

Welcome Implementation Team!

PLC
ASSOCIATES, INC.

Building People and Organizations



Horseheads Central School District

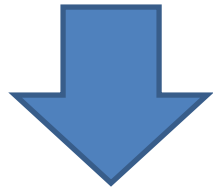
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Implementation Team (IT)

As the Implementation Team, we have a serious level of responsibility and various accountabilities. Our purpose centers on rigorous implementation of the Strategic Plan while maintaining ongoing communication around progress and results. We will be...”coalition builders.”

Key Point: Beyond Communication...Build the Coalition!



- Information sharing
- Report results
- Respond to questions and feedback



- Create Commitment
- Establish Common Purpose
- Be A Guiding Focus

Stewardship...A Great Outlook

It is ultimate level of leadership... ethically guiding, facilitating, responding, modeling, explaining, focusing...

all toward achieving the right things for the right reasons.

Key Questions:

- 1. Have we ever thought about this as an educational community? How is it different from “managing a plan?”*
- 2. What, if any, shifts in thinking will be required?*

From Robert Marzano

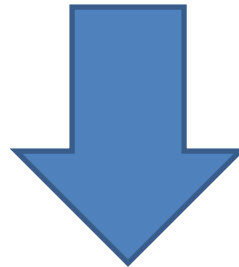
On Transition:

Purpose – People need to know why

Picture – People need to have an image of what is intended

Plan – People need to know the exact strategy for getting there

Part – People need to know what role/contribution they have



Coalitions occur not by decree, but rather as a result of every interaction.

Timeline

Set Up

March	April	May	June
<ul style="list-style-type: none"> • Implementation Team Meets/Organizes PLC # 1 • District Leadership recommends Y1 Targets (Matrices) • District Leadership recommends go forward Key Initiatives/ Action Plans 	<ul style="list-style-type: none"> • Implementation Team Reviews District WIP • Decisions: Operational Guidelines • Data Center Work Continues (BOE) 	<ul style="list-style-type: none"> • Conduct Student Voice 	<ul style="list-style-type: none"> • Site Based Team Training • Administrative/ Teacher Leader Session • Implementation Team – PLC #2

Implementation Begins!

July	August	September	October
	<ul style="list-style-type: none"> •BOE Retreat •Administrative Teacher Leader Session 	<ul style="list-style-type: none"> •Implementation Team Strategy Session – PLC #3 	

Our Working Knowledge

We must:

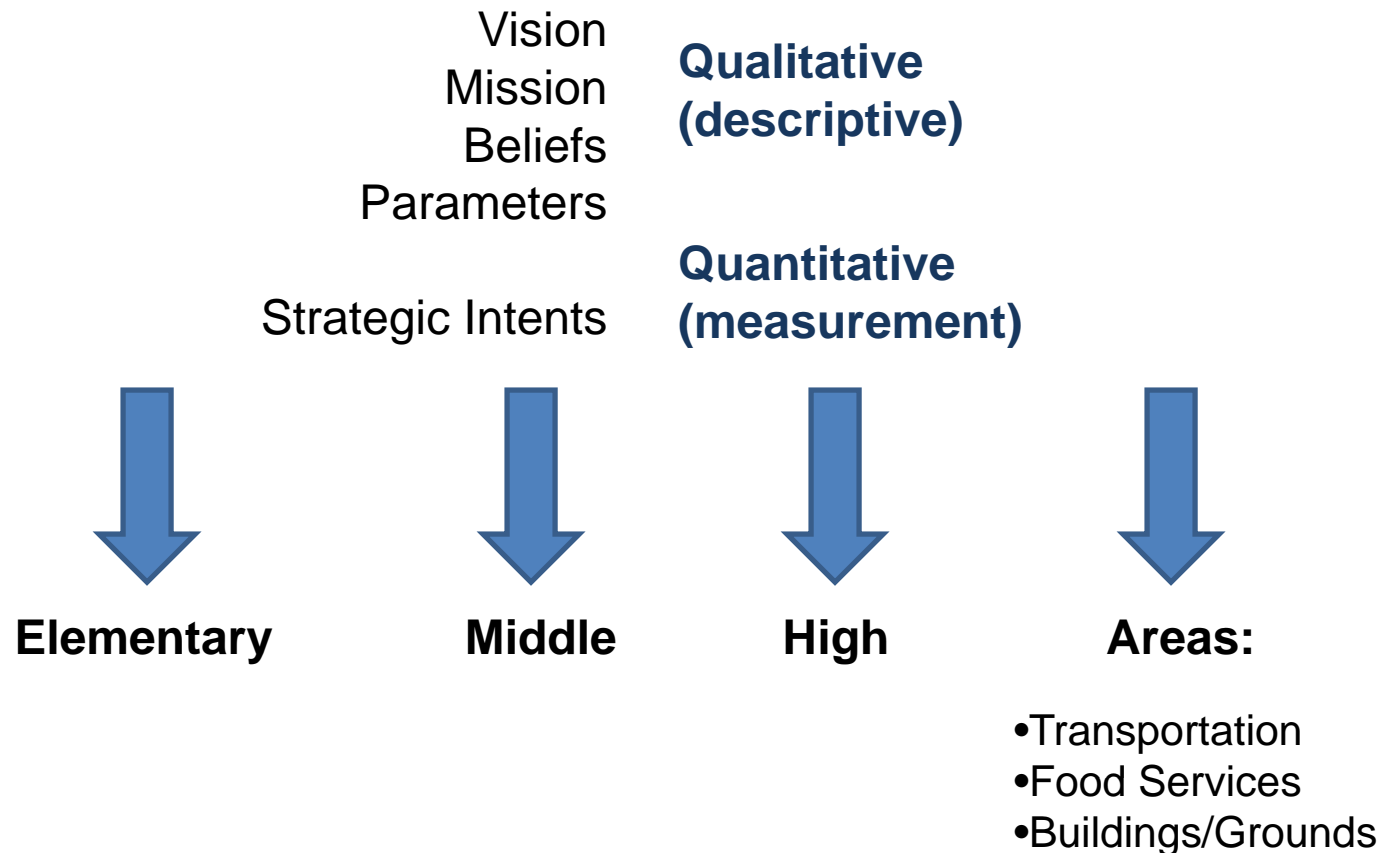
- Understand both the **structure** and **content** of the Strategic Plan
- Be familiar with the **format** and **alignment** of the Site Based Plans
- Understand the elements of **teamwork** (internal Integrity)
- Understand **change process**, leading **transitions** (external influence)
- Know our district-wide established **groups/initiatives**

and...

*Be able to clarify, explain, and provide rationale for **what** we are doing, **where** we are, **who** is involved and **why** we are doing it.*

Align: Vertically and Horizontally

District Wide Strategic Plan



Implementation Success

A well done Strategic Plan drives results through SMART:

- **S**pecific targets, strategies
- **M**easurable (Goal/Actual/Gap)
- **A**chievable
- **R**esult
- **T**ime Sensitive

In choosing the work – we next select the few, focused initiatives according to: impact, capacity, interest, resources, success probability, ease in implementation, logical sequence.

All Set...Go!

Compelling Fact:

In high reliability districts, leaders lead within the context of non-negotiable district goals.

In School Leadership That Works, 2005, Marzano found through meta-analysis of 69 studies – there is a significant positive correlation of leadership to student achievement.

Key Question: What does that mean for us as an Implementation Team?