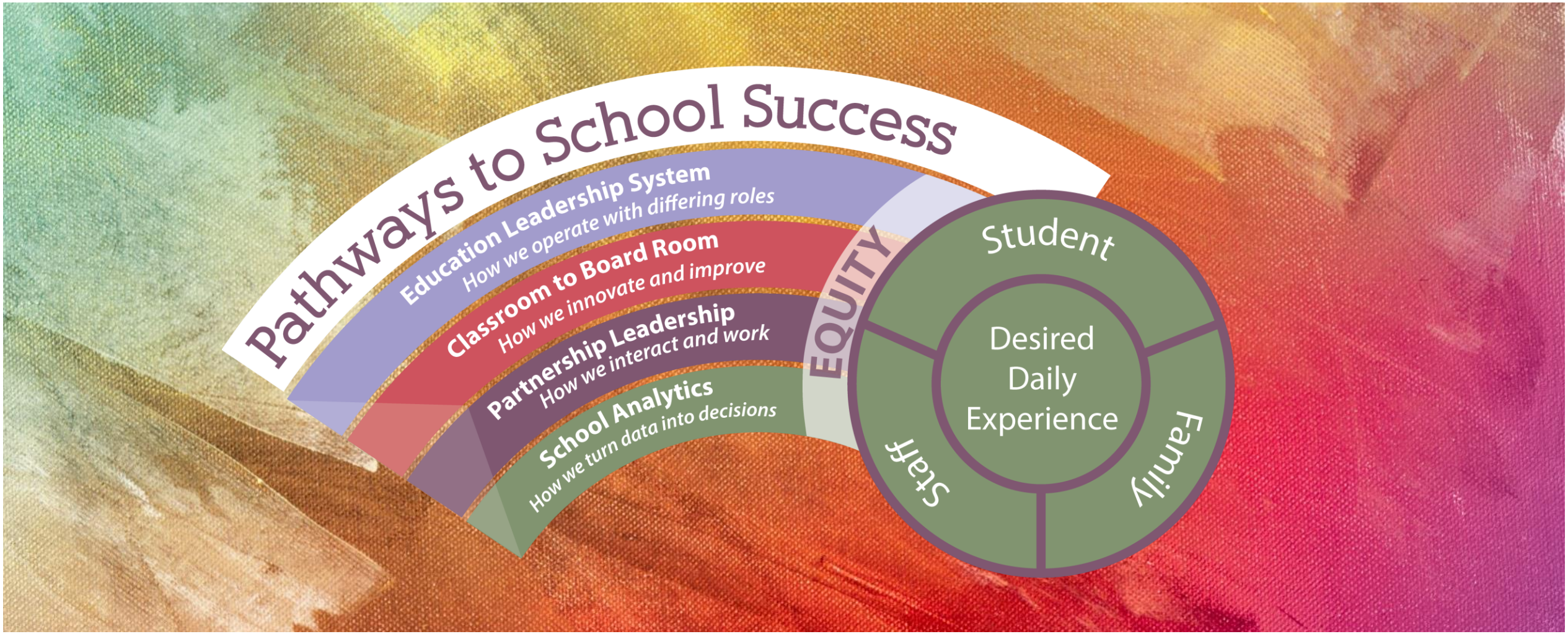

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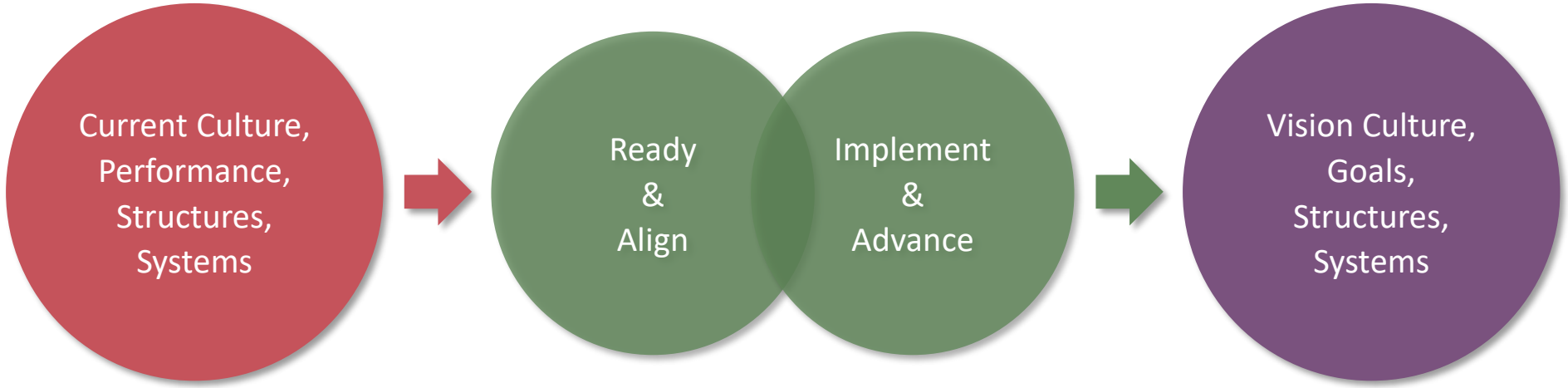

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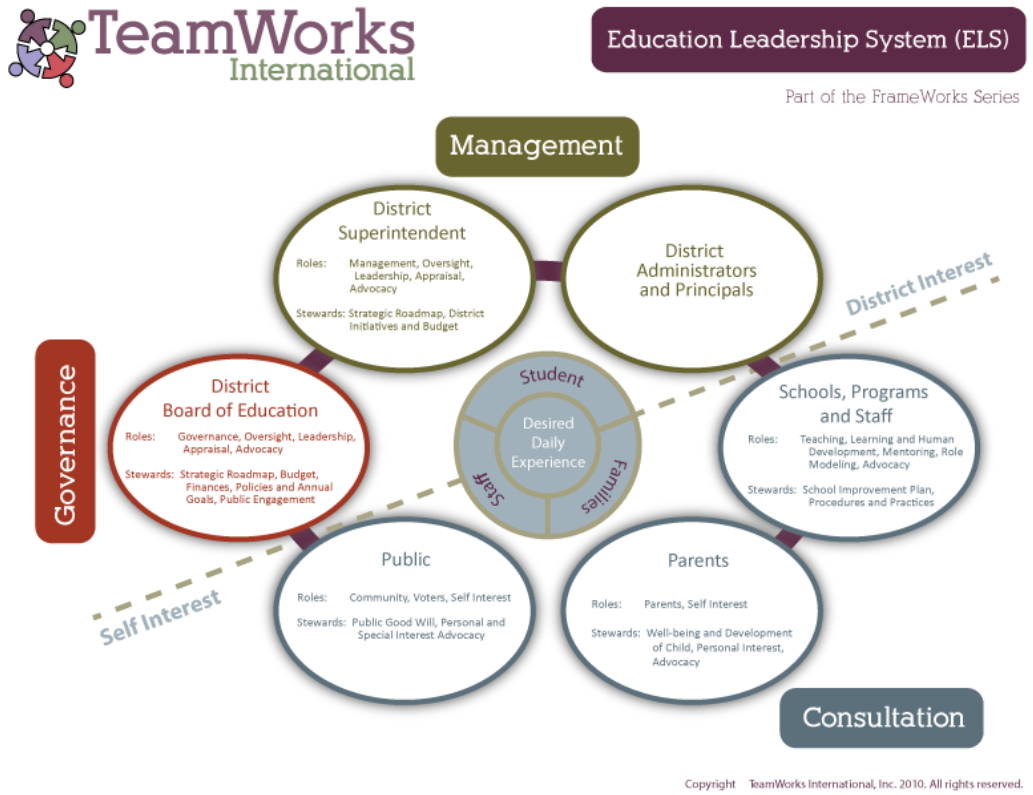
Education Leadership System

Excellence in Governance, Management and Consultation to deliver on the promise and purpose of public education;
a systemic approach to roles, responsibilities, relationships, and planning processes, structures, and sound practices.



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Governance
The Why and Long Range What

5 Key Roles
- **District Policy**
- **Oversight of Ops**
- **Board Ops**
- **Supt. Relations**
- **Public Engagement**

Quorum-activated Authority

Boards Govern, Councils Manage

Board Structure and Workflow

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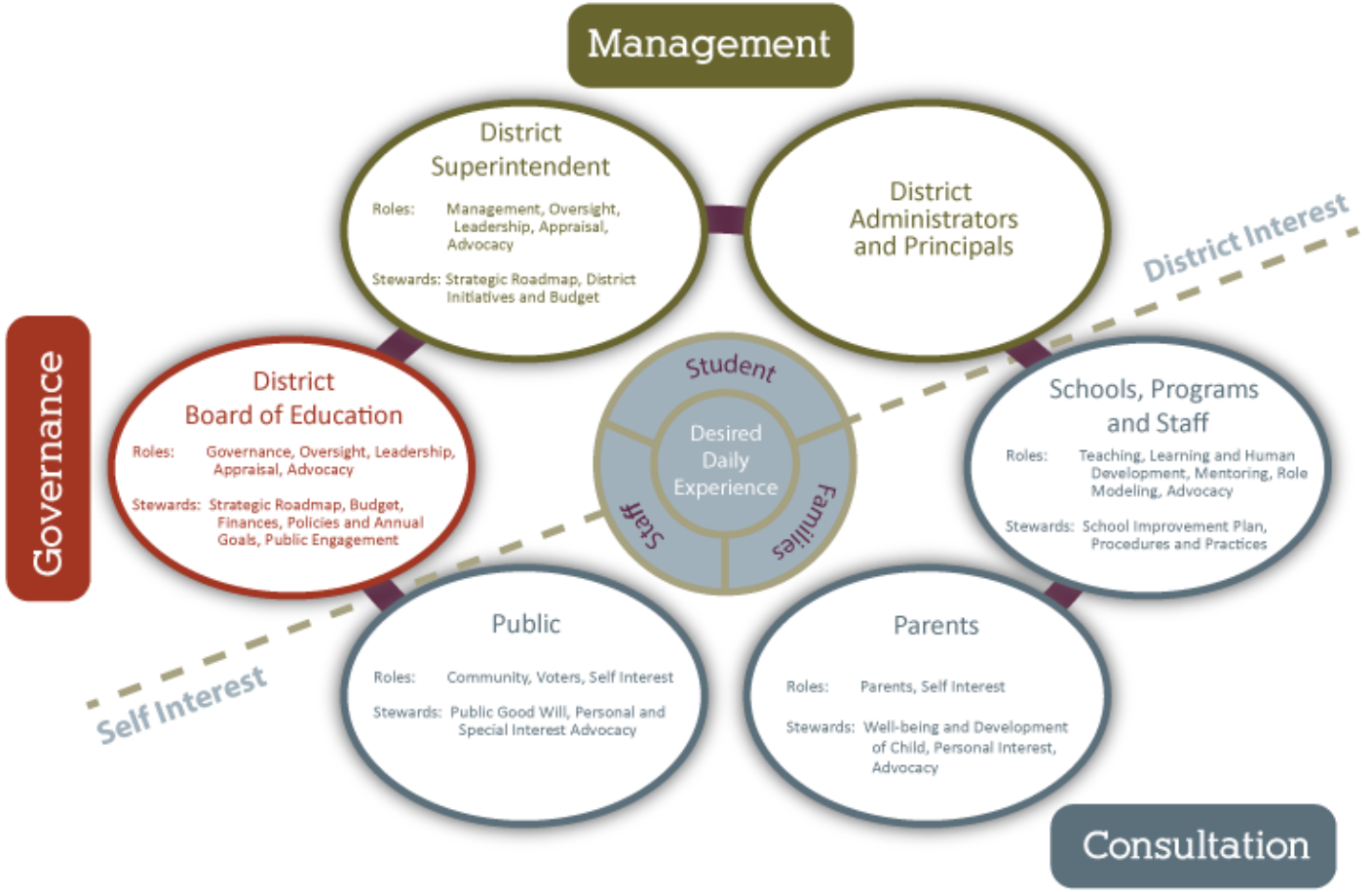
Education Leadership System (ELS)

Part of the FrameWorks Series



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Management
The Strategic What and How

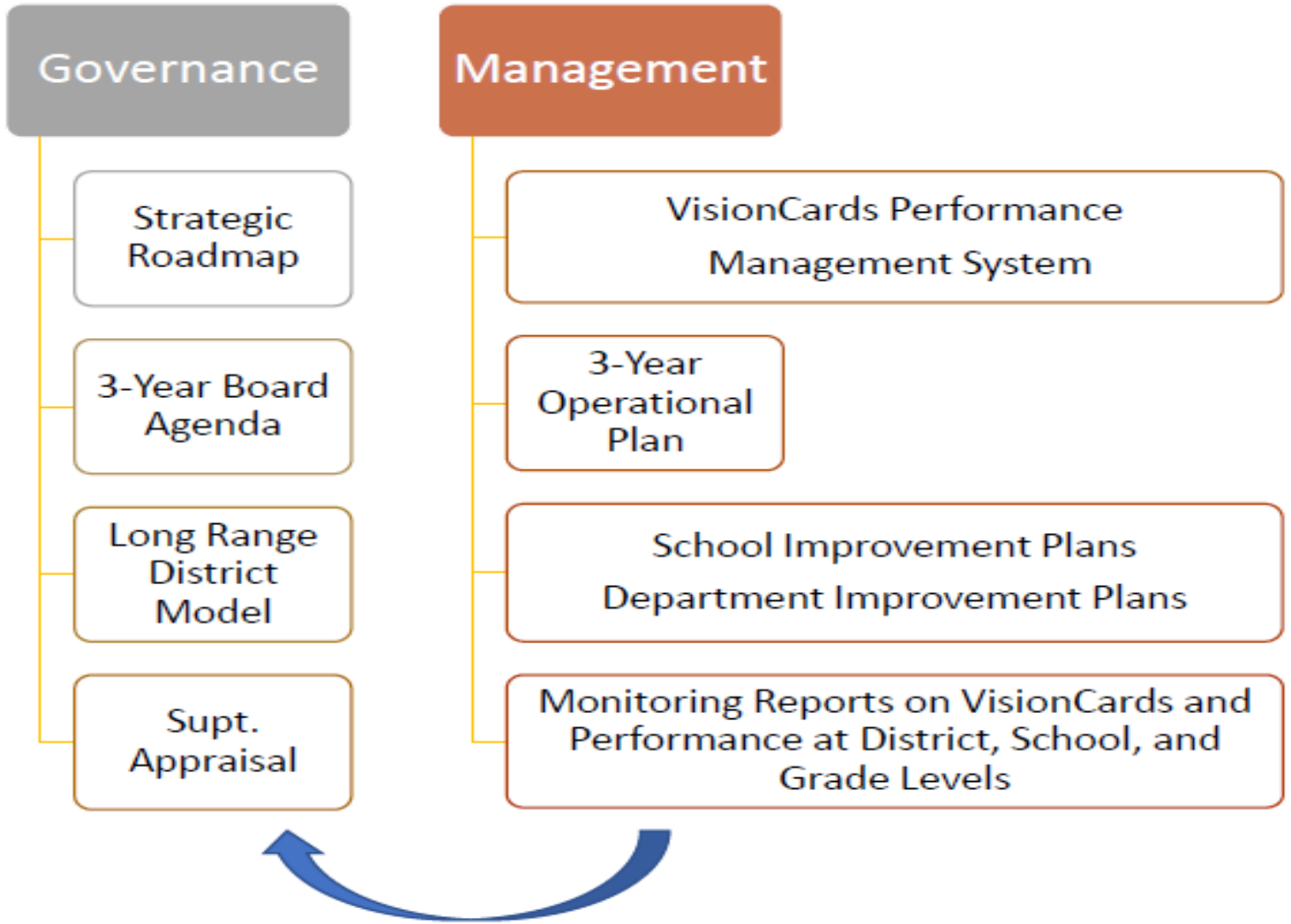
5 Key Roles
- **District Procedures**
- **Continuous Imp.**
- **Resources Mgmnt**
- **Employee Relations**
- **Public Engagement**

Delegated and Licensed Authority

Office of the Supt.

Advisory Councils and Task Forces

District Strategic Planning Model



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IAP2 Spectrum of Public Participation

International Association for Public Participation

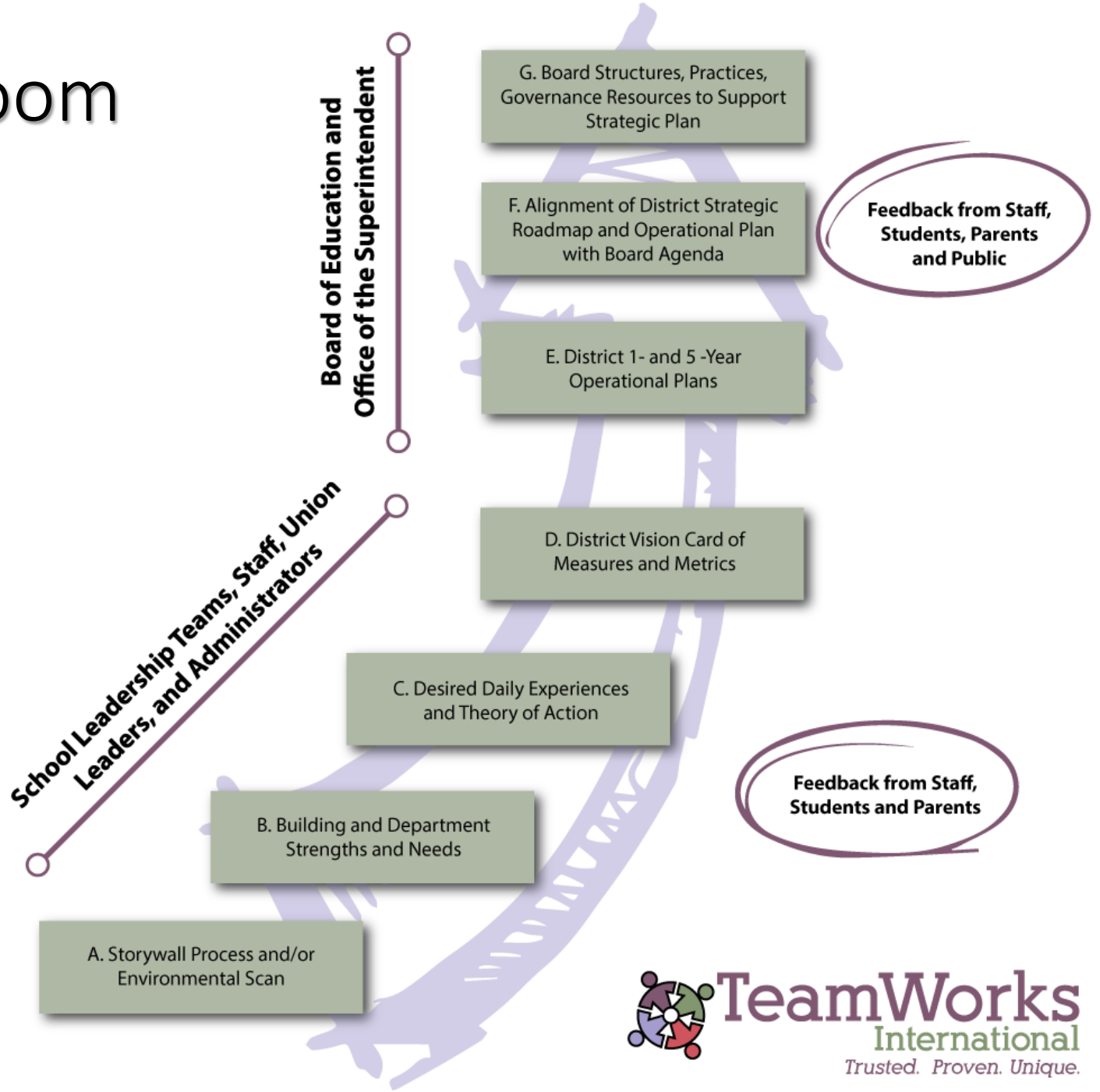
Increasing Level of Public Impact

	Inform	Consult	Involve	Collaborate	Empower
Public participation goal	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision-making in the hands of the public.
Promise to the public	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.
Example techniques	▪ Fact sheets ▪ Web sites ▪ Open houses	▪ Public comment ▪ Focus groups ▪ Surveys ▪ Public meetings	▪ Workshops ▪ Deliberative polling	▪ Citizen advisory committees ▪ Consensus-building ▪ Participatory decision-making	▪ Citizen juries ▪ Ballots ▪ Delegated decision

© 2007 International Association for Public Participation

Classroom to Board Room Improvement Process

- Assessing Our Reality
  - Storywall
  - Environmental Scan
- Describing Our Vision
  - Desired Daily Experience
  - VisionCard
- Setting Our Strategic Plan
  - 3-yr Operational Plan
  - School Improvement Plans
  - 3-yr Board Agenda



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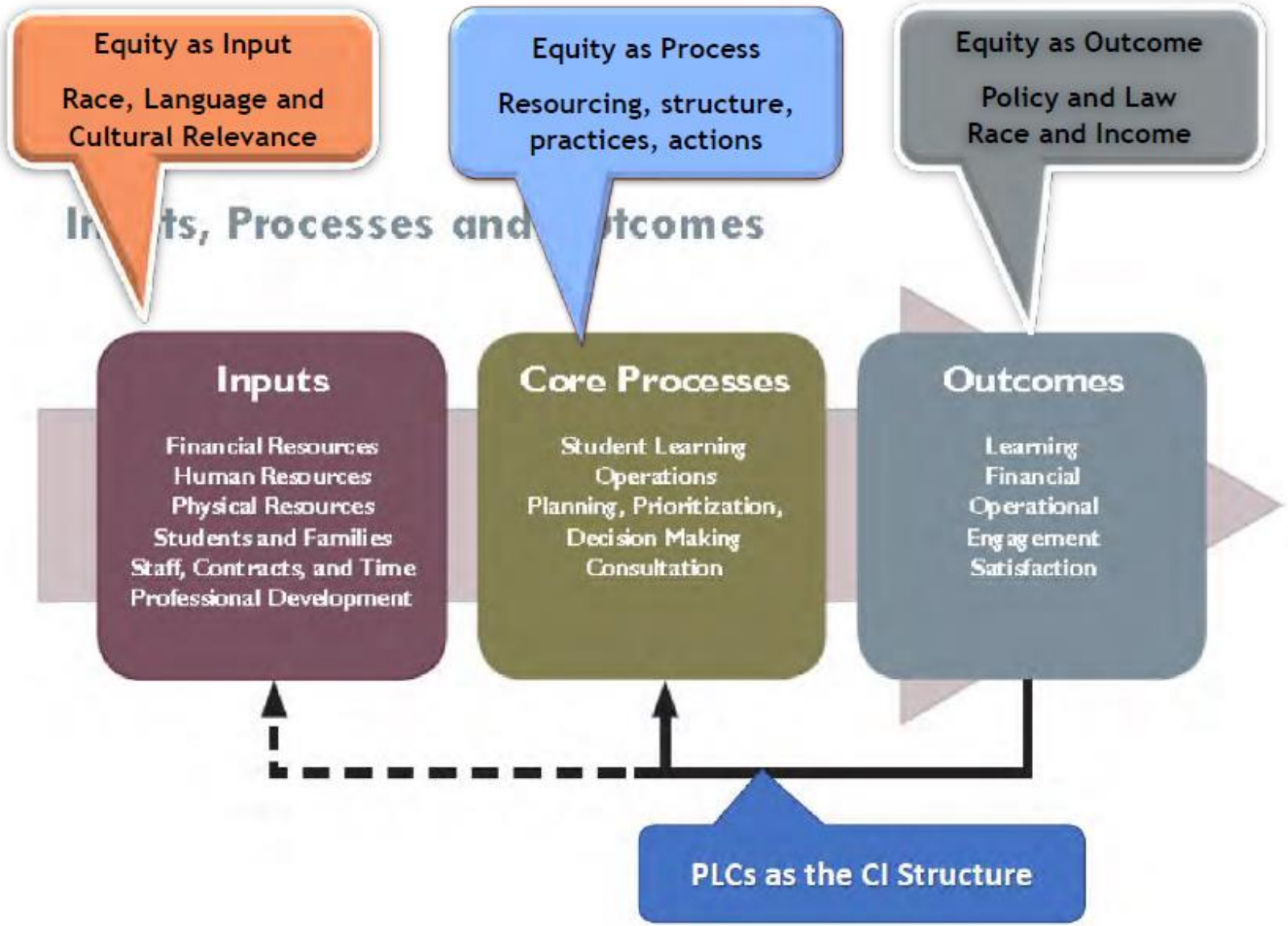
Equity, Innovation, and Improvement



Strategic and Operational Planning is intended to disrupt trends and change adult behaviors, language, capacities, and beliefs.

<u>Improvement</u> in student and family experiences and outcomes begins when <u>Equity-driven Innovation</u> changes district policy, practices, processes, and adult behavior.

Typical professional development has only minimal to moderate impact

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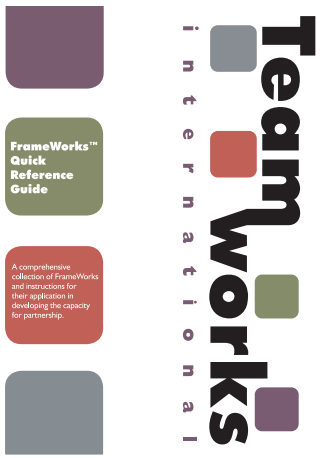
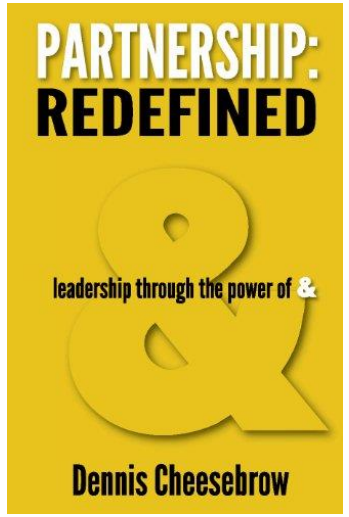
Partnership Leadership

Partnership Leadership development and coaching for the culture, capacities, and skills needed to "*Partner when WE Should*" (70 %) and "*Manage when I Must*" (30%), empowered by our unique FrameWorks™ processes and tools



Partnership Leadership FrameWorks

- Leadership Choices
- Transition and Development
- Authority and Power
- Whole System View
- Strategic Growth and Change
- Guiding Change
- Decision Making
- Leading in the Present
- Four Color View *@ 3 Levels*
- Education Leadership System
- Equity and Improvement
- And more….



MWOM

- One's Vision
- One's Time
- One's Goal Setting
- One's Key Results Areas
- One's Delegation
- One's Hiring and Development
- One's Managerial Moments of Truth
- One's Accountability
- One's Meeting Facilitation
- And more…

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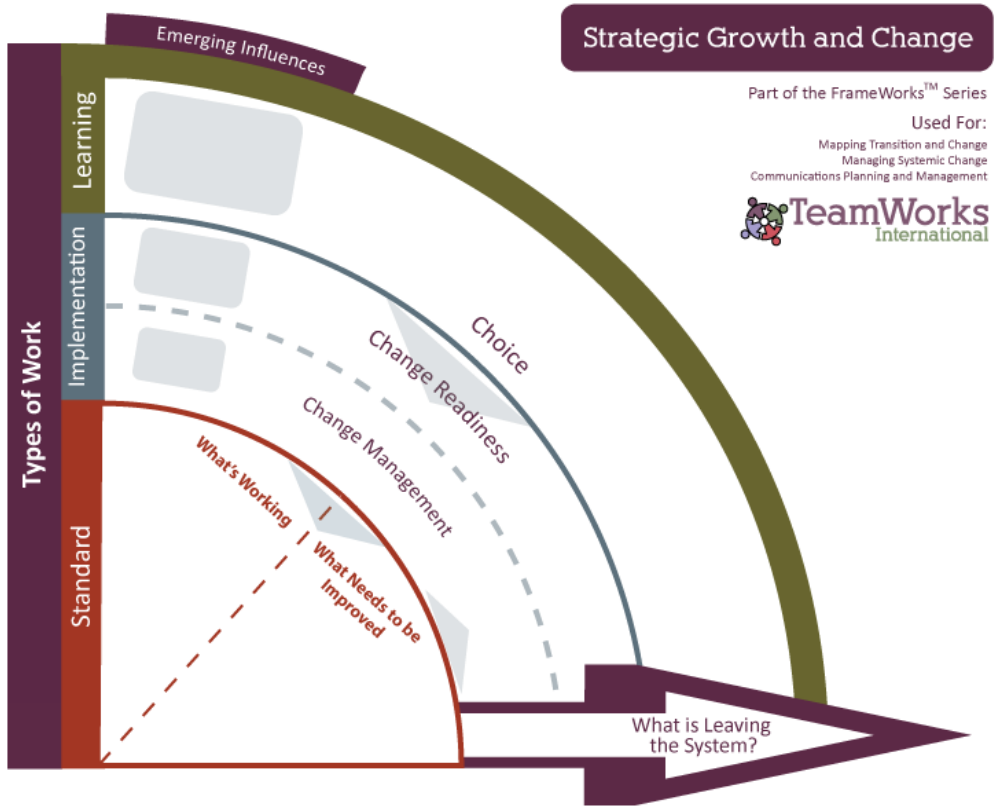
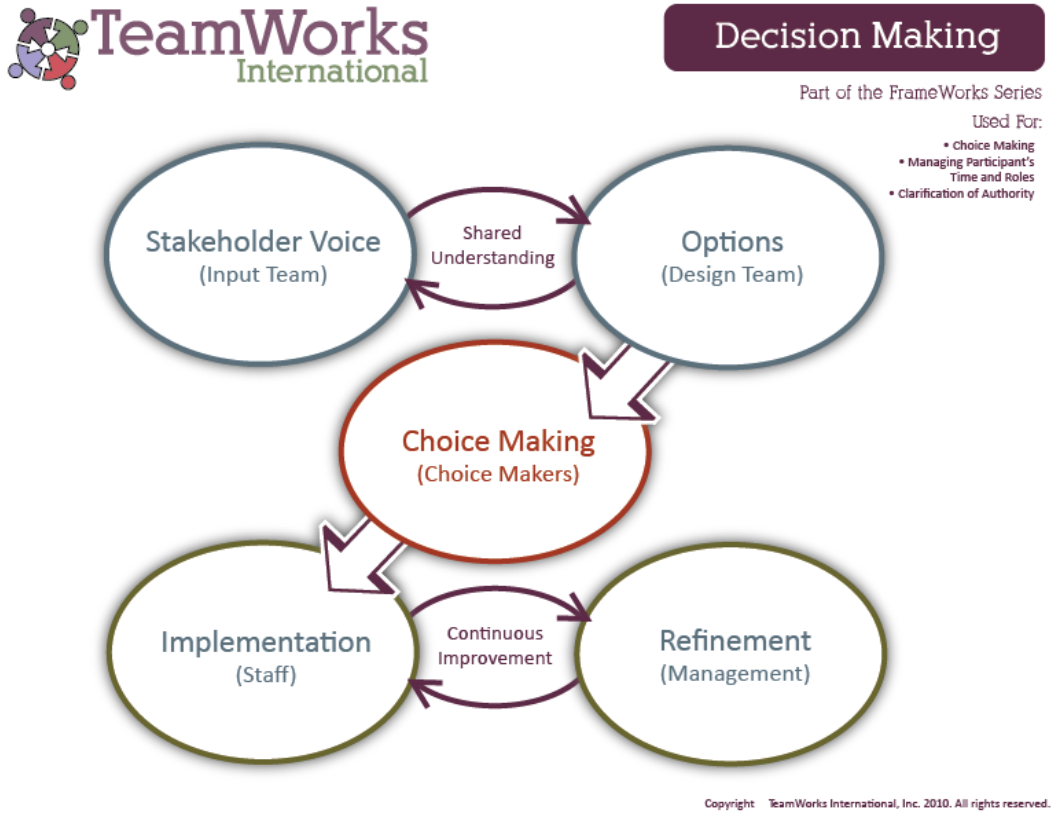
FrameWorks examples





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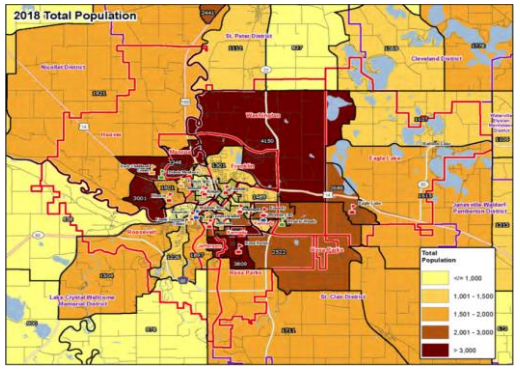
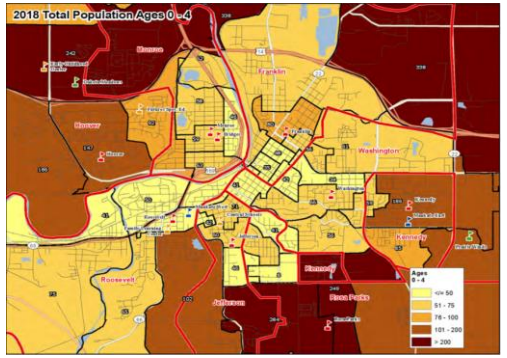
School Analytics

- Enrollment
  - Demographics & Live Births
  - Developments
  - Generational Shifts
  - Market Share
- Learning
  - Regression analysis of proficiency to race and income
  - College/Career Readiness
  - Student Cohort Goal Model
- Facilities and Engagement
  - Facility Analysis
  - School Attendance Area
  - Engagement Down and In
  - Engagement Up and Out





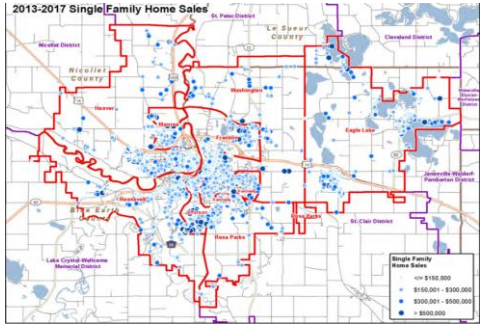
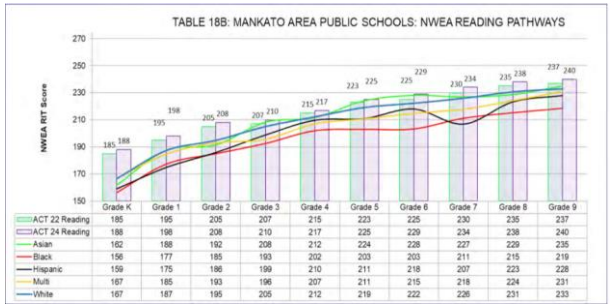


TABLE 5: HISTORICAL RESIDENT BIRTHS BY ELEMENTARY ATTENDANCE AREA

Birth Year / Kindergarten Year	2005-2006 / 2011-2012	2006-2007 / 2012-2013	2007-2008 / 2013-2014	2008-2009 / 2014-2015	2009-2010 / 2015-2016	2010-2011 / 2016-2017	2011-2012 / 2017-2018	2012-2013 / 2018-2019	2013-2014 / 2019-2020	2014-2015 / 2020-2021	2015-2016 / 2021-2022	2016-2017 / 2022-2023	2017-2018 / 2023-2024	2005 - 2018 % Change
Eagle Lake	71	70	78	78	78	71	74	69	61	66	69	61	90	26.3%
Franklin	135	153	156	149	129	143	118	134	89	100	91	90	73	-46.3%
Hoover	121	119	133	103	105	109	111	129	123	111	95	98	93	-23.7%
Jefferson	58	66	68	74	66	59	53	56	43	36	38	24	30	-47.8%
Kennedy	120	119	115	103	123	120	110	79	65	81	88	71	55	-54.2%
Monroe	109	128	134	100	120	108	90	86	73	79	110	83	96	-11.5%
Roosevelt	88	71	88	75	89	73	78	76	64	56	56	65	66	-24.3%
Rosa Parks	76	113	111	94	85	81	90	63	104	58	94	71	65	-14.8%
Washington	130	135	130	128	134	116	108	101	96	106	113	119	116	-10.6%



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CEO and Principal

Dr. Ray Queener

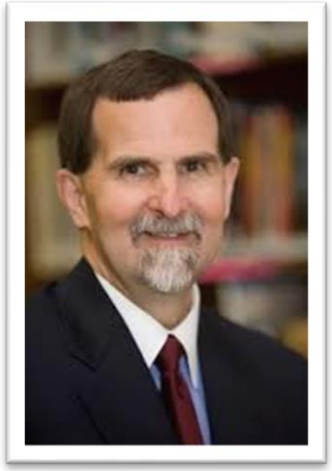
COO and Principal

Christine Wroblewski

Senior Consultant

Dr. Sheri Allen

Associate Consultant

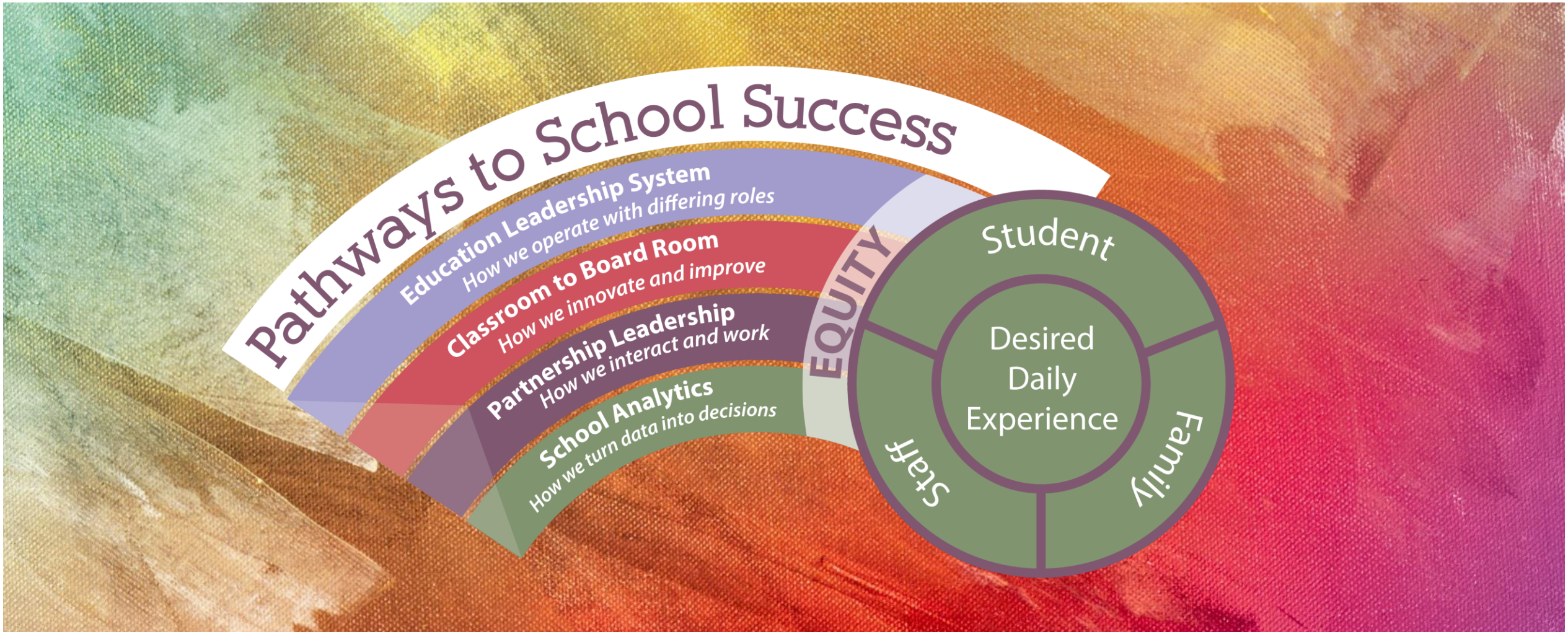


Dr. Dan Hoverman

Associate Consultant

Dr. Jeff Ronneberg

Associate Consultant



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