State Strategies for Engaging Stakeholders in Equity Planning and Beyond

April 29, 2015
Facilitators and Presenters

- **Carol O’Donnell**, Group Leader, Office of State Support, U.S. Department of Education
- **Ellen Sherratt**, Co-Deputy Director, Center on Great Teachers and Leaders
- **Phil Gonring**, Senior Advisor, Equitable Access Support Network (EASN)
- **Karen Wyler**, Induction and Institutions of Higher Education (IHE) Evaluation Specialist, Georgia Department of Education
- **Julie Noland**, Education Program Specialist, Georgia Department of Education
- **Christopher Ruszkowski**, Director, Teacher and Leader Effectiveness Unit, Delaware Department of Education
- **Maria Stecker**, Special Assistant, Communications, Operations, and Equity, Teacher and Leader Effectiveness Unit, Delaware Department of Education
- **Shelby Maier**, Researcher, North Central Regional Comprehensive Center
- **Laurie Matzke**, Director, Federal Title Programs, North Dakota Department of Education
Equitable Access Support Network

- Center on Great Teachers and Leaders
- CCSSO
- U.S. Department of Education Office of State Support
- Equitable Access Support Network (EASN)
- Comprehensive Centers
- Equity Assistance Centers

EASN.grads360.org
EASN Communities of Practice

Policy and Programs
Rashidah Lopez Morgan

Data Use and Analysis
Dr. Andy Baxter

Stakeholder Engagement
Dr. Ellen Sherratt

Rural Access Issues and Support
Dr. Rose Honey

You are Here

EASN.grads360.org
Agenda

• Welcome and Overview
• Elements of Effective Stakeholder Engagement
  • Emerging Approaches and Lessons Learned
  • Future Plans
• State Education Agency (SEA) Approaches
  • Delaware
  • Georgia
  • North Dakota
• Wrap Up
Welcome and Overview
Attendees will:

• Understand the purpose of the Stakeholder Engagement Community of Practice (CoP)

• Engage in discussion about lessons learned from States’ initial stakeholder engagement efforts

• Learn how Delaware, Georgia, and North Dakota engaged stakeholders around ensuring equitable access
Elements of Effective Stakeholder Engagement
Emerging Approaches

• Stakeholder engagement efforts to-date have included:
  • Internal SEA stakeholder meetings
  • Meetings with external stakeholder group leadership and regional leaders
  • Regional meetings
  • Small meetings with individual organizations
  • A place on the agenda of existing standing meetings
  • Stakeholder-specific meetings
  • Large town-halls
  • Webinars
  • Online surveys

Interactive Stakeholder Engagement Guide:
http://www.gtlcenter.org/sites/default/files/GTL_StakeholderOverview.pdf
Lessons Learned

• Lessons learned from meetings to-date include:
  • Invite high-level State leaders to set the tone and convey the importance of ensuring equitable access
  • Consider the full diversity of stakeholders
  • Use structured protocols and experienced facilitators
  • Tap stakeholders to spark a State-wide conversation and provide even greater stakeholder input
  • Employ a communications strategy in addition to engaging stakeholders
  • Engage stakeholders in-person when possible
  • No amount of stakeholder engagement is too much!
Future Plans

- Future plans may include:
  - Consideration of who will be engaged in what and when
  - Plans for public reporting
  - Creation of a long-term equity coalition who can hold the State accountable for implementation and ongoing modification of plans
  - Additional influential stakeholders who can provide the support needed, such as:
    - Governors
    - Legislators
    - State boards of education

Delaware
Delaware Equity Plan – Spring 2015

Stakeholders Engaged

LEA Based:
- District Administrators
- Principals
- Teachers/Specialists
- District Data Analysts
- Charter Leaders
- District Instructional Leaders
- District Human Resources Leaders (upcoming)

SEA Based:
- DDOE Director’s Council
- Licensure, Certification, and Compensation Subcommittee
- Professional Standards Board (upcoming)
- State Board of Education (upcoming)

Community/Business/IHE Based:
- Wilmington Education Think Tank (Civic Leaders)
- Delaware Workforce Development Board
- Non-profit Partners
- IHEs
- P-20 Council (Joint Ed Group)
- Latin American Community Center (upcoming)
- United Way (upcoming)

Teacher/Administrator Organizations:
- Delaware State Education Association (DSEA)
- Delaware Association of School Administrators (DASA)

Parents:
- State PTA (upcoming)
- Parent Advocacy Council for Education (upcoming)
# Structured Protocols

## ROOT CAUSE ANALYSIS

### Overview of Plan
- Purpose, Requirements, Stakeholders Engaged, and Statutory Terms

### Delaware Data: Overview of Gaps
- Teacher Experience, Teacher Turnover, and Teacher Effectiveness
- Built on Partnership with Harvard Strategic Data Project

### Root Cause Analysis
- Modeling and Small Group Breakout with Graphic Organizer (Pick 1 Gap and Name Root Causes)
- Large Group Share Out

## POTENTIAL STRATEGIES & SOLUTIONS GENERATION

### Quick Review of Root Cause Analysis Session
- Plan Requirements
- Data

### Share Root Causes That Emerged in All Root Cause Protocols
- Focus on Six Top Root Causes That Emerged
- Include All Root Cause Areas and Sub-Areas

### Strategy Evaluation and Generation
- Small Group Breakout with Graphic Organizer (Pick 1 Root Cause Area)
- Answer What Should Delaware: (1) Continue to Support, (2) Stop Doing, or (3) Attempt, That Is New or Innovative
- Large Group Share Out

EASN.grads360.org 14
Ongoing Stakeholder Engagement (Post June 1, 2015)

1. Continue approach of joining existing meetings for ongoing engagement through Summer 2015 *(additional engagement)*

2. Conduct two meetings per month through end of 2015
   • Purpose: Unpack and/or refine strategies

3. Schedule meetings with select individual local educational agencies (LEAs)
   • Assist with their planning process (similar to “planning year” offered at the beginning of Race to the Top)
Georgia
Unite in common purpose

There are 1,702,758 reasons to have effective teachers and leaders in Georgia.
Georgia’s Stakeholder Engagement

GEORGIA’S STAKEHOLDER ENGAGEMENT

District Focus Groups
Identified Equity LEA’s/Title IIA Specialist/Induction Specialist/TLE Specialist

Community Stakeholder Groups
Southern Education Foundation (Civil Rights) /United Way/Prep for GA/
Teacher of the Year/Educational Reform/GBP/USG/GPEE/GAE/PAGE

Equity Virtual Advisory
SEA, P12, IHE’s, Community Stakeholders, RESA

P-20 Collaborative
SEA, RESA, P12, IHE’s

Equity Advisory
Teacher and Leader Effectiveness Team/RESA’s

State Equity Team
GA DOE, PSC, GOSA,
Professional Organizations

Internal SEA Leadership
GA DOE Leadership

EASN.grads360.org
Community RESA Feedback Road Trip
April 20-May 15, 2015
North Dakota
North Dakota Equity Planning Committee:

• Comprised of 26 members representing a broad and diverse group of North Dakota education stakeholders
• Convened four times between December 2014 and May 2015
• Will continue to convene annually to review monitoring data

Lessons Learned:

1. Important to have knowledgeable members that represent various stakeholder groups
2. Establish norms and processes to ensure all members’ viewpoints are heard
3. Ensure that members have ample time to process data, determine root causes, and brainstorm feasible strategies
4. Complete simple assignments in-between meetings (for example, review draft plan or gather stakeholder feedback)
State Superintendent Involvement

- Participated in stakeholder gatherings by providing opening comments at each meeting
- Demonstrated the importance of the equity plan to stakeholders
- Set the tone that stakeholder input is valued and critical to the State’s equity plan
- Supported SEA staff in the development of the equity plan
North Central Comprehensive Center Support

Support SEA staff throughout the planning process by:

• Serving as a thought partner
• Assisting with planning stakeholder gatherings
• Co-facilitating stakeholder gatherings
• Compiling notes from stakeholder gatherings
• Reviewing and providing feedback on draft equity plan
• Sharing information and resources from the Center on Great Teachers and Leaders and Equitable Access Support Network
Next Steps

### Stakeholder Engagement CoP Schedule

| May 2015 | Using Social Media Tip Sheet |

EASN.grads360.org
EASN Communities 360°  

https://easn.grads360.org
EASN Communities 360°

https://easn.grads360.org

New to this site? Click here for helpful tutorials.

Apply for State Coaching support!

Links to all of our partners

Webinar Series Links

Links to all of our partners

Welcome to EASN Online!

Welcome to the Equitable Access Support Network website — your access point to useful tools and the latest news and products from EASN and its partners. Explore the resources and work with us to build a more equitable future for students across the country.

Communities

Equity Plan Help

Tools & Toolkits

Log in to access more!
Use the EASN Readiness Tool as a guide to develop your plan.

View upcoming EASN and partner events.

Participate in log-in access only discussions with other States.

https://easn.grads360.org

Events Calendar

EASN Open Forum

The Open Forum provides a convenient way for States, the U.S. Department of Education, and EASN technical assistance providers to communicate and share information. This forum is also a way for grantees to easily connect with their peers on a variety of topic areas. See below for helpful tips on participating.
Contact the EASN

Please visit the EASN website or email the EASN to join an EASN Community of Practice, find relevant resources, or request targeted support.

https://easn.grads360.org/

easn@aemcorp.com
Contact Information

• **Ellen Sherratt**: Co-Deputy Director, Center on Great Teachers and Leaders, esherratt@air.org

• **Phil Gonring**: Senior Advisor, Equitable Access Support Network, pgonring@education-first.com

• **Karen Wyler**: Induction and Institutions of Higher Education (IHE) Evaluation Specialist, Georgia Department of Education, KWyler@doe.k12.ga.us

• **Julie Noland**: Education Program Specialist, Georgia Department of Education, jnoland@doe.k12.ga.us
Contact Information

- **Christopher Ruszkowski**: Director, Teacher and Leader Effectiveness Unit, Delaware Department of Education, christopher.ruszkowski@doe.k12.de.us

- **Maria Stecker**: Special Assistant, Communications, Operations, and Equity, Teacher and Leader Effectiveness Unit, Delaware Department of Education, Maria.Stecker@doe.k12.de.us

- **Shelby Maier**: Researcher, North Central Regional Comprehensive Center, SMaier@mcrel.org

- **Laurie Matzke**: Director, Federal Title Programs, North Dakota Department of Education, lmatzke@nd.gov
Thank You!