

Plan Development Support *for Schools or Districts*

Gain highly structured, expert-facilitated support for your team in developing a thoughtful and strategic improvement plan that adheres to the Massachusetts Department of Elementary and Secondary Education (MA DESE) Turnaround Plan Template and provides a concrete foundation for goals achievement.



SchoolWorks offers cost-effective planning solutions that meet the guidelines established by DESE and the Statewide System of Support.

Our flexible Plan Development Workshops help planning teams move through the processes of probing for root causes and developing strategies to improve outcomes.

SchoolWorks is an approved Priority Partner, serving the Massachusetts Department of Elementary and Secondary Education and its schools and districts for more than 20 years.

About SchoolWorks

Founded in 1998 and based in Beverly, Massachusetts, SchoolWorks is an education consulting group with the mission of advancing all aspects of student learning and well-being by building the capacity of educators and educational institutions to assess, plan for, and achieve student success. With decades of insight into best practices across domains, SchoolWorks provides custom, protocol-based school improvement support by helping schools and districts identify strengths and weaknesses, develop and execute meaningful and achievable action plans, and monitor ongoing progress.

Plan Development Workshops

SchoolWorks Plan Development Workshops are structured to build capacity within planning teams, while providing focused, expert hands-on guidance. A SchoolWorks facilitator will lead your planning team through the process of creating a custom individual data-informed improvement plan, using the DESE Turnaround Plan Template.

- Progressive data analysis and action-planning
- Up to 15 participants
- Flexible structure
- On-site at your location

Plan Development Workshops

SchoolWorks offers two flexible structures for plan development to meet your needs. The content and process (outlined below) remains the same for both Option A and Option B.

OPTION A: Two Full-Day Workshops

\$8,600

- Up to 15 participants
- 1-5 weeks between sessions
- On-site

OPTION B: Four Half-Day Workshops

\$12,400

- Up to 15 participants
- 1-3 weeks between sessions
- On-site
- May be held after school

Process and Content of Workshops

ASSESS *(Full-Day 1 or Half-Days 1 and 2)*

1. Identify Stakeholders

- Create the composition of stakeholders

2. Explore Current State

- Review current performance via guided analysis of accountability data sets

3. Envision the Future

- Articulate desired state:
 - Define a vision
 - Describe desired state of school
 - Articulate goals, benchmarks, indicators, or expectations

4. Assess Assets and Challenges

- Use input from previous processes to identify gaps between current and desired states, i.e.:
 - Current performance outcomes differ from performance targets
 - Current state differs from desired state

5. Prioritize Major Goals

- Identify gaps that need to be addressed
- Rate gap areas by potential impact, alignment, potential cost, and team strengths
- Decide on a manageable set of three major goals for year one

PLAN *(Full-Day 2 or Half-Days 3 and 4)*

1. Perform Root Cause Analysis

- Develop problem statements
- Set goals
- Determine success measures

2. Identify Strategic Objectives Aligned to Turnaround Practices

- Articulate goals that reflect desired state in each major goal
- Define a set of strategic initiatives for each major goal
- Identify district support needed

3. Develop Problem Statements

- Articulate the “problem” in relation to each major goal
- Generate actionable goals based on problem statements

4. Develop SMART goals

- Revise the language of goals into SMART outcomes

5. Determine Progress Monitoring

- Identify which interim measures are aligned to end-of-year success measure
- Set milestones to assess progress toward achieving success measure

6. Identify Strategies

- List existing assets and current barriers
- Create a short list of strategies for year one
- Develop a theory of change
- Articulate clear, direct connection between strategies and major goals

7. Create Improvement Plan

- Identify and prioritize potential strategic initiatives
- Draft document

For more information on how SchoolWorks can support your school team in creating a meaningful, data-informed plan, contact Jennifer Strock at jstrock@schoolworks.org or 978-921-1674.