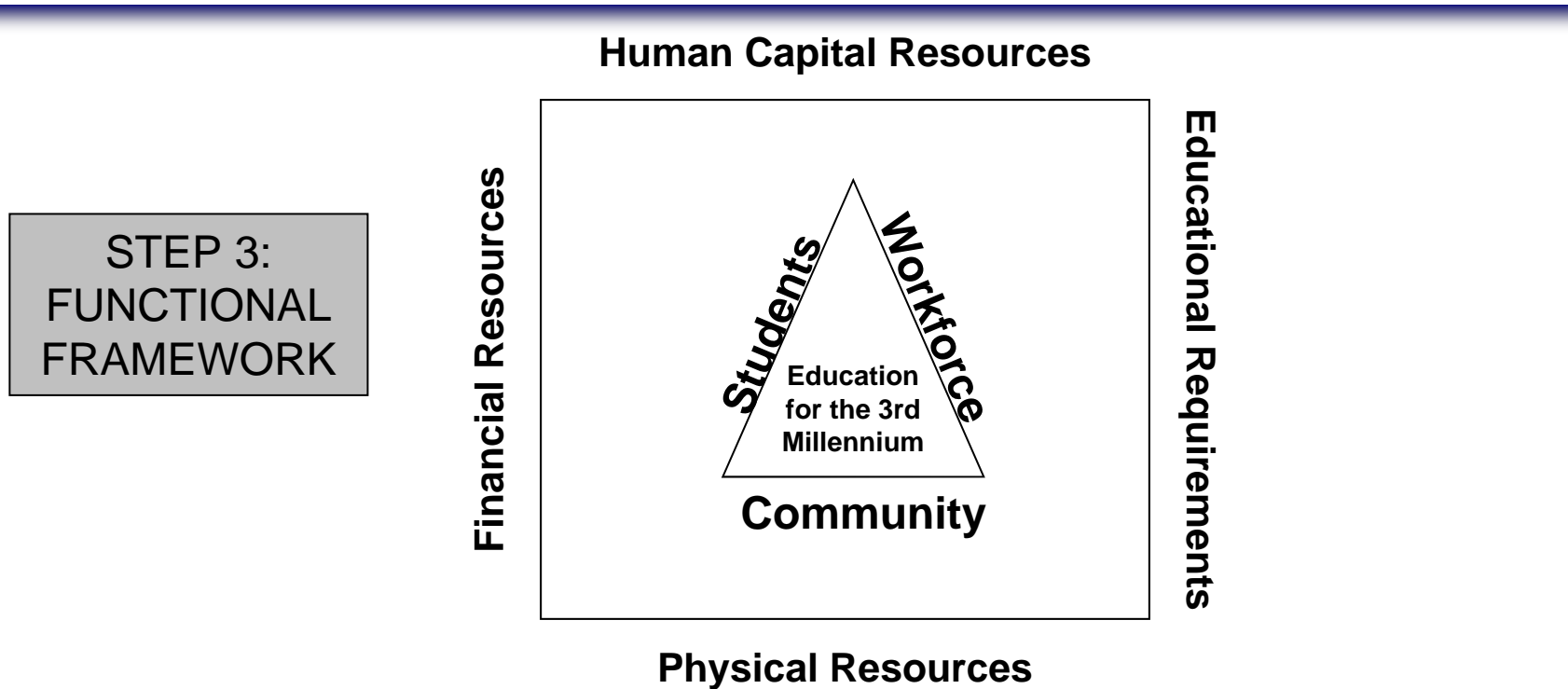
Do we currently perform this initiative?	Does this initiative enhance student achievement (via one of the four pillars)?		Is this initiative required?		
	Yes	No	State	Federal	Local/Board
Yes	Preserve	Eliminate	✓		✓
No	Achieve	Avoid		✓	

**STEP 2:  
“RACE TO  
THE TOP”  
RUBRIC**

Decision Point	Yes	No	Decision Point	Yes	No
New Program/Process			Cost Savings/Cost Neutral		
Improvement to Existing Program/Process			Supports Children/Achievement directly		
Innovative/Creative			Supports those who support children		
Replicable/Sustainable			Measureable/Can be evaluated		



# Process Overview: Initiatives & Resources (cont'd)



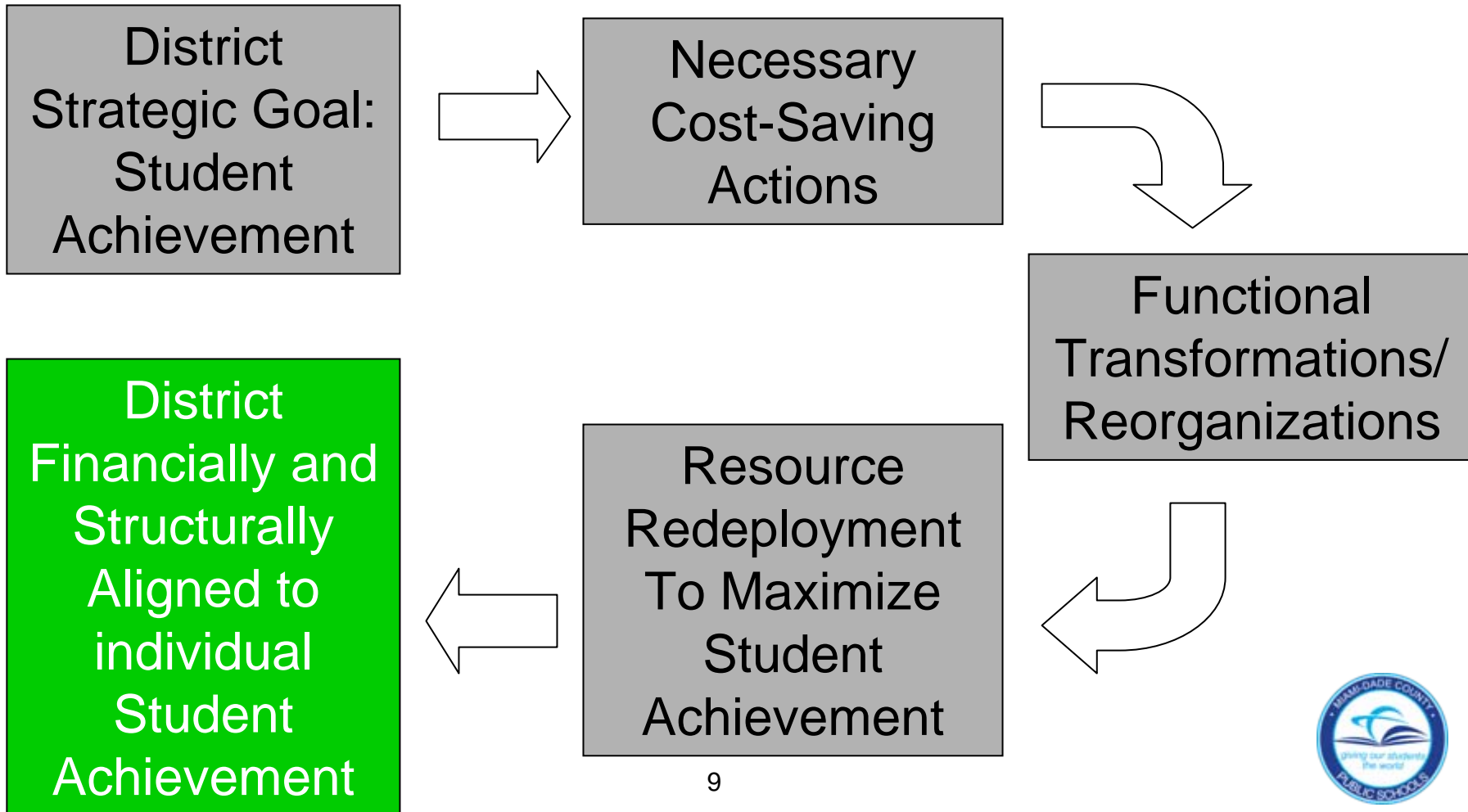
## **EXAMPLE:** MEP Evaluation Tool

- Complete review and assessment of current tool and process
- Identify which aspects align to the District's strategic goal
- Suggested amendments (to date):
  - >Increase the alignment of the evaluation process with student achievement
  - >Make the process more objective and measurable, as well as more equitable



# Process Overview: District Structure

Student achievement should also determine the structural alignment and allocation of resources throughout the District:



# Timeline and Next Steps

## *May/June 2009*

- Complete a District-wide Environmental Scan as well as bureau-specific scans that include external trends in education and internal SWOT analyses of current states
- Define student achievement
- Define objectives for each pillar
- Schedule and conduct a Board-Cabinet Retreat between May and June Board Meetings
- Conduct internal and external focus groups to gather feedback

## *July/August 2009*

- Development and rollout of marketing plan to communicate the new strategic framework to internal and external communities
- Refine objectives based upon feedback
- Bring District Strategic Plan and related Board items to the August School Board Meeting



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