



SEATTLE  
PUBLIC  
SCHOOLS

# Seattle School Board Workshop 2007-08 Work Plan

January 14, 2008

Maria L. Goodloe-Johnson, Ph.D.  
Superintendent, Seattle Public Schools

*Every student achieving, everyone accountable.*

# Presentation Overview



- **Vision and Goals**
- **Strategic Priorities and Change Theory**
- **Work Plan Themes and Highlights of projects**



*“Every student achieving, everyone accountable.”*

# Vision



## Our “Why:”

- At this critical point in our history, with new leadership and financial stability, we are focused on what matters most: the quality of teaching and the success of all our students.



*“Every student achieving, everyone accountable.”*

# Goals



## Our “What:”

- Academic achievement for all by focusing on teaching and learning to support students and teachers
- Creating an efficient and well run school district that supports our children, teachers and staff
- Rebuilding confidence and trust through engagement with staff, families and the community to reinforce the value of education
- Promote the concept of diversity through access, equity and educational justice.



*“Every student achieving, everyone accountable.”*

# *Superintendent's Strategic Priorities*



## **Our “How:”**

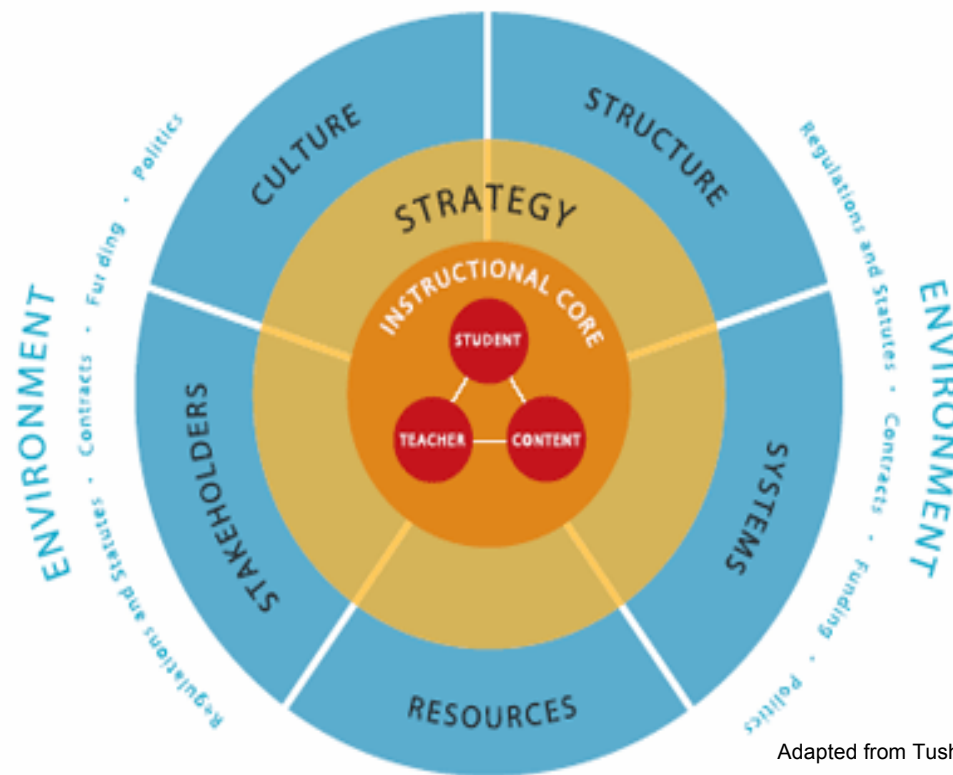
- We will drive effectiveness and efficiency within the district through our commitment to transparent two-way communications and by promoting the notion of shared responsibility for all.
  - Developed an Entry Plan for listening and learning
  - Reviewed existing superintendent work plan and refined the 2007-08 work plan in this bridge year
  - Conducting peer reviews and initiated strategic plan groundwork
  - Implementing reform initiatives

*“Every student achieving, everyone accountable.”*

# Theory of Systemic Change



## PELP Coherence Framework



Adapted from Tushman and O'Reilly's Congruence Model, 2002

*“Every student achieving, everyone accountable.”*

# 2007-08 Work Plan: Five Strategic Themes



- Academic Achievement
- Reform Initiatives
- Operational Effectiveness
- Family and Community Engagement
- Organizational Development



*“Every student achieving, everyone accountable.”*



SEATTLE  
PUBLIC  
SCHOOLS

# Quarterly Work Plan Update

## *Systemic Audit*

January 14, 2008

Maria L. Goodloe-Johnson

*Every student achieving, everyone accountable.*

## ***Theme 5: Organizational Development***



### Work Plan Projects

- Strategic Planning
- Systemic Audit: *Develop and implement a systemic audit to improve system efficiency and effectiveness*
- Leadership Training
- Accountability



***“Every student achieving, everyone accountable.”***

# ***Theme 5: Organizational Development***

## ***Project: Systemic Audit***



Action	Timeline
Establish strategic focus	July 2007
Peer reviews	September 2007 – January 2008
Formation of new strategic plan	February – April 2008
Engagement on the Strategic Plan	January – June 2008
Summer planning and training	July – August 2008
Implementation of Seattle Plan for Excellence	September 2008

***“Every student achieving, everyone accountable.”***

# Theme 5: Organizational Development

## Project: Systemic Audit – Peer Reviews



Topic	Reviewer
Communications	Broad Foundation
Special Education	Urban Special Education Leadership Collaborative
Accelerated Progress Program	Drs. Callahan, Brighton, Hertberg Davis – University of Virginia
Safety Net Programs and Services	National Dropout Prevention Center at Clemson University
District-wide Diagnostic	McKinsey and Company ( <i>Due 2/2008</i> )
Curriculum Audit	Phi Delta Kappa ( <i>Due 2/2008</i> )
Bilingual, Technology, Human Resources, Finance	Council of Great City Schools ( <i>Due 2/2008</i> )

Complete

*“Every student achieving, everyone accountable.”*

# ***Theme 5: Organizational Development***

## ***Project: Systemic Audit***



### Groundwork Focus Areas for Strategic Plan

- Support high quality teaching and learning
- Attract and support district talent
- Drive efficiency and effectiveness in the Central Office
- Introduce effective district-wide performance management\*
- Strengthen relationships with stakeholders and partners

*\*Performance management is defined as 1) development of district goals; 2) development of measurable targets; 3) measurement against the targets; and 4) accountability for the targets.*

***“Every student achieving, everyone accountable.”***