



Goal



Seven

Goal

By the year 2000, the Nation's teaching force will have access to programs for the continued improvement of their professional skills and the opportunity to acquire the knowledge and skills needed to instruct and prepare all American students for the next century.

Professional development is a foundation upon which DoDEA's vision for the future rests. We are fortunate to have among the most highly educated teachers and administrators in the world. Now we must shift our thinking from past strategies of training to dynamic school based professional development that is targeted directly to school improvement and effective research based classroom teaching.

Highlights

- Developed a comprehensive staff development plan that reaches 100 percent of the DoDEA employee population and identifies critical competencies that teachers and administrators need to prepare students for the 21st century.
- Trained **district** improvement teams in the School Improvement Process and the Strategic Plan in 100 percent of the DoDDS and DDESS districts.
- Implemented the DoDEA Leadership Academy which prepared a cadre of new leaders and increased the repertoire of skills needed by current leaders to achieve the strategic vision.
- Implemented a Teacher Academy which addressed the learning needs of new and experienced teachers, instructional support staff, and coordinators who provide leadership for new curriculum standards implementation.
- Designed and implemented a Successful Beginnings Institute to orient new teachers to the strategic vision, instructional strategies, and the culture of DoDDS.
- Trained 30 percent of all **school** teams in the Strategic Plan and the School Improvement Process.



Goal

By the year 2000, every school will promote partnerships that will increase parental involvement and participation in promoting the social, emotional, and academic growth of children.

For our students to receive the maximum benefit from their educational experiences, parents must be full partners in their children's education. We must expand parent involvement in learning activities and decisionmaking.

Highlights

- Adopted and implemented in all schools a two-way school home communication plan to assist parents and teachers in sharing information and expectations for student academic performance.
- Increased participation in activities such as fundraising, volunteering, and before/after school activities.
- Identified specific learning activities to help parents and teachers work collaboratively in support of the education of students.
- Increased opportunities in all schools to involve parents and educators in the support of the school's curriculum and extracurricular programs.
- Trained parents and educators in developing schoolwide parent partnership programs to support the decisionmaking process in their children's education.
- Developed and published strategies for increasing the participation of fathers in the educational process.



Goal



Nine

Goal

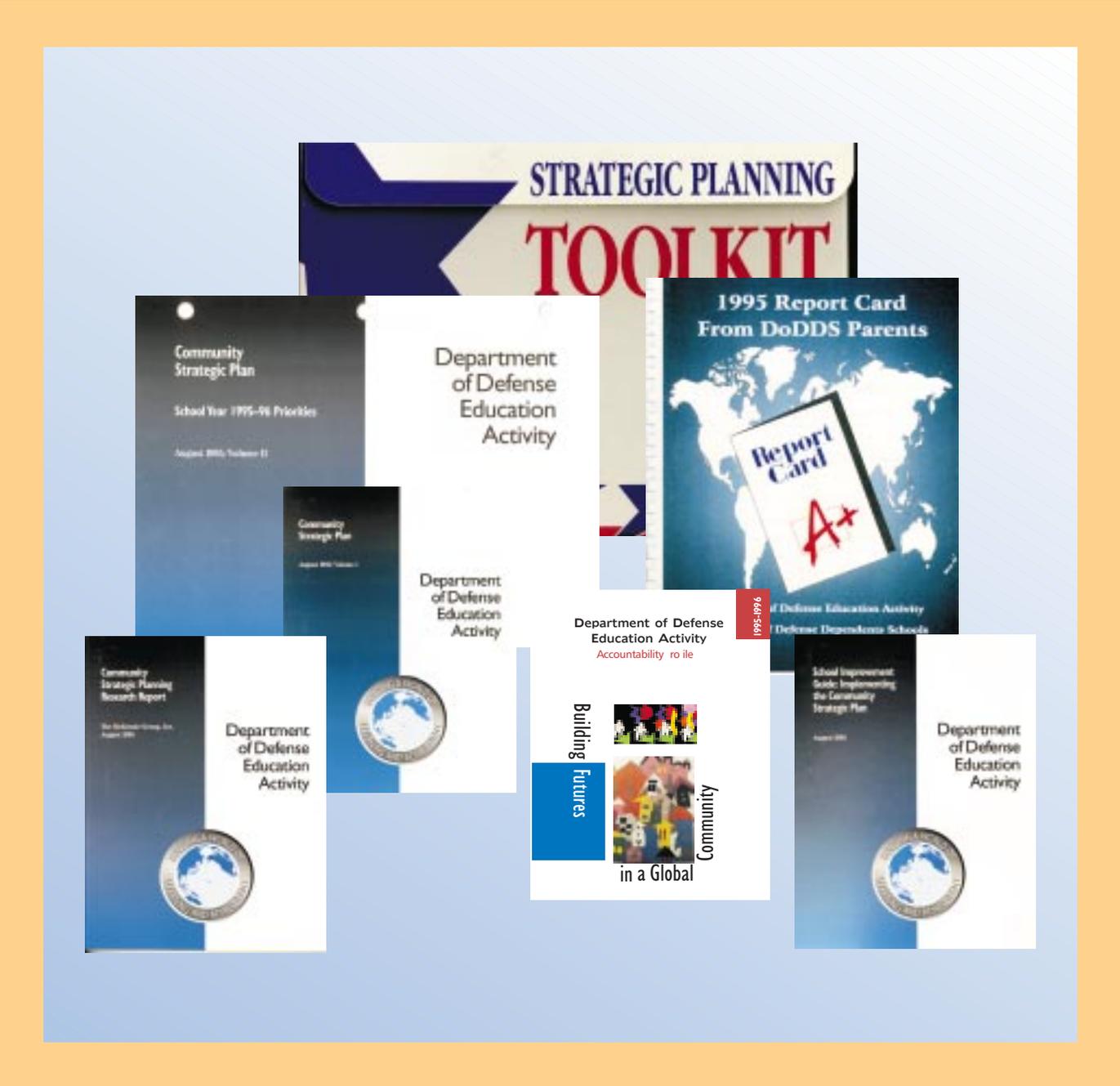
By the year 2000, a systemwide accountability process will be established to monitor and improve educational quality and to ensure the effective and efficient use of human and fiscal resources.

Accountability encompasses research/evaluation and assessment. It involves a standard process for monitoring systemwide goals for all schools and operational units within DoDEA to ensure quality and efficient/effective use of human and fiscal resources.

Highlights

- Designed a comprehensive accountability framework which systematically evaluates educational programs, monitors and reports student, school, and organizational performance results as measured by specific standards.
- Established and implemented standards, policies, procedures, time lines, and measures for monitoring performance on systemwide goals, benchmarks, and school and operational improvement plans to support the Strategic Plan for all DoDEA units.
- Disseminated baseline, disaggregated student achievement data in all content areas to assist schools in the development of their school improvement plans.
- Aligned curriculum development with the assessment and professional development process.
- Facilitated the development of local assessments and indicators of success at the school and the district level to measure progress toward the Strategic Plan benchmarks.
- Improved the efficiency of tracking the DoDDS educational supply and procurement process through automation resulting in a reduction of costs and personnel.

The first year of implementing the Community Strategic Plan resulted in the development and delivery of numerous tools to assist in the implementation of the Plan and to assess the system's progress toward the stated goals and benchmarks. Below are some examples of the array of tools provided to the schools.





Goal



Ten

Organizational Development

Goal

By the year 2000, an organizational infrastructure will be created to support and to enhance the teaching and learning process.

To ensure that we can reach the DoDEA goals, we must review our educational structure in light of the Strategic Plan and modify it as required to provide an excellent school program in all locations.

Highlights

- Implemented the Strategic Plan and established policies and procedures to guide the School Improvement Process in all DoDEA schools.
- Developed a systemwide communications plan and published “The Spirit of Excellence” Strategic Plan newsletters.
- Implemented a reorganization of DoDEA based upon the Strategic Plan research study which eliminated layers within the organization and relocated budgets and staff closer to schools.
- Transferred the management of student transportation services from the military to DoDDS improving service and reducing costs.
- Implemented the Technology Program Standards Document for the Technology Modernization Initiatives.
- Implemented Site-Based Management Pilot in the Panama district modeling DDESS and other stateside school programs.
- Improved the accountability through the bar coding of all accountable equipment for DoDDS.