



*Helping district and school leaders with complex situations and decision making for 30 years!*

## When you see an immediate application of training...



## And the Winner is ...drum roll... Tuscaloosa City Schools!



TregoED is pleased to announce that Tuscaloosa City Schools have been selected as the 2023 recipient of the Benjamin B. Tregoe Award for Strategic Leadership in Education for their organizational excellence in collaborative decision making with exceptional results.

Tuscaloosa City Schools' College and Career-Readiness Department used TregoED collaborative problem-solving and decision-making processes to make significant progress towards their vision of having each and every student better prepared for life after high school. The department laid the cornerstones of lasting change by designing a rigorous advisory curriculum aligned with the demands of higher education and the professional world and providing personalized guidance through school counselors and career coaches. Establishing meaningful partnerships with local businesses, industries and post-secondary institutions increased experiential learning opportunities including internships, job-shadowing and hands-on projects. Tuscaloosa City Schools have increased both tangible and intangible results for graduating students.

The Benjamin B. Tregoe Award for Strategic Leadership in Education recognizes school districts, individuals or teams that have achieved significant and enduring results using TregoED tools for collaborative problem solving and decision making. Recognized school districts have been able to demonstrate successful resolution of a critical issue or problem and operational or systemic changes that have had lasting value.

*"Tuscaloosa's commitment to its students and adept use of TregoED tools not only benefits current students, but this systemic change will also benefit all future students as well." Michael Curran-Hays, Executive Director*

# Success Stories



## Job Development Planning

Professional and Administrative Mentors at the **Chester County Intermediate Unit (PA)** will begin to use TregoED process tools to help districts throughout PA identify the competencies required in positions and link to Job Development Planning for their future.



## Serving Exceptional Children

Leadership at **NC Department of Public Instruction** are using process to determine the best ways to service children in the DeafBlind Project and determine the best avenue for interpreter certification.



## Teacher Assessment

The **GaLEADS** team is introducing and training Georgia district leaders in the new Teacher Assessment Model created by, and for, teachers and administrators using TregoED critical thinking tools.



## Attendance and Achievement

Cabinet and key administrators in **DeKalb (GA)** used their workshop time to work on examples of student attendance and K-8 ELA achievement issues.



## Right-sizing the District

The school board and cabinet at **York Suburban (PA)** are using TregoED processes to decide on the correct configuration of the grades 3-5 and high school buildings.



## Introducing New Software

APs at **Cedarburg (WI)** used their DA skills to determine how best to pilot new instructional software across the district.



## All Aboard

Participants in meetings, projects and those designing/developing training sessions will complete Introduction to Process to keep **GA Department of Education** leading the way into the future.



## Funding Issues

Both the Cabinet and School Board in **Charlotte-Mecklenburg (NC)** used TregoED process skills to develop criteria to decide which funded projects will be potentially re-funded and to determine criteria for budgeting.



## New Workshop Being Piloted

**Several districts** are piloting our newest offering, "Introduction to Process," introducing process basics to prepare participation in future facilitations and meetings using TregoED strategies.

## In the Spotlight

### Community Engagement

Knowing the importance of community involvement in matters of planning and funding, **Tuscaloosa City Schools (AL)** trained 28 facilitators to gather input from internal and external community members in ten face-to-face community sessions—giving 1,400 people a voice. Using a modified Situation Appraisal (SCAN) framework, facilitators were able to build an understanding of community priorities around future planning and funding. Community involvement ensures that you get the best thinking and garner support for action plans.

### Job Embedded Learning

TregoED workshops have built-in time for job embedded learning allowing

districts to use their professional development time to work on issues important to the district. District leaders in **Lee County (FL)** applied practical Situation Appraisal strategies on such complex job situations as addressing the barriers to developing instructional leaders, appraising issues around the budget allocation process, and understanding and acting on Food and Nutrition Services management difficulties with the change of a significant vendor. Both cohorts of district leaders applied Decision Analysis to begin collaborative thinking around budget actions with the finality of ESSER funding in 2024.

## In Case You Missed It...



### What Keeps School Leaders Up at Night

We recently asked current administrators "What keeps you up at night?" Community involvement was a common theme for a myriad of reasons. Preparing for difficult conversations—whether it be with parents, colleagues, students or community members is essential.

[Read more](#)



### Data Drives System's Priorities

"Stakeholders in Tuscaloosa City Schools want its 11,000 students to be safe, taught by the best educators possible and ready for the future when they graduate, according to data collected by the school system this year."

[Read more](#)

## A Final Word from our Executive Director



Managing community engagement over hot button issues has become a struggle for some districts. We are proud to have helped districts collect, analyze, and prioritize input as well as make major decisions and develop viable solutions while involving the community and stakeholders. We congratulate Tuscaloosa City Schools for their comprehensive work done on behalf of the students in their district and their commitment to use the best possible thinking to approach the challenges ahead!

Regards,

A handwritten signature in black ink that reads "Michael".

**Looking for impartial facilitation of your tough district issues?**

Contact [mcurranhays@tregoed.org](mailto:mcurranhays@tregoed.org)

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