

# Arkansas Vision for Excellence in Education

Communications Connection

June 16, 2016

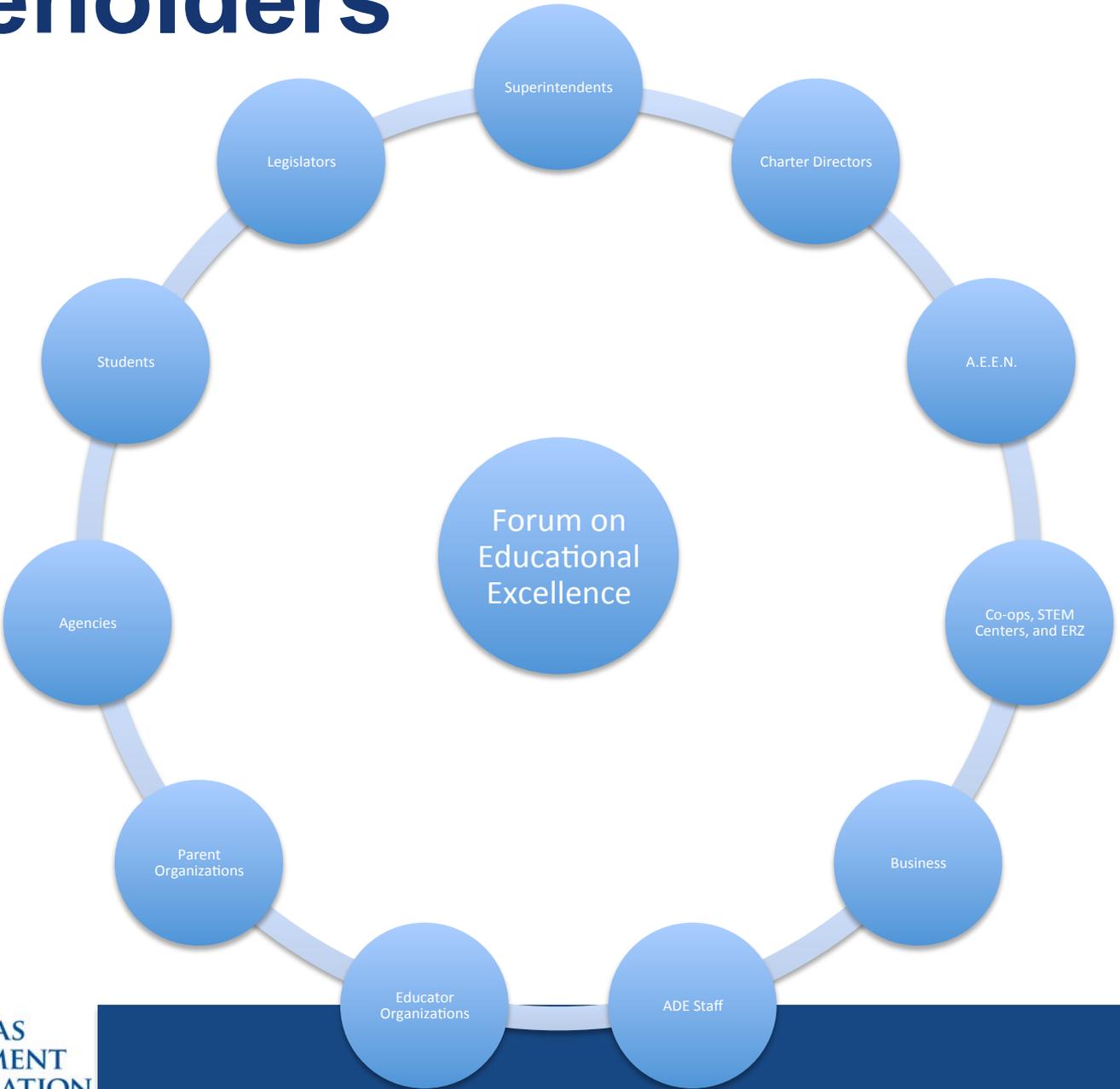








# Stakeholders



# Vision

The Arkansas Department of Education is transforming Arkansas to lead the nation in student-focused education.

# Mission

The Arkansas Department of Education provides leadership, support, and service to schools, districts, and communities so every student graduates prepared for college, career, and community engagement.

# Values

## Leadership

- a. Striving to be a model of excellence that is dedicated to professional and ethical standards, the whole child, and effective results.
- b. Driving action toward excellence through informed risk-taking.
- c. Protecting the public trust by ensuring quality and accountability.

## Support

- a. Collaborating with others through mutual respect, trust, and professionalism.
- b. Communicating in an open, honest, and transparent manner.
- c. Fostering new ideas and promoting effective practices.

## Service

- a. Providing quality service in a respectful, effective, and professional manner.
- b. Administering agency programs and services with integrity, honesty, and transparency.
- c. Leveraging state resources in a wise, efficient, and productive manner.

# Goals

1. Each student will meet or exceed readiness benchmarks along the pathway to graduate prepared for college, career, and community engagement.
2. Each student will meet or exceed his/her expected individual growth annually.
3. Each student will develop and apply personal competencies that foster learning, community engagement, and success in life.
4. Each student will be actively engaged in college, career preparation, military service, and/or competitive employment one year after graduation.
5. The Arkansas Department of Education will build the capacity of each team member to provide efficient and effective customer service that benefits students, respects taxpayers, and serves stakeholders.



[http://www.arkansased.gov/about-ade/  
vision-for-excellence-in-education](http://www.arkansased.gov/about-ade/vision-for-excellence-in-education)

**WEBPAGE**



# Goal 1: Each student will meet or exceed readiness benchmarks along the pathway to graduate prepared for college, career, and community engagement.

## We Believe...

When ADE...	And educators...	Then students...
<ul style="list-style-type: none"> <li>advocates for policies and provides guidance to enable student-focused learning systems</li> </ul>	<ul style="list-style-type: none"> <li>will implement student-focused learning systems</li> </ul>	<ul style="list-style-type: none"> <li>will meet or exceed readiness benchmarks along the pathway to graduate prepared for college, career, and community engagement.</li> </ul>
<ul style="list-style-type: none"> <li>provides quality learning standards and implementation support for student-focused learning systems</li> </ul>		
<ul style="list-style-type: none"> <li>provides multiple certification pathways and avenues for advancement to promote excellence in teaching and leading</li> </ul>	<ul style="list-style-type: none"> <li>will recruit, support, and retain excellent teachers and leaders</li> </ul>	
<ul style="list-style-type: none"> <li>transitions to <b><u>flexible, comprehensive assessment systems</u></b></li> </ul>	<ul style="list-style-type: none"> <li>will make informed decisions using data from multiple measures and indicators</li> </ul>	
<ul style="list-style-type: none"> <li>rewards, supports, and intervenes in districts and/or schools through a <b><u>flexible, comprehensive state accountability system</u></b></li> </ul>		

## Goal 2: Each student will meet or exceed his/her expected individual growth annually.

We Believe...

When ADE...	And educators...	Then students...
<ul style="list-style-type: none"> <li>advocates for policies and provides guidance related to the use of <b><u>multiple, measures of student growth</u></b></li> </ul>	<ul style="list-style-type: none"> <li>will make informed decisions</li> </ul>	<ul style="list-style-type: none"> <li>will meet or exceed their expected individual growth annually.</li> </ul>
<ul style="list-style-type: none"> <li>develops aligned data collection and reporting tools to support the use of growth measures</li> </ul>		
<ul style="list-style-type: none"> <li>provides professional learning, avenues for advancement, and recognition of <b><u>excellent teachers and leaders</u></b></li> </ul>	<ul style="list-style-type: none"> <li>will support their colleagues in facilitating effective student-focused learning</li> </ul>	
<ul style="list-style-type: none"> <li>rewards, supports, and intervenes in districts and/or schools through a flexible comprehensive state accountability system that includes growth measures</li> </ul>	<ul style="list-style-type: none"> <li>will implement strategies to close achievement gaps and accelerate learning</li> </ul>	

## Goal 3: Each student will develop and apply personal competencies that promote learning and success in life.

### We Believe...

When ADE...	And educators...	Then students...
<ul style="list-style-type: none"> <li>collaborates with stakeholders to identify best practices for developing <b><u>personal competencies</u></b></li> </ul>	<ul style="list-style-type: none"> <li>will integrate personal competency development into student-focused learning systems</li> </ul>	<ul style="list-style-type: none"> <li>will develop and apply personal competencies that promote learning and success in life.</li> </ul>
<ul style="list-style-type: none"> <li>advocates for policies and provides guidance to include personal competencies in learning, assessment, and accountability systems</li> </ul>		
<ul style="list-style-type: none"> <li>outlines personal competency expectations and aligns data collection and reporting tools</li> </ul>		
<ul style="list-style-type: none"> <li>leverages support of employers and communities to partner with educators in developing diverse learning opportunities</li> </ul>	<ul style="list-style-type: none"> <li>will support students in practicing personal competencies in a variety of situations</li> </ul>	
<ul style="list-style-type: none"> <li>provides professional learning on the development of personal competencies and recognizes excellent teachers and leaders in integrating personal competencies into learning</li> </ul>	<ul style="list-style-type: none"> <li>educators will support their colleagues in integrating personal competencies in student-focused learning systems</li> </ul>	
<ul style="list-style-type: none"> <li>rewards schools through a flexible comprehensive state accountability system that includes personal competency measures</li> </ul>		

## Goal 4: Each student will be actively engaged in college, career preparation, military service, and/or competitive employment one year after graduation.

We Believe...

When ADE...	And educators...	Then students...
<ul style="list-style-type: none"> <li>advocates for policies and provides guidance to align completion/entry criteria between secondary and <b>post-secondary</b> endeavors</li> </ul>	<ul style="list-style-type: none"> <li>will facilitate students completing high school and transitioning into post-secondary endeavors</li> </ul>	<ul style="list-style-type: none"> <li>will graduate and be actively engaged in college, career preparation, military service, and/or competitive employment one year after graduation.</li> </ul>
<ul style="list-style-type: none"> <li>aligns data collection and reporting tools to incorporate completion/entry measures</li> </ul>	<ul style="list-style-type: none"> <li>will guide students in planning based on their progress and interests</li> </ul>	
<ul style="list-style-type: none"> <li>supports schools through a flexible comprehensive state accountability system that includes <b>graduation rate</b> and first year postsecondary engagement results</li> </ul>	<ul style="list-style-type: none"> <li>will employ student engagement, re-engagement, and alternative learning opportunities as needed</li> </ul>	

## Goal 5: The Arkansas Department of Education will build the capacity of each team member to provide efficient and effective customer service that benefits students, respects taxpayers, and serves all stakeholders.

We Believe...

When ADE...	And team members...	Then students...
<ul style="list-style-type: none"> <li>participates in open lines of multi-way communication</li> </ul>	<ul style="list-style-type: none"> <li>And stakeholders will have the information to interact with mutual trust and respect</li> </ul>	<ul style="list-style-type: none"> <li>then students, taxpayers, and all stakeholders will benefit from the work of the agency.</li> </ul>
<ul style="list-style-type: none"> <li>disseminates timely and accurate information</li> </ul>		
<ul style="list-style-type: none"> <li>engages in continuous professional learning</li> </ul>		
<ul style="list-style-type: none"> <li>models and supports efficient financial operating processes</li> </ul>	<ul style="list-style-type: none"> <li>and districts and/or schools will make data-informed decisions to utilize available state and federal funds in implementing effective K-12 programs</li> </ul>	
<ul style="list-style-type: none"> <li>implements a performance management system</li> </ul>	<ul style="list-style-type: none"> <li>will be empowered to design, implement and evaluate their work to support ADE's vision and mission</li> </ul>	

## Student Focused Education

Quality Learning Standards

Excellent Teachers  
and Leaders -  
excellence in teaching  
and learning

Flexible,  
comprehensive  
Assessment Systems

### **Flexible, Comprehensive State Accountability System**

- Performance
- Student Growth
- Personal Competencies
- Graduation rate
- 1<sup>st</sup> Year Postsecondary Engagement

Goals

1

Strategies

1.1

1.2

Milestones

1.1.1

1.1.2

1.2.1

**Actions**

**Actions**

**Actions**



2016  
CONFERENCE  
EAST

Welcome!

- Introductions
- Commissioner Update
- Meeting Outcomes
  - Draft Milestone Action Plans
  - Identify next steps (completing plans, implementation, reporting)







# ADE Employees Intranet

## ADE Strategic Performance Management (SPM) Tools



Unit/Division Leader  
SPM Log-In



All Team Members  
SPM Read-Only  
Access



SPM Working  
Documents

**Strategy: 5.5 - If ADE implements a performance management system, then team members will be empowered to design, implement and evaluate their work to support ADE's vision and mission, and students, taxpayers, and all stakeholders will benefit from the work of the agency.**

**Milestone: 5.5.1 - Implement a performance management cycle that includes action planning and monitoring.**

Division: **Central Administration** Unit: **Commissioner's Office**

Action: **5.5.1.1 - develop begin implementation of action plans for Year 1 milestones**

Jul Aug

Action: **5.5.1.2 - develop monthly unit team performance review cycle and division team performance review cycle**

Jul Sep

Action: **5.5.1.3 - develop leadership team performance review cycle - first Friday of each month**

Aug Sep

Action: **5.5.1.4 - 1st quarter review of cycle implementation**

Sep Oct

Action: **5.5.1.5 - 2nd quarter review of cycle implementation**

Dec Jan

Action: **5.5.1.6 - action plans are developed for Year 2 milestones**

Feb Apr

Action: **5.5.1.7 - 3rd quarter review of cycle implementation**

Mar Apr

Action: **5.5.1.8 - Year 3 milestones are identified; 4th quarter review of cycle implementation; report to the staff**

Jun Jul

Action: **5.5.1.9 - Year 1 milestones are reviewed and Year 2 milestones adjusted**

Jan Feb

**Milestone: 5.5.2 - Provide progress reports, adjust action plans, and create year 3 milestones to continue work in implementing identified strategies**

Action: <b>5.5.2.1 - 1st quarter report to stakeholders</b>			
		Oct	Nov
Action: <b>5.5.2.2 - 2nd quarter report to stakeholders</b>			
		Jan	Feb
Action: <b>5.5.2.3 - 3rd quarter report to stakeholders</b>			
		Apr	May
Action: <b>5.5.2.4 - 4th quarter report to stakeholders</b>			
		Jun	Aug
Action: <b>5.5.2.5 - Year 1 milestones reviewed and Year 2 milestones adjusted</b>			
		Jan	Feb
Action: <b>5.5.2.6 - action plans are developed for Year 2 milestones</b>			
		Feb	Apr
Action: <b>5.5.2.7 - Year 3 milestones are developed</b>			
		May	Jun

# Leadership Performance Review Dates

- August 5
- September 2
- October 7
- November 4
- December 2
- January 5-6 year 2 milestones
- February 3
- March 2-3 action plans
- April 7
- May 5
- June 1-2 year 3 milestones

# Work Days

## ADE Auditorium

- July 1
- July 8