



COLORADO
Department of Education

Strategic Planning: Keeping the Change Going

Turnaround Network - May 10, 2019

Activity

1. Open your PM Tool and choose the MIS tab you had the most success with
2. Write down and be ready to share 2-3 **data-driven** quick wins and celebrations from your action plan from this year

Objectives

- Evaluate effectiveness of your action plan (PM Tool)
- Identify new benchmarks, goals, and action steps for 2019-20 in your PM Tool.

The PM Tool





Everyone has a plan 'till they
get punched in the mouth

Mike Tyson



The school year will punch you in the mouth.

The PM Tool can help you get up and stick with the plan



What is the purpose of an action plan?





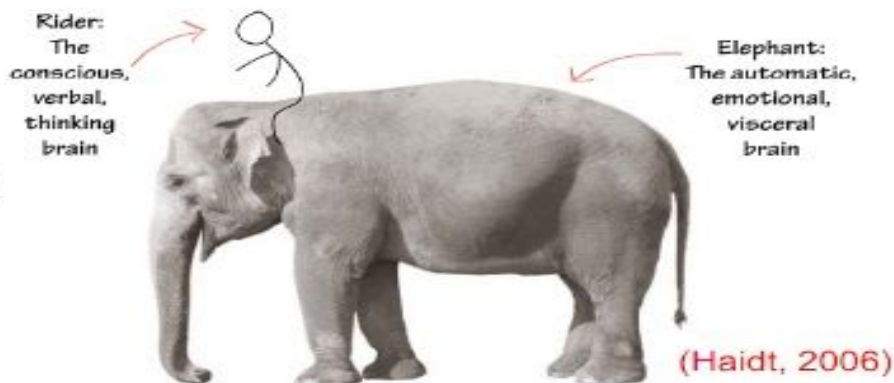
Change is not an event. It is a process.

The primary goal of your action plan is to scaffold and direct that process




One brain, two minds

- Elephant = impulsive mind
- Rider = Rational mind
- Path = the environment



Willpower is the strength of the rider

Crafting an action plan for change



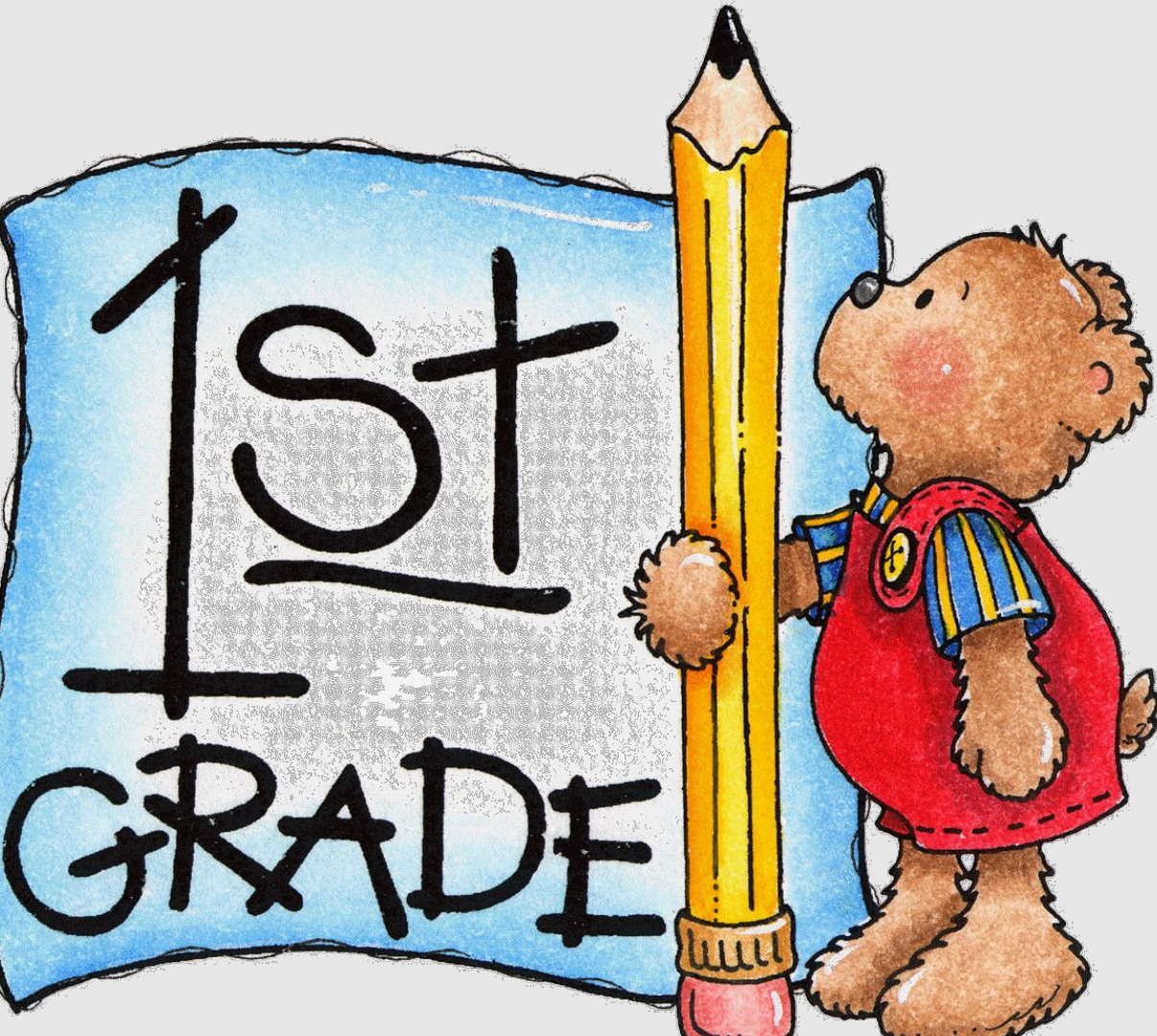
Point to the
Destination

Shrink the
Change

Script the
Critical Moves

Point to the Destination:

Crafting Major Improvement
Strategies & End of Year Goals



Destination Postcards:

“a vivid picture from the near-term future that shows what could be possible.”

“They do double duty: they show the Rider where you’re headed, and they show the Elephant why the journey is worthwhile”

In change efforts you must craft strategies and goals
which motivate the elephant and shape the path

Everyone must see and feel the destination
postcard

Pointing to the Destination: Example

Activity

1. Take a look at example PM Tool and the MIS, description, and EOY goals
2. What do you notice? What do you see that is effective? Discuss with a partner or as a school team.

Point to the Destination: PM Tool Components

| Component | Criteria |
|------------------------------|---|
| Major Improvement Strategies | <ul style="list-style-type: none">- Focus on 2-3 MIS total- Written as one sentence or statement- Clear, memorable- Point to a destination |
| Strategy Description | <ul style="list-style-type: none">- One short paragraph describing the strategy- Written form of the elevator speech for the description- Clearly declares the purpose of the strategy, why you are doing it- Should be written in a way understandable for multiple stakeholders (including families and community)- Should include the key components of the strategy |
| End of Year Goals | <ul style="list-style-type: none">- 2-3 per strategy- Point to the same destination as MIS- Inspire change effort- Clear and easy to remember- Systems level and student data level |

Reflection

Open up your PM Tool and review your MIS, description, and EOY Goals.

1. How are they different from the examples? What are the gaps?
2. Do they set a destination?
3. Are they clear to the rider and motivate the elephant?
4. What changes would you make?

Activity

1. As a school team, craft **ONE** MIS, description, and EOY goals
2. On a poster paper somewhere in the room, write up your MIS and EOY Goals

15 minutes

On the front of your note-catcher, capture your takeaways in the box labeled “Point to the Destination”

Shrink the Change: Implementation Benchmarks

Shrink the Change: Example

Activity

1. Take a look at example PM Tool and the implementation benchmarks
2. What do you notice? As written, how will these benchmarks help the school when Mike Tyson enters the ring? Discuss with a partner or as a school team.



“When a task seems too big, the Elephant will resist”

“Small targets lead to small victories, and small victories can often trigger a spiral of positive behavior.”



“But
reinforcement
does require you
to have a clear
view of the
destination”

Measure implementation and impact of the plan

- How will we know we are implementing the action plan well?
- How do we know our actions are having an impact on teachers and students?

Tend to fall into two categories:

- **System Impact**- 90% of teachers utilize 5 core engagement strategies of right is right, no opt out, track me, what to do, and cold call consistently and appropriately.
- **Student Impact**- Student mastery of identified standards after reteach will average 80% mastery on teacher exit tickets.

Implementation Benchmarks...

1. are stepping stones to your destination (EOY goals)
2. measure systems or student outcomes
3. tell you if you were successful (**measurable**)
4. are **high impact** (you care about it!)
5. are **actionable**
6. are simple and systematic (**you will actually collect it!**)

Reflection

Open up your PM Tool and review your implementation benchmarks.

1. Are they clear?
2. Do they tie to your destination?
3. Do they measure what you care about?
4. Are they systemic and provide actionable data?
5. What changes would you make?

Activity

1. As a school team, craft new implementation benchmarks for the MIS you scripted on poster paper
2. Next to your first poster paper, craft your implementation benchmarks for your first quarter or first 90 day plan

15 minutes

On the front of your note-catcher, capture your takeaways in the box labeled “Shrink the Change”

Script the Critical Moves:

Action Steps

Crafting Major Improvement Strategies

Activity

1. Take a look at example PM Tool and action steps
2. What do you notice? Discuss with a partner or as a school team.

Script the Critical Moves: Action Steps

The work the school needs to complete to meet its implementation benchmarks and achieve its Major Improvement Strategies

- Sequenced to ensure follow through
- Script the critical moves for all team members
- Not simply routine work
- Delineate ownership to specific team members
- Focus on high leverage moves

Action Steps Are NOT tasks to check off or a to-do list of everything that needs to happen at the school

Action Steps ARE key leadership moves, high impact actions, and moves which lead to changes in student data



To get the execution right, you need
to get your plan right.

Plan
Roll Out
Execute
Monitor

Crafting Action Steps

Activity

Open up your first 90 day plan and review your action steps. Do they script the critical moves to meet your goals? What changes would you make?

Scripting Critical Moves: Crafting Action Steps

Activity

Go back to your poster papers and craft action steps aligned to your MIS

10 minutes

On the front of your note-catcher, capture your takeaways in the box labeled “Scripting the Critical Moves”

Scheduling Your Planning Process

Your Plan for your Plan

- Your PM Tool is due to your TSM **by June 30**
- You will need to plan out actions for the summer and to start the year right. When will you craft the rest of your action plan?
- What other stakeholders need to be involved?
- What protocols will you use to gather input?
- How and when will you roll the plan out to staff?
- How and when will you use your TSM for support and feedback?



Work Time

Feedback is a gift

<https://forms.gle/8dRkoC2WhnsvCWQq8>