

Career and Technical Education Strategic Planning 2018

Facilitator Summary - Dr. Mike Brown

July 26, 2018

The accompanying documents include the Career and Technical Education Strategic Plan Commitments. These Commitments were collaboratively decided upon by the CTE Advisory Council and members of the DESE staff on July 23, 2018. The information that was used to establish the Career and Technical Education Strategic Plan Commitments stemmed from the work of a strategic planning development meeting with the Advisory Council on April 23, 2018 along with multiple stakeholder feedback opportunities June 10 to July 10, 2018. The Career and Technical Education Strategic Plan Commitments 2018 were the result of discussion, debate, and eventually consensus through a systematic process-based facilitation.

The Career and Technical Education Strategic Plan Commitments 2018 clearly leverages the strategic advantages and addresses many of the strategic disadvantages and potential “blind spots” that were acknowledged through a SWOT analysis executed on April 23, 2018. The Commitments are aligned and honor the previous work of the Advisory Council including their Vision, Strategic Plan Framework, Marketing Plan, and Program Evaluation. The established CTE Vision, Mission, and Values are in alignment with the Department of the College and Career Readiness’ vision and mission within DESE. Although capacity and capability issues will always need to be considered once priorities and action plans are established from the CTE Strategic Plan Commitments, some of these challenges have been minimized due to the collaborative effort of the members of the Advisory Council and DESE member’s participation on July 23, 2018. The result of this collaborative effort are solid strategic plan commitments that provide direction and support for the continuous improvement of CTE.

All of the raw, processed, and finalized work from this facilitation has been shared with the Advisory Council. This work includes the facilitator's summary and suggestions for next steps, the finalized commitments, the notes from July 23, 2018, the work (pictures, raw, and processed data) from the April 23, 2018 meeting, the SWOT Analysis from April 23, 2018, all drafts of the work through its different feedback gathering stages - June 10 through July 10, 2018, stakeholder feedback and all PowerPoint slides used throughout the facilitation.

The final Career and Technical Education Strategic Plan Commitments 2018 contains the CTE Vision, Mission, Values, Stakeholders, Strategic Focus Area Goals, Objectives (Key Measures), and Improvement Actions.

Facilitator Suggestions for Next Steps

- Create a Strategic Plan-on-a-Page to share with your stakeholders. All documents shared with the public should be carefully edited, branded, and cosmetically pleasing.
- Decide on the Strategic Plan format/template (facilitator shared an option).
- Develop an accountability system to ensure execution and monitoring of the plan (facilitator shared an option - RACI Model and the shared format/template is aligned to this option)
- Prioritize the improvement actions considering capacity issues in those decisions
- Develop and utilize Action Teams for the improvement actions. These teams create targeted actions plans that include timelines, estimated costs, and necessary resources.
- Use the Vision, Mission, Values to guide your direction in decision making.
- Create clear definitions of words and phrases within the plan where necessary (example - values) to ensure that all stakeholders understand the intent and meaning behind the words that are used.
- Maintain the integrity of the strategic plan development process by being accountable to the established commitments.
- Execute, monitor, and revise the plan collaboratively among all stakeholders. This supports ownership of the plan, efficient execution, and overcoming potential capacity and capability issues.
- Utilize the Quality Continuous Improvement (Baldrige) Framework in the execution of the plan.
- Develop and utilize a strategic plan revision process.