

Complex Area Support Team

Enhancing Complex Area Capacity to Support Quality Implementation

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Assistant Superintendent Patricia Park

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6 Priority Strategies

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- DOE has been focusing its efforts on **6 Priority Strategies**, selected because of their likely impact on Strategic Plan goals
 - ▣ Common Core State Standards (CCSS) (*Goal 1*)
 - ▣ Comprehensive Student Supports/Response to Intervention (RTI) (*Goal 1*)
 - ▣ Formative Instruction / Data Teams Process (FI) (*Goal 1*)
 - ▣ Educator Effectiveness Systems (*Goals 1 & 2*)
 - ▣ Induction and Mentoring (I&M) (*Goal 2*)
 - ▣ Academic Review Teams (ART) Process (*Goal 1*)

- HI at **critical juncture** of these efforts: all about implementation

What We Need

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- People with expertise and legitimacy in these topics are in the field: CAS need resources to recruit and dedicate staff for these purposes
- Improved mechanisms to gather timely, high-quality feedback from the Complex Area and Schools staff about the design and implementation of policies and reform strategies
- Structures, staffing, and processes must be realigned to maximize effective implementation
- Free up CASs to better lead, monitor, and coach and strategically manage people, time, and resources

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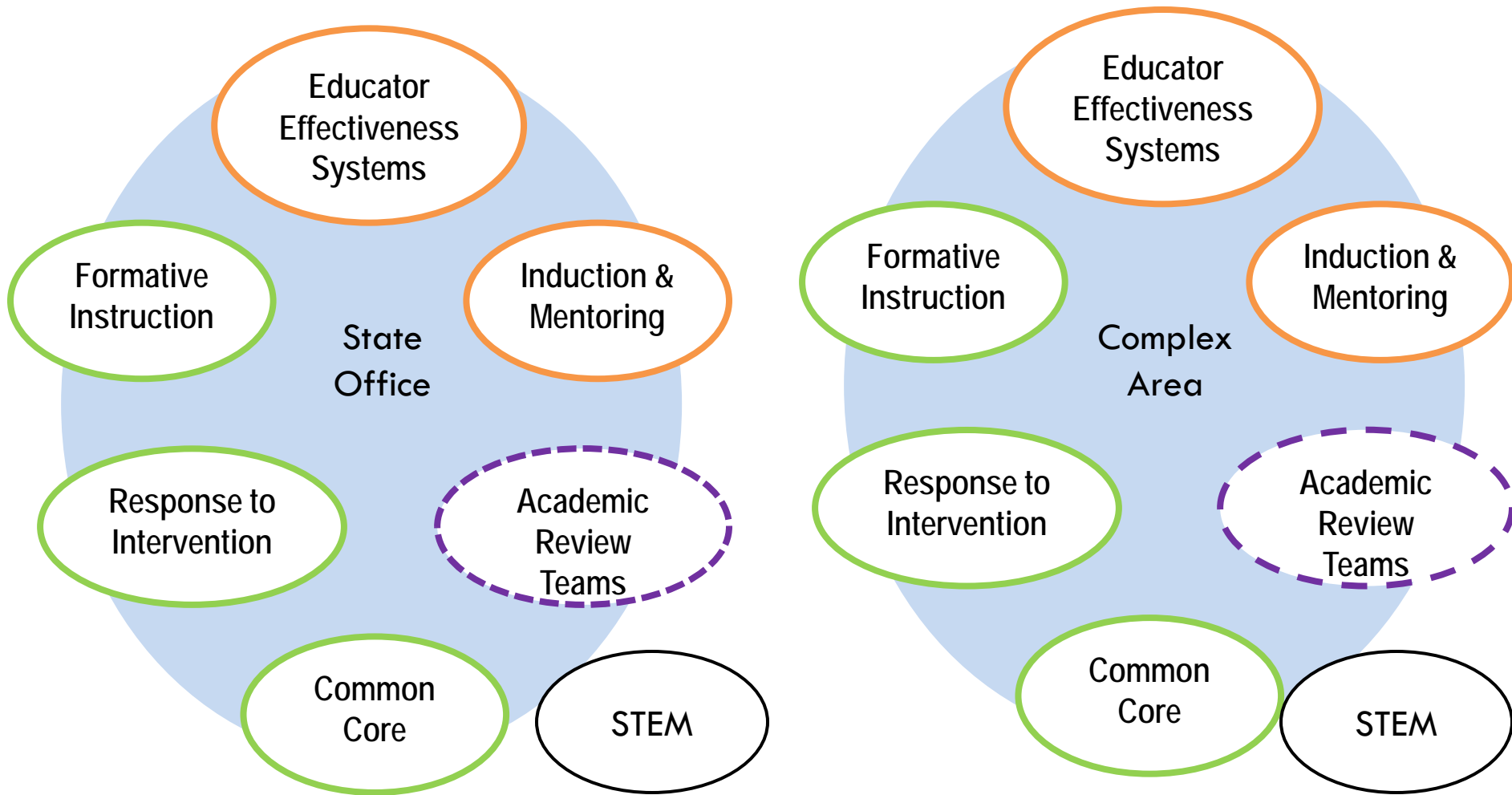
“Complex Area Support Team” (CAST)

Plan to Address Needs: CAST

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- 1) Clearly define roles and responsibilities for **State, C.A., and Schools** for implementing core reform strategies
- 2) **Establish dedicated positions** and hire capable staff to lead implementation of each of the core strategies – one Priority Strategy Lead at the State Office and one at each Complex Area. (*see next slide*)
- 3) **Improve existing and establish new routines and feedback loops** to support staff at all levels to meet their responsibilities to improve delivery of services and ensure effective implementation.

Establishing Priority Strategy Leads at State and Complex Area



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Supporting the CAST & 6 Priority Strategies

Next Steps – Statewide Strategy for each of the 6

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- Finalizing the process of creating and posting the positions
- Developing a comprehensive approach for each of the 6
- Establish delivery plans to ensure coherent tri-level implementation
- Professional development strategy, including summer kickoff
- A set of routines that will ensure monitoring, coaching, and sharing of best practices across the system
- A set of materials that establish clear explications to support quality implementation
- A set of communication tools to ensure clear and consistent messages

MORE INFORMATION TO COME