

Parish Wide Strategic Planning

*St. Tammany Parish
Public School System*

Louisiana — February 1998

Goals 2000: A Vision To The Future

*"The Origin Of The Vision Is Much Less Important Than The Process
Whereby It Comes To Be Shared. It Is Not Truly A Shared Vision Until It
Connects With The Personal Visions Of People Throughout The
Organization."*

— Peter Senge

The St. Tammany Parish Public School is involved in a broad-based community effort to establish strategic plans for educational improvement at the District and School Levels. Funding for a planning grant has been made available from the Goals 200 Educate America Act. The planning process includes community members, teachers and parents who will play a major role in designing educational programs to meet the individual needs of all students.

The planning process facilitated by Carol Fleischman and Dr. John Cornwell set out to explore past history that impacted education in St. Tammany Parish. Next, a vision was set to show how St. Tammany Parish Public Schools would look if all eight national goals were in place. Contradicting factors standing in the way of progress were identified. Once obstacles standing in the way of the vision were identified, new directions for the future were set that strategically eliminate those blocks. Action planning that positively impacts student performance will be conducted by trained facilitators. Eight community volunteers have agreed to be community contact people for each of the national goals. They will serve as an advisory committee to ensure that the Local Improvement Plan reflects the Vision and New Directions set forth by the broad-based community group and the schools.

Each separate school will develop a strategic plan for educational improvement. School-based facilitators have been trained to guide the faculty and staff through the planning process.

The outcome of this planning effort is the production of a systemwide plan and a plan for each school to use as a guide to the future. The eight goals from the Educate America Act will be addressed at all levels.

With the finalization of a plan, the system will apply for an implementation grant from the State. We will then be moving forward with deliberate speed to make decisions for the future based on our motto: "Is It Best For Kids?"

I appreciate all who have had a part in the planning process and look forward to implementation in the coming years.

Terry Bankston
Superintendent

INTRODUCTION TO PROCESS

THE STRATEGIC PLANNING PROCESS

This first phase of our collaborative planning process has brought together teachers, parents and community partners for two goals:

- to incorporate a Strategic Planning Process that generates continuous improvement and implementation for the school
- to collaborate with Educators, Businesses, and Parents in defining and working toward a shared vision for local education

The combination of ideas and new communication is at the heart of this consensus planning. Consensus means “con” (with) and “sensus” (to sense), that is, to listen and hear each other’s perspectives until we have a common “sense” of what we all feel is needed. Thus, consensus uses both rational and intuitive thinking. Consensus allows us to make decisions together—and it is through understanding “our best wisdom” that we are able to take practical action together.

In each of our four workshops, a consensus-building methodology has been utilized. The school representatives were guided through a highly participatory process that honored the individual input of each person in small groups as well as the corporate wisdom (consensus) of the group in large plenary sessions.

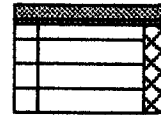
In each of the workshops we used :

- Brainstorming...as individuals and as teams
- Organizing...the workshop data
- Naming...clusters of related information
- Deciding...the consensus

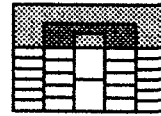
In four meetings, we have developed a dynamic, living, implementable plan. This Journal holds our consensus—our best wisdom, at this time, for a new direction for our school and a comprehensive plan of action. Quarterly Refocus Events will continue to update our plan and engage people in this participatory process.

THE STRATEGIC PLANNING JOURNAL

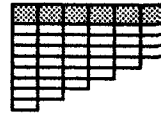
The document is unique in style as it holds all ideas which were generated. The consensus from each workshop is held in a chart type artform.



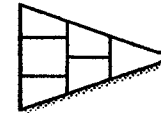
HISTORY in which participants created a historical context for our school and proposed current challenges and opportunities.



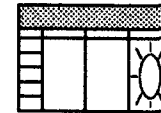
VISION in which participants projected their images of success in three years, as they responded to the focus question ...



CONTRADICTIONS in which the participants identified what was blocking the actualization of the vision.



NEW DIRECTIONS in which participants defined the focused activities which form the strategic directions for the future.



ACTION PLANNING in which participants established 90 day victories and formed task forces for implementation.

This first year of planning is intended to produce new energy and new commitments to actualize our vision.

This document will serve as a practical tool to...

- Monitor Progress
- Reinforce Consensus
- Expand Participation
- Develop Program Resources
- Foster Creativity
- Strengthen Commitment

*What Will Education
Look Like in St. Tammany Parish
When We Reach The
8 National Goals By The Year 2000,
Through School Community Involvement
And Cooperation?*

INTRODUCTION

**HISTORICAL
CONTEXT**
2

**SHARED
VISION**
3

INTRODUCTION TO THE PROCESS

**UNDERLYING
CONTRADICTIONS**
4

**NEW
DIRECTIONS**
5

BACK-UP
6

BACK-UP
7

215 School and Community Participants

FACILITATORS

Fleischman Associates

John M. Cornwell

Carol J. Fleischman

HISTORICAL CONTEXT

RECOGNIZING THE PAST TO PROMOTE THE FUTURE							
	PERIOD OF ADJUSTMENT: RURAL TO URBAN	PUBLIC AWARENESS OF THE NEED FOR CHANGE IN EDUCATION	STANDARDIZATION IN CURRICULUM	EXPANSION OF EDUCATIONAL SERVICES	AWARENESS OF THE NEED FOR EDUCATION RESTRUCTURING		
	1965	1980	1985	1986	1990	1995	
Key Events & Key People of St. Tammany Parish	<ul style="list-style-type: none">School Tax Package Passed - Salary IncreasesNASA ImpactCauseway/Roadway ConstructionIntegrationPL 94-142Special Ed. ClassesSchool Nurses For All Parishes In LouisianaJudge Heebe (Brown vs. Board Of Education)Population Growth	<ul style="list-style-type: none">Home Rule CharterCauseway CommissionC.J. SchoenWilliam Pitcher Supt.	<ul style="list-style-type: none">Ending Of PIPImpact FeesChanges In Special Ed.Peg MathisonFrank SharpCharles WilliamsTerry BankstonMargo GuillottWilma Hoppe JIPAAlta BrownClaudette SongyPopulation Growth	<ul style="list-style-type: none">Bond IssueImplemented Money From Bond Issue Curriculum SpecialistsHeritage CelebrationEconomic ChangesSchool Based Curriculum Personnel RHT'sPhil GardnerAlta Brown	<ul style="list-style-type: none">Pay CutsTechnology EmphasizedChange of SuperintendentTerry BankstonIsrael BatisteJohn GrahamCheryl JoslynCarol MarcusMargo Guillott	<ul style="list-style-type: none">Disabilities Act-504 ImplementationIncreased Enrollment Parish-WideSchool Board IndictmentsLaTip LaTepInclusionSafe Schools: DARE, Fire Arms, Drug Free ZoneFour New Schools Built At Same TimeElection Of New School Board	<ul style="list-style-type: none">Heritage FestivalNew Teacher Evaluation For Beginning TeachersDefeat Of School Tax PackageYear Round School ProposalSchool Board MembersAdministratorsCurriculum SpecialistsResource Helping TeachersCalvin CampoRobert Lehman
Key Events & Key People of Louisiana	<ul style="list-style-type: none">DesegregationNTE ExamHead StartTitle I FundingSpecial EducationOil BoomPIPTeacher Tuition ExemptionSalary Increased Slowly	<ul style="list-style-type: none">Hale BoggsJim GarrisonRussell LongKelly NixWilliam ClausenChep MorrisonLeander PerezDave TreenLindy BoggsEdwin Edwards, PIPS	<ul style="list-style-type: none">Funds Cut Oil IndustryLegislative Reform For Accountability	<ul style="list-style-type: none">Increased Graduation RequirementsEdwards IndictmentOil Bust8 (g) Funding For EducationExit From StateDecline Of Space IndustryWilliam ClausenTerry Bankston	<ul style="list-style-type: none">High UnemploymentLower Funding For Vo-TechBuddy RoemerWilliam CodyJim Bob MoffetPat Taylor	<ul style="list-style-type: none">Change Of Elected To Appointed State Education SuperintendentChildren's First ActEdward's ElectionLATIP/LATEP - OutNew Evaluation - InGamblingCrime Increase504	<ul style="list-style-type: none">Buddy RoemerDavid DukeBob LivingstonEdwin EdwardsBESE Board
Key Events & Key People of The Nation	<ul style="list-style-type: none">Civil Rights ActThe Great SocietySexual RevolutionChange In MusicLove Generation - DrugsWalk On MoonHeart TransplantsSesame StreetOil EmbargoWatergateCETAWoodstockHigh Interest RatesDouble Digit Inflation	<ul style="list-style-type: none">HippiesVietnam SoldiersWalt DisneyJimmy HoffaMalcom XRobert KennedyL.B. JohnsonMedger EversMartin Luther KingArmstrong, Aldrin, CollinsLamar AlexanderRichard NixonElvis	<ul style="list-style-type: none">Teen PregnancyHomelessnessWelfarePublishing of "Why Johnny Can't Read"National Education Report CardPresidential Academic & Physical Fitness AwardsJohn GoodladRonald ReaganSally RideBill Bennett	<ul style="list-style-type: none">Challenger ExplosionSelection of First Teacher In SpaceEmphasis On Use And Development Of Tech.Increased Immigration - Language, Overcrowding, Crime, Cultural ProblemsHirsch - Cultural LiteracyM. HunterGeraldine FerraroChrista McAuliffeNancy Reagan	<ul style="list-style-type: none">William BennettFirst Black Man Ran For President-Jesse JacksonLamar AlexanderGeorge BushRoy RoemerJesse JacksonAll People	<ul style="list-style-type: none">Prayer In SchoolDefense CutsDemocratic PresidentCastro's Release of CubansDecrease In Minority Education StaffMulticultural DiversityInclusion/Understanding of CulturesCrime BillRepublican Control of House	<ul style="list-style-type: none">Barbara BushNewt GingrichClarence ThomasAnita HillWilliam BennettBill GatesLamar AlexanderJoycelyn EldersRush LimbaughRichard RileyBill ClintonHillary Clinton103rd Congress
Key Events & Key People of The World	<ul style="list-style-type: none">Emergence Of 3rd World CountriesDistrust of Public OfficialsVietnam WarMass MediaSpaceDemise of 2 Parent FamilyCold WarDrug CultureIsraeli 7 Day WarEnvironmental ConcernsCommunications & Transportation Advances3rd World EmergenceBoom In Computer TechnologyMoon LandingOil Embargo	<ul style="list-style-type: none">Middle East Peace AccordDr. PiagetMaria MontessoriThe BeatlesGloria SteinemFlower ChildrenNeil ArmstrongM.L. King Jr.President JohnsonDr. SpockJames Meredith - Ole Miss	<ul style="list-style-type: none">Fresh Outpouring of Holy Spirit Cut Across DenominationJapan/Germany Technological AdvancesHungerRenaissance of ArtsJapanese TechnologyComputersMargaret Thatcher	<ul style="list-style-type: none">Inflation World WideEnvironmental AwarenessHi-Tech RevolutionOil Market CrashWorld Wide Reduction in Work ForceAIDS EpidemicApple/IBM GeniusesGorbachevWorking MomsSandra Day O'ConnorBill Cosby	<ul style="list-style-type: none">Destabilization of CommunismInternational TerrorismMexican Earth QuakeFamine-Asia & AfricaHoles In OzoneCharles & Di Got MarriedMichael Jackson	<ul style="list-style-type: none">Natural DisatersRegional WarsInformation HighwayGlobal Economy MovementNational Community ServiceAttempted Peace In Middle EastGATT TreatyCease Fire In Irish RepublicNAFTAProposition 187Joining Of USA/RussiaSpace ProgramsEarth Quakes	<ul style="list-style-type: none">Rap ArtistsDan QuaylePope PaulBeavas & ButtheadBoris YelsinNelson MandellaF.W. DeKlerkSadam HussienMadonnaGeneral Schwarkoff

GOALS 2000: A VIEW TO THE FUTURE

An Academic Environment Conducive To Learning

School/Community Resource Collaboration

Technical And Professional Support Systems

Enhancement Of Student Motivation

Integrated Program To Meet All Students' Needs

SAFE, SECURE LEARNING ENVIRONMENT	PARENTS COMMUNITY AS EDUCATORS	AVAILABILITY & USE OF TECHNOLOGY	SUPPORTIVE LEARNING ENVIRONMENT	COMPREHENSIVE INTEGRATED CURRICULUM	ALTERNATIVE EDUCATION OPPORTUNITIES	INDIVIDUAL STUDENT NEEDS MET	PROFESSIONAL GROWTH OPPORTUNITIES	RESOURCES FOR SUCCESS	HEALTH & WELL-BEING PROGRAMS
Drug/Violence Free Schools	Self Worth / Character Building Education	Closed Circuit TVs & Computers to Network In Every Classroom	Commitment To Success For All	Well Prepared For Life/ College/Work/Careers	Life Long Learners	Emphasis On The Basics - 3Rs	Increased Requirements For Substitute Teachers	Current/Sufficient Books And Materials	Social Workers And Guidance Counselors 1-250
Safety Awareness/ Neighborhood Watch Instruction In Schools	Parenting Classes Available	Fully Integrated Technology	Optimal Pupil/Teacher Ratio: K-6: 15-to-1 7-12: 20-to-1	International Language Instruction In All Grades	School To Work Program	All Students Are Special Students	Attractive Benefits: \$, Prestige, Sabbaticals, Teacher Foreign Exchange	Equitable Facilities Personnel, Resources	Early Intervention/ Detection Of Problems For Potentially Troubled Children
Genuine Pride In School Building, Teachers, Students & Staff	Arts Programs Enhanced By Community Artists	Equal Technological Opportunities	Teacher Assistants In Every Class	Multi-Cultural Literacy	Curriculum To Enable Students To Be Productive Adults	Every Child Has A Learning Prescription	Exciting And Relevant Instruction	Community Service Requirements For All Students	Comprehensive Employee Assistance Program In-Place
Children Will Be Safe At School	Family Involvement In Education	Individual Work Station With Computer, Manipulatives & Resources	Students & Teachers Enjoy Being In School	Arts Programs, Music, Drama, Visual Per All	Alternative Programs For Discipline And Exceptional Students	Every Child Feels Valued, Nurtured & Recognized For Areas Of Expertise	Recognized Professionalism of Teachers	Retirement Transferable Among States	Quality Day Care For Students & Staff
Schools As Accepting Environment For All	Parental Involvement Contracts	Full-Time Site-Based Technology Specialists	Project Oriented Learning That Transcends Levels Or Grades	Emphasis On Science & Math For Girls & Boys	Required Parenting Classes For Students	Four Year Olds Receive Developmentally Appropriate Education	Staff Tech Center	Resources To Make It All Happen: \$, Parents, Community Mentors	Social Services Available Daily
Crisis Response Services In Conjunction with Office of Child Services	Citizenship Classes: Personal Responsibility & Ethics	Every Child & Teacher Computer Literate	Problem Solving, Conflict Resolution, Character Education Promoted	Academic Achievement For All—Students, Parents, Community	Extended Dropout Age To 18	Direct Instruction On The Student's Instructional Level	Regular Staff Development Program	Each School Governed By Brief Self-Designed Regulations	Nutrition , Health, Fitness Programs
	Positive Attitude --- Students There To Learn			Applied Learning	Career Training Opportunities For All Students	Emphasis On Pre-School & Primary Education	Strong Support System For New & Experienced Teachers	Community Involved In Financial Support	
	School Program Enhanced By Community Resources			Emphasis On Application, Relevance & Teamwork	Academic & Behavioral Needs Are Met		Daily Planning Time For Teachers	Cooperative Involvement With Businesses, School & Large Community	School-Based Health Service At All Schools
	Community Enhanced By School Resources								

SAFE AND HEALTHY ACADEMIC ENVIRONMENT

- Classroom For Early Childhood Instruction
- School Free Of Violence And Drugs
- Safe Environment Including Alternative Schools
- And Adequate Facilities
- Schools Are Safe
- Safe Schools
- All Classrooms Provide Safe Learning Environment Conducive To Maximum Time On Instruction
- Social Services Available Daily

PARENTS/COMMUNITY AS CO-EDUCATOR

- High Emphasis On Parental Involvement
- Family Integration
- Recreate Families
- Daily Or Weekly Communication Between Teachers And Parents
- Renewal Of Family In Partnership With Schools
- Parent Education
- Parental Involvement
- Active Parental Participation
- All Parents, Schools, Community Agencies Will Work Together To Educate The Whole Child
- Cooperative Involvement Between Businesses And Larger Community
- Schools Will Be Accepting Environment For Parents, Kids & Community

AVAILABILITY AND USE OF TECHNOLOGY

- Every Child By Year 2000 Teacher Will Be Computer Literate
- Equal Technological Opportunities (Computers And Training)
- Students Using Technology In The Class And Lab As Teaching Tools
- Technology And The Arts (Integrated Into The Curriculum)
- Computer Literacy For Each Student
- Network Computers In Every Class With Full-Time Specialist On Staff (Site-Based)
- Media/Technology In Every Class
- Computer/Technology Every Class School-Wide
- Access & Wise Use Of Technology
- Computers In Every Classroom

CULTURAL LITERACY

- Multi-Cultural Education
- Intercultural Links In The Arts Parish-Wide
- Cultural Arts In All Schools

OPTIMAL PUPIL/STAFF RATIO

- Lower Teacher/Pupil Ratio - 1/15
- 1/20 Teacher/Pupil Ratio
- 15/1 Student/Teacher Ratio
- Reduction Class Size - 10-15 to 1
- Small Classes - 18 or less with an aide (K-3)
- Smaller Class Size For Individual Instruction Tailored To Needs Of Students (Montessori)
- Teachers/Student Ratio of 1 to 10-15 In All Classes
- Adequate Planning Time For Teachers To Accommodate Individual Student Needs (e.g. 1/3 of the day)
- Reduced Class Size

INTEGRATED PROGRAM TO MEET ALL STUDENTS' NEEDS

- All Students Treated Like Special Students
- Alternative Learning Programs For All Levels-WIN, YES, T-2, T-3
- More Emphasis On Math & Science For Girls
- Reestablishment Of Relevance In Learning
- Alternative Schooling And Curriculum
- Opportunities For Learning
- Increased Emphasis On Vocational Training/Parenting Classes - Community Goals Defined
- Return To Basics - 3Rs
- Alternative Education To Meet Academic And Behavioral Needs
- Alternative Education
- Integrated Curriculum Including The Arts
- Students Graduate With Skills Necessary To Enter The Workplace
- H.S. Graduates Can Think
- Alternative Education Opportunities - Vocational/Discipline

INDIVIDUAL STUDENT NEEDS MET

- Enthusiastic Learners
- Personnel, Emotional, Social, Educational And Special Needs Of Individuals
- Inclusion
- Readiness Program - Special Needs
- Education Best In USA
- Absence Of Labels

PROFESSIONAL GROWTH OPPORTUNITIES

- Strong Support System For New Teachers
- Staff Development - Regularly Scheduled
- Time Allotment For Communication Between All Professionals
- Increased Attractiveness Of Teaching: Benefits, Money, Prestige, Sabbaticals, Teacher Foreign Exchange

RESOURCES FOR SUCCESS

- Whole Community Involvement In Student Learning Programs
- Classroom Teaching Supplies (Aids) Available To Teachers
- Education/Business Link (Through Partnership)
- Community Involved In Financial Support

CONTRADICTIONS

EDUCATION IS NOT A PRIORITY	NON-PRODUCTIVE ATTITUDES	INADEQUATE ALLOCATION OF TIME PRIORITIES	INEFFECTIVE COMMUNICATION CONCERNING SCHOOLS	INADEQUATE PROVISION FOR NEEDS OF ALL STUDENTS	RAPID CHANGES CAUSES DEFICIENCIES IN SCHOOL	INCREASED SOCIAL COMPLEXITY DRIVES REGULATIONS & POLICIES	INEFFECTIVE ORGANIZATION OF COMMUNITY RESOURCES
Funds Are Inadequate Or Unavailable	Fear Of Change	Use Of Instructional Time For Housekeeping	Parish Divided Into Two "School Districts"	Irrelevant Curriculum For Non-College Bound Students	No Required Substitute Training	Mobile Communities	No Central Clearinghouse For Community Resources
Not Enough Counselors And Social Workers Available	Unable To Change Labels- Vocational To Academic	Limited Time To Develop A Personal Relationship With Teachers And Students	Mistrust In Educational System	Little Commitment To Alternate Programs	Limited Tech Knowledge And Expertise At All Levels Within School System	Constraints By Laws, Regulations And Policies	Limited Communication Of Available Resources
Inadequate Planning By Land Developers	Inability To Initiate Change	Insufficient Planning Time	Real Classroom Teachers Are Not Represented Here	Schools Are Not Permitted To Design Own Site-Based Alternative Programs	The Support For Inservice Is Not There	Bureaucratic Time Constraints In Implementing Programs	Underfunded Inadequate Staff For Social Services
Inadequate, Substandard, Unrealistic Space Utilization	Poor Public Consensus On What Schools Should Do	Overextended Span Of Control	No Back-Up Between Parents, School, Community	Limited Career Education & Focus On Employable Skills	Computer Illiteracy	5	5
Health Services Not Affordable	Negative Press	No Time For Daily Planning In Elementary	Little Positive Communication Between Parents, School, Community	Inadequate, Non-Existing Pre-K Opportunities To Identify Early Problems	Site Specialists To Assist Teachers And Students Are Not Available		
No Increased Funding For Growth Opportunities	Poor Self Respect Or Respect Of Others	No Time Available For Best Management By Teachers	Educators Block Coordination Of Resources	Individual Learning Styles Not Addressed	Unavailability Of Experts With Meaningful Topics For Staff Development		
No Clear Idea In The Community About The Real Cost(s) Of A Bad Education	Fear Of Learning Any New Technology	Limited Staff Development And/Or Collaboration Times	Ineffective Tools To Get All Parents Involved	Children Inappropriately Served In Regular Education	Professionally Deficient Day Care Workers		
Inconsistency Of Plan And Enforcement	Students Are Irresponsible And Not Focused	Teachers Not Available For Teacher/Parent Contacts	Community Distrust And Limited Knowledge Affects Fundings	11	7		
Limited Commitment To Planning Process	Territorial Thinking	Too Few "B" Days Available	Public Does Not See Education As Everyone's Concern				
Passage of Bonds Issues	Breakdown Of Family & Values	Negative Attitudes Toward Professional Growth	16				
Class Size Too Large To Meet Individual Needs	17	17					
Facilities Limit Technology Expansion							
Insufficient Money/Budgets							
Priority Differences At Various System Levels							

CONTRADICTIONS DATA

EDUCATION IS NOT A PRIORITY

- Unequal Allocation Of Resources
- No Money For Full Time Aides
- Bond Planners, Architects, Educators Propose Uninventive Facilities (Look Like Prisons) - No One Supports Money To Build Them
- Space Not Available
- Priorities Placed On Other Needs
- Insufficient Number Of Professional Days For Teachers
- No Clear & Communicated School System Mission And Planned Outcomes
- Unequal Distribution Of Funds
- No Paid Days For Planning / Professional Growth Before Opening Of School
- Limited Space To Add Needed Services
- Funding Proposals Voted Down
- No \$ For Supplies
- No \$ For Technology
- Insufficient Funds For Technology And Training Of Personnel
- Unequal Allocation Of Financial Resources

NON PRODUCTIVE, ATTITUDES

- School And Community Resistance To Change
- Limited Commitment Of Total Community To The Implementation Of The Vision
- Insufficient Support For Workers / Counselors - Deficient In Administrative, Community, Parents, And Economic
- Attitudes Of Me, Me, Me, Rather Than Being Part Of A Group
- Low Morale
- Customers & Stakeholders Don't See Significant Value & Relevance To Current Education System
- Resistance To Change

INADEQUATE ALLOCATION OF TIME PRIORITIES

- School Day Not Long Enough To Allow For Training Beyond Academic
- Inadequate Time For Planning And Implementation Of New Ideas
- No Time Available For Desired Effectiveness
- Time Constraints
- Inadequate Allocation Of Times Priorities
- Teachers Are Expected To Attend Workshops On Their Own Time
- Negative Attitudes Toward Professional Growth

INEFFECTIVE COMMUNICATION CONCERNING SCHOOLS

- Poor Communication With Community, Parents, Between Schools, & Lawmakers
- Parent Nutrition Ignorance
- Unfocused Communication In System / Community
- Parents Are Too Involved In Other Activities
- Limited, Inadequate Community Communication In All Facets Of Education
- Poor Public Perception Of Acquiring And Using Money
- Activities In Community Are Counterproductive - Drugs, Violence, Burglaries

INADEQUATE PROVISION FOR NEEDS OF ALL STUDENTS

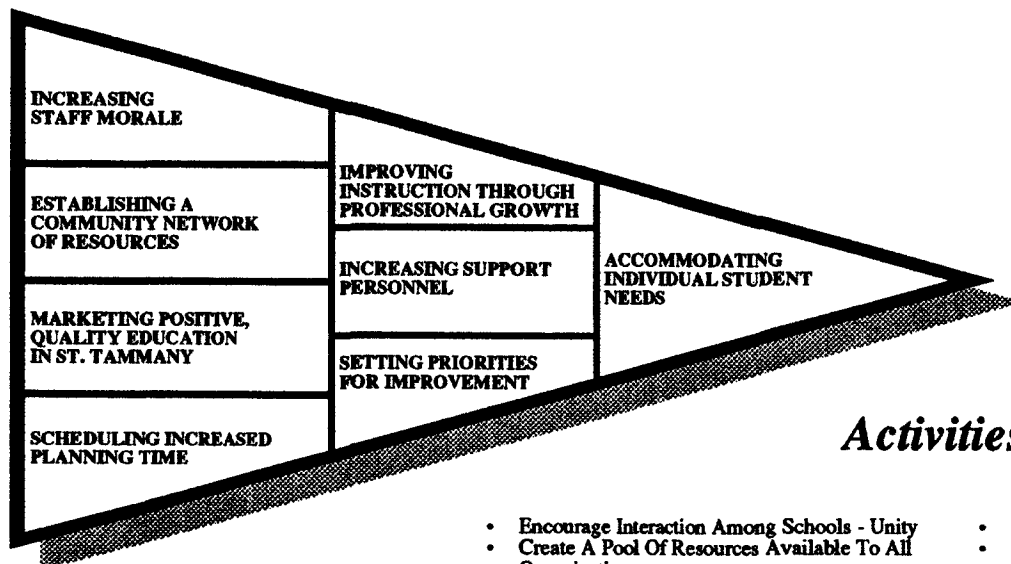
- Inadequate Alternative Program / School For Discipline
- Poor Understanding Of What Vocational Training Is
- Failure To Recognize The "Non-College" Bound Student In Mid-Grades

INCREASED SOCIAL COMPLEXITY DRIVES REGULATIONS & POLICIES

- Government Regulations
- National Non-commitment To End Drug Problem

INEFFECTIVE ORGANIZATION OF COMMUNITY RESOURCES

- Unawareness Of Available Resources
- Weak Economic Administrative, Community, Parental Support



Activities To Focus New Directions

MARKETING POSITIVE, QUALITY EDUCATION IN ST. TAMMANY

- Demonstrate Innovative Programs To Community
- Demonstrate Individual's Skills To Community
- Demonstrate Class/Team's Skills To Community
- Focus On The Positives
- Disseminate Information To The Legislature. PTA Groups, School Systems, Lobby Groups, B.E.S.E. Board, Teacher Union
- Communicate With Law And Policy Makers
- Communicate Through Media (Public & School) Constraints And Policies On Public Education, And How They Affect Our Children
- Educate Legislature About Value Of Education
- Publish Ongoing Newspaper Column
- Publish Parishwide School Newspaper
- Utilize Different Forms Of Communication
- Use Public Access TV To Promote Individual Schools
- Use Public Access Channel
- Give Equitable Media Attention To All Schools
- Clarify Negative Statements
- Consolidate All News About Schools On One Page Of Newspaper
- Schedule Official P.R. Releases

ESTABLISHING A COMMUNITY NETWORK OF RESOURCES

- Develop A System Of Centralized Coordination Of Community Resources
- Communicate Needs And Resources

- Encourage Interaction Among Schools - Unity
- Create A Pool Of Resources Available To All Organizations
- Centralize Community Resources Through A Non Political Entity
- Form A Committee To Identify & Implement Community Resources / Volunteers
- Create An Interagency Network To Focus On The Diversity Of Youth And Family
- Avoid Generalizations About Schools
- Create A Directory Of Community Resources (People & Materials)
- Compile List Of Resources (People & Materials)
- Organize Community Resource Committee
- Organize Business Community To Develop Own Plan To Help Education
- Alleviate Isolation By Supporting Cooperation
- Develop Opportunities For Social Interactions
- Distribute Business Partners Equally

SETTING PRIORITIES FOR IMPROVEMENT

- Do Follow-Up Checks, Sample Tasks For Goal Compatibility
- Eliminate Tasks Which Do Not Match Goals
- Define Vision - What Is Needed, Where Do We Want To Go
- Set Priorities - What Is Important
- Change Practices - Change What We Do, How We Do It
- Involve Parents In Vision Planning
- Prioritize Tasks Consistent With Goals
- Prioritize Needs And Eliminate Unproductive Supplies
- Name Individual Priorities At Each Site
- Treat All Schools Like Mandeville
- Fund Programs/Personnel

- Establish A Mission
- Establish Plan For Community Involvement
- Invite Community Participation In School Activity

IMPROVING INSTRUCTION THROUGH PROFESSIONAL GROWTH

- Schedule Time Management Inservice Sessions
- Add Professional Days For Planning, Inservice (10 Days)
- Bring In Companies For Training And Equipment
- Organize Technology Fair For Staff & Community
- Train The Trainers First- Focus First On Teacher/ Staff, Technology Updates
- Provide Week Of "Smorgasbord" Program For Teachers With Paid Time
- Provide In-School Training
- Schedule Inservice For Faculty & Staff On Law's Affecting Education
- Provide In-Service Opportunities For Teachers To Learn New Techniques
- Increase Creative Sabbatical Opportunities On School Site Or To Pursue Continuing Education
- Make Training Accessible To All
- Standardize Training Sessions
- Focus First On Teacher/Staff Technical Updates (Train The Trainer)

SCHEDULING INCREASED PLANNING TIME

- Conduct Time Management Study Of Teacher Activity
- Extend School Day By Paying Educators To Plan

- Guarantee Daily Planning Period For All Teachers
- Build Up Extra Time In The Regular Schedule - Bank Time
- Create Recreation Programs, Intramural Sports Programs, Motivational Speakers For Large Groups Of Students To Release Teachers
- Reschedule Or Extend School Year With Dedicated Days For Professional Growth
- Change The Structure Within The School Day (Blocking - 7 Period Day)

INCREASING SUPPORT PERSONNEL

- Add More Teachers Aides & Assistants
- Use Volunteers, Interns For Non-professional Tasks
- Get More Adults In Classrooms
- Hire Parish Resource Coordinator
- Hire Business Manager And Extended Clerical Staff Per School
- Employ A "Roving Sub" For Each School

ACCOMMODATING INDIVIDUAL STUDENT NEEDS

- Identify Alternative Tracks
- Offer Student Job Training And Apprentice Programs
- Change The "Perception" Of Skilled Careers
- Provide Smaller Teacher / Pupil Ratios So That Learning Styles Can Be Addressed

INCREASING STAFF MORALE

- Provide Monetary Incentives
- Recognize The Good Work Individual Teachers Do
- Develop Community Business "Perks" For Deserving Teachers