

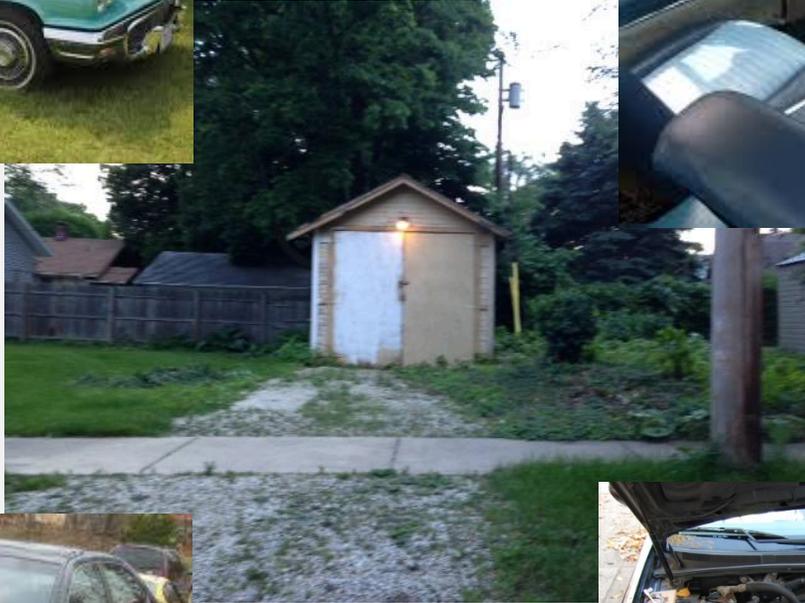
MISSOURI CTE ADVISORY COUNCIL

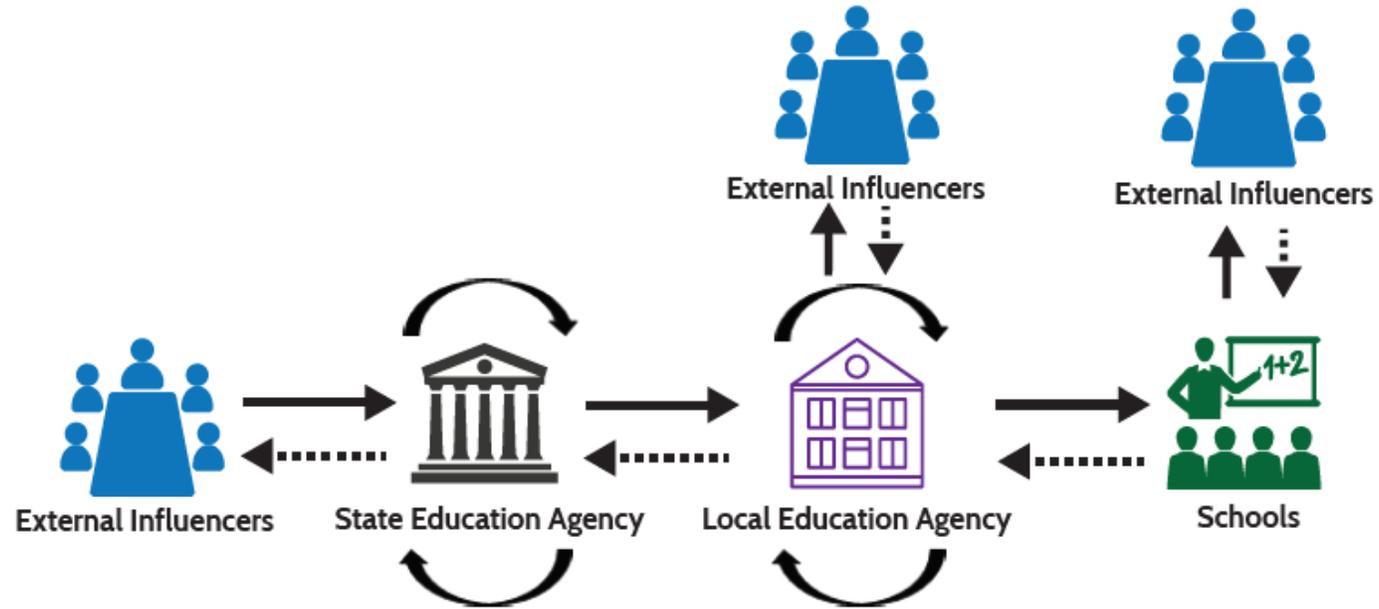
Thinking Strategically

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Center on Innovations in
Learning





IS THE COUNCIL AN INFLUENCER,
ACTOR, OR BOTH?

**The Council's Vision:
Creating Career Ready
Missourians**



QUESTIONS

- Is this a vision for the CTE Advisory Council?
- Or for all the groups that have a role in CTE in Missouri?
- What groups create career-ready Missourians?

Provide advice and direction to the State Board of Education and the Commissioner of Education regarding issues that impact Career and Technical Education (CTE) programs and services in Missouri.

THE COUNCIL'S MISSION

THE COUNCIL'S DUTIES (OR STRATEGIES)

Make an annual written report to the state board of education and the commissioner of education regarding the development, implementation, and administration of the state budget for career and technical education

Annually submit written recommendations to the state board of education and the commissioner of education regarding the oversight and procedures for the handling of funds for student career and technical education organizations

Develop a comprehensive statewide short- and long-range strategic plan for career and technical education

Identify service gaps and provide advice on methods to close such gap as they relate to youth and adult employees, workforce development, and employers on training needs

Confer with public and private entities for the purpose of promoting and improving career and technical education

Identify legislative recommendations to improve career and technical education

Promote coordination of existing career and technical education programs

STRATEGIC PERFORMANCE MANAGEMENT

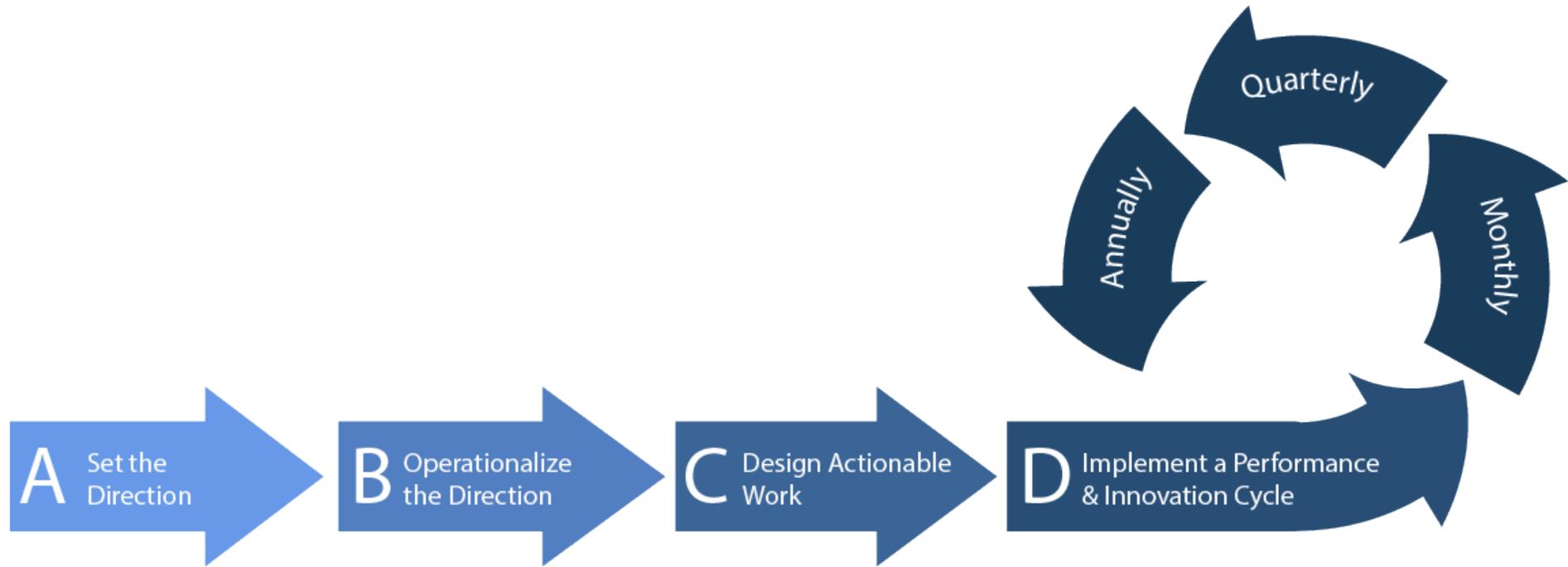
Purpose and
Direction

Functions and
Structures

Performance
and Innovation

STRATEGIC
PERFORMANCE
MANAGEMENT

- Articulating vision, values, mission, and goals;
- Creating an organizational structure based on strategies and functions;
- Aligning resources with the structure;
- Addressing human capital and productivity; and
- Establishing performance measures.

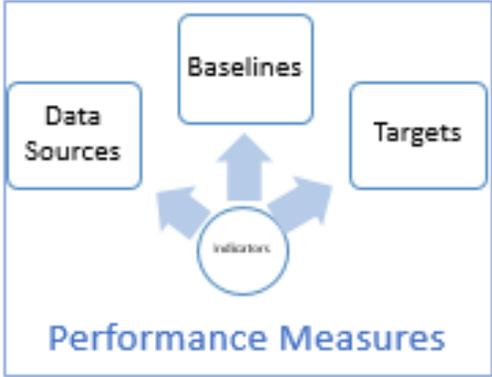


**SETTING THE DIRECTION IS THE
BEGINNING OF SPM**

STRATEGIC PERFORMANCE MANAGEMENT

- VISION
- MISSION
- VALUES

GOALS



STUDENT FOCUSED



5

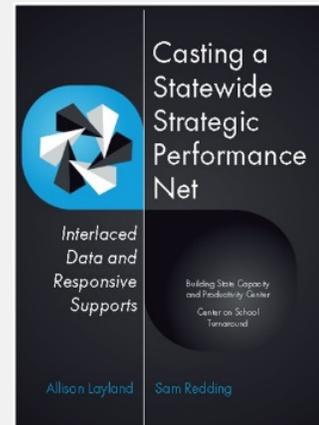
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AGENCY FOCUSED

THREE WAYS TO APPLY SPM



The Entire Organization



Multiple Organizations



A Branch or Strand

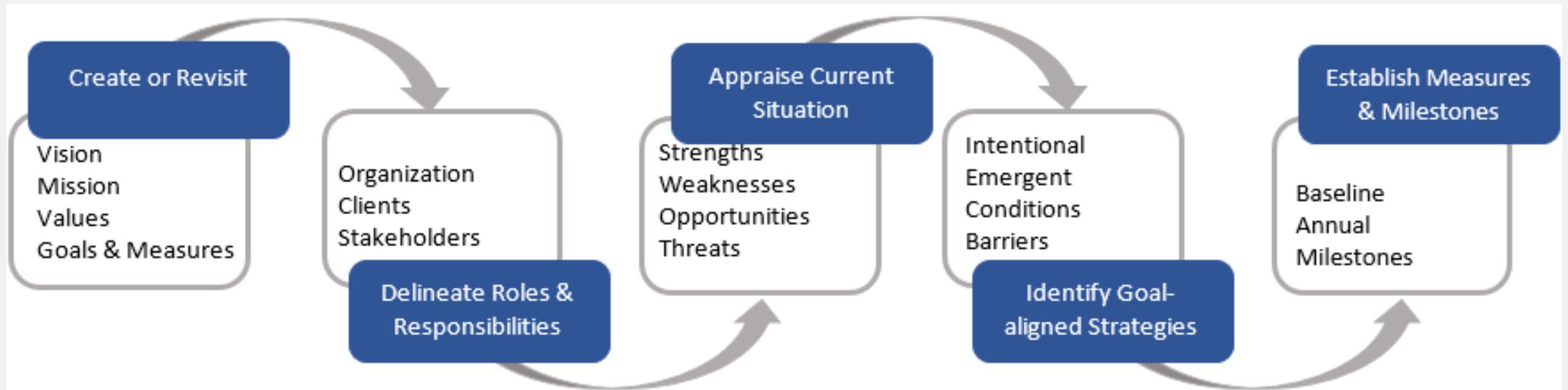
YOUR CHARGE TODAY

Think about your strategic direction.

- Vision
- Mission
- Goals
- Strategies
- Performance Measures

Question

- Is this the strategic direction for the Council, DESE, Legislature, whole system?



SETTING THE DIRECTION

GOAL AND STRATEGY

Student-focused Goal:

Example: Each student will meet or exceed their growth targets along the pathway to graduate prepared for post-secondary study and employment.

Strategy (1 of several):

IF we....., **THEN** they will
.....**AND** each student will meet or exceed their growth targets along the pathway to graduate prepared for post-secondary study and employment.

Who are "we?"

Who do "we" directly impact?

Result for students-student focused goals

Goal performance measure

Strategy Performance Measure

**WHAT IS YOUR
STUDENT-
FOCUSED GOAL?**

If the CTE Advisory Council promotes coordination of existing career and technical education programs, **then** [what groups do you impact?].....
and [what student-focused goal is closer to realization?].....

DESE goal: All Missouri students will graduate ready for success.

Is this also the goal for the Council?

For the whole CTE system?

WHAT MIGHT BE MORE SPECIFIC STUDENT-FOCUSED GOALS RELATED TO CTE? [A THOUGHT EXPERIMENT]

GOALS: What do we want for our students?

Goals in education organizations are typically not restricted by time as they express an ongoing execution of the agency's mission. The goals are aimed at results for students, and they are expressed for all students (or every student).

The set of goals:

- (1) highlight desired results for all students;
- (2) take into account the student outcomes at the time of graduation OR the ongoing progress during the years of schooling; and
- (3) include academic outcomes and student personal competencies (desired personal attributes not directly measured by academic markers), and career/occupational outcomes (employability and job skills).

EXAMPLE GOALS

Graduation goal - Each student will be actively engaged in college, career preparation, military service, and/or competitive employment one year after graduation.

Graduation goal – Each student graduates within the 4-year cohort civically engaged, academically and cognitively prepared, and possessing the necessary technical and employability skills for future success.

Progress goal - All students will be technologically proficient. [with progress measures by grade level or age, for example]

Progress goal - Each student will meet or exceed their growth targets along the pathway to graduate prepared for post-secondary study and employment.

EXERCISE #1 DEVELOP GOALS WITH RELEVANCE TO CTE

Crew 1 – an academic goal for student outcomes at the time of graduation

Crew 2 – an academic goal for student ongoing progress during the years of schooling

Crew 3 – a personal competency (or employability skills and habits) goal for student ongoing progress during the years of schooling

Crew 4 – a career readiness goal for student outcomes at the time of graduation

EXERCISE #2 WHAT DOES IT MEAN FOR

- Students?
- Parents?
- Teachers?
- Employers?

IF we [a Council duty], **THEN** they [identify the ‘they’] will [what will they do?].
AND [the goal you just created].

The Council’s Duties (or strategies)

1. Make an annual written report to the state board of education and the commissioner of education regarding the development, implementation, and administration of the state budget for career and technical education
2. Annually submit written recommendations to the state board of education and the commissioner of education regarding the oversight and procedures for the handling of funds for student career and technical education organizations
- 3. Develop a comprehensive statewide short- and long-range strategic plan for career and technical education**
4. Identify service gaps and provide advice on methods to close such gap as they relate to youth and adult employees, workforce development, and employers on training needs
5. Confer with public and private entities for the purpose of promoting and improving career and technical education
6. Identify legislative recommendations to improve career and technical education
7. Promote coordination of existing career and technical education programs

What other groups would create strategies to address their roles relative to the goals?

Would the Council create strategies to suggest to other groups?

Crews – Identify a group with a role in achieving the goal you created. What would be a strategy for that group?

GOAL AND STRATEGY PERFORMANCE MEASURES. PERFORMANCE MEASURES ARE DEFINED FOR EACH GOAL AND STRATEGY SO THAT PROGRESS TOWARD THE GOAL OR STRATEGY CAN BE DETERMINED.

Performance Indicator:

Data Source:

Baseline Year:

Baseline:

Target Year:

Target:

Target Year:

Target: