MISSOURI CTE ADVISORY COUNCIL

Thinking Strategically

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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 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
STUDENT FOCUSED

AGENCY FOCUSED

STRATEGIC PERFORMANCE MANAGEMENT
THREE WAYS TO APPLY SPM

The Entire Organization

Multiple Organizations

A Branch or Strand
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

Create or Revisit:
- Vision
- Mission
- Values
- Goals & Measures

Appraise Current Situation:
- Organization
- Clients
- Stakeholders
- Strengths
- Weaknesses
- Opportunities
- Threats

Delineate Roles & Responsibilities

Intentional Emergent Conditions

Establish Measures & Milestones
- Baseline
- Annual
- Milestones

Identify Goal-aligned Strategies
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.

Result for students-
student focused goals

Who are “we?”

Who do “we” directly impact?

Goal performance measure

Strategy Performance Measure
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).
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?
The Council’s Duties (or strategies)

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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: