



IMMEDIATE RELEASE

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## **DoDEA to Set Strategic Direction for 2000-2006**

ARLINGTON, VIRGINIA – “DoDEA has successfully used its 1995-2000 Community Strategic Plan (CSP) to raise the education standards and advance the organization to new levels of excellence”, Dr. Lillian Gonzalez, DoDEA Director said as she announced the plan for setting the new strategic direction. She explained that DoDEA is initiating its new Community Strategic Plan planning process for 2000-2006 to build on this successful strategy instituted in 1995.

“The process outcomes have been a source of great energy for the DoDEA system, compelling us to refine and review the organization’s commitment to improving the quality of education for all students.” The new CSP will continue progress to better target resources to effectively leverage student achievement, measure system effectiveness, guide education policy, plan for the challenges the system will face in the new millenium, and meet the requirements of the Government Performance Results Act. This process will result in a new plan for 2000-2006, validated through a process involving all stakeholders in decisions to chart our system direction. Consistent with the current DoDEA Community Strategic Plan, the new plan will include vision and mission statements, guiding principles, goals, implementation strategies, and benchmarks for measuring progress.

Gonzalez observed that the CSP has served as a springboard for educational, funding, and organizational improvements. It has also been the catalyst for (1) change in the teaching and learning process; (2) raising the standard of learning to ensure excellence; (3) creating greater autonomy at the local level in devising methods and strategies to meet the standards; (4) creating a common language for communication among all stakeholders; and (5) creating greater accountability in support of reaching the expected outcomes.

“Having a strategy in place, developed with full stakeholder input, ensured that the organization could defend requirements and marshal new resources for projected

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changes. As a result of this plan, DoDEA was able to expand early intervention programs such as Sure Start; develop curriculum content standards based on national standards; increase availability of computers in the classroom and speed up connectivity to the internet; establish the school-home partnership initiative; emphasize accountability through a system-wide school improvement process and publication of an annual DoDEA Accountability Report; obtain additional staff development days for our teachers; and, beginning this year, increase the graduation requirement in computer science and math. These and other successful initiatives are directly attributable to the Community Strategic Plan,” Gonzalez stated.

**The Strategic Planning Process:** DoDEA’s planning process will be coordinated by a small Steering Committee composed of the Associate Director for Education, Associate Director for Management Support Services, Chief of Staff, DoD Dependent Schools (DoDDS) Europe Area Superintendent, DoDDS Pacific Area Superintendent, and the Special Assistant for DoD Domestic Elementary and Secondary Education.. This Committee will coordinate and monitor a 6-step process similar to that used in setting the organization’s 1995-2000 Community Strategic Plan. Additionally a Leadership Team, composed of DoDEA staff and stakeholders, will be responsible for charting the strategic direction for the years 2000-2006. A Leadership Team will work to surface and analyze issues; mold issues into goals, strategies, and benchmarks; and produce a draft strategic plan that represents group consensus. Steps include:

- **Step 1 – Setting the Stage.** A Strategic Planning Leadership Team will meet to establish process goals and set parameters for the fact finding and evaluation phase.
- **Step 2 – Fact Finding/Evaluation of Effectiveness of Current Plan.** This contractor-supported phase will result in: identification of major factors external to DoDEA that will affect its operations through 2006. This will include problems and opportunities these environmental factors create for DoDEA; analysis of DoDEA’s strengths and weaknesses and their effect upon the activity’s ability to perform its current and anticipated missions; methodology to gauge how well DoDEA’s performance meets the expectations of its major stakeholders; and a survey document to use in on-site interviews.
- **Step 3 – On-site Interviews/Focus Groups.** Leadership Team members, supported by Contractor staff, will conduct individual interviews with up to 25 leaders in DoDEA, OSD, Combatant or Unified Command, Service Headquarters, and Unions. Additionally, Leadership Team members and contractor staff will facilitate focus groups for stakeholder input in 5 districts in the European Area; 3 Districts within Pacific Area; and 5 DDESS Districts.

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- **Step 4 – Drafting the Plan.** Leadership Team meets for a 1-week session to review, validate, and consolidate issues and information produced in stages 2 and 3, above, validate or revise the organization’s vision, mission, and guiding principles, and produce a draft strategic plan that represents the issues and general group consensus.
- **Step 5 – The Review Process.** Upon the completion of the strategic planning session and drafting of the new plan, the Leadership team will brief the Steering Committee on their proposed Community Strategic Plan. The Steering Committee will provide written comments outlining their thoughts and suggestions for modifications.
- **Step 6 – Publish, plan and implement Communication Plan.** Once finalized, DoDEA’s Community Strategic Plan will be prepared for printing and a communication plan implemented to ensure all participants and stakeholders know the results and are prepared to participate in implementing the plan DoDEA-wide. The communication plan includes briefings for the Advisory councils and committees.

**Strategic Planning Timelines:**

<b>Phase/Meeting</b>	<b>Projected Completion</b>
Step 1 – Setting the Stage (Leadership Team)	January 22, 1999
Step 2 – Fact Finding/Evaluation of Effectiveness of Current Plan/Survey Development	February 26, 1999
Leadership Team Meeting	February 26, 1999
Step 3 – On-site Interviews	March 31, 1999
Brief Results to Leadership Team/Steering Committee	April 21, 1999
Step 4 – Drafting the Plan (Leadership Team)	May 28, 1999
Step 5 – The Review Process	Augusts 30, 1999
Step 6 – Publish plan and implement communication plan	September 30, 1999