



# tregoEDge



## Common Issues with Unique Solutions

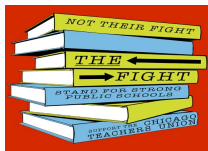
Schools are inundated with more complex issues every day. We are excited to be able to work with districts to help them make great decisions, implement new programs, and solve problems.

Here are some familiar issues that we are helping districts address:



### Spending Money Wisely

The bond referendum has passed and you now have \$33 million dollars to spend. How do you determine where the dollars go? Determining what you want to achieve and agreeing on a vision can help you decide how those dollars can best be spent to achieve those goals. **Ann Arbor Public Schools** (MI) is working with stakeholders to establish those goals and build the decision making and problem solving capacity of their staff to ensure that they make the right choices and support those choices with sound implementation plans.



### Working With a Strong Union

Some districts prefer battle stance approaches when dealing with union issues that question their actions. **Ann Arbor** has chosen to work with union members using sound collaborative, transparent processes to avoid conflict and work together towards the best solutions.



### New Learning Initiatives

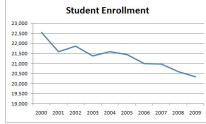
Allowing students to progress as they demonstrate mastery of academic content, regardless of time, place or pace, can lead to better student engagement and outcomes. Moving to a competency-based progression model can also lead to lots of questions, changes in the physical structure and student makeup of the classroom, new curriculum, different instruction methods, increased data management, etc. **Lake County Schools** (FL) are using TregoED strategies to tackle the complex planning and implementation of moving to this all-encompassing model.



### Big Technology Decisions

One-to-one computing is a big move for many districts. Curriculum, professional development, cost, platforms, maintenance, and many other details can determine the success or failure of such a big investment. **Sewanhaka Central High School District** (NY) has put many TregoED strategies to work including using Situation Appraisal and Decision Analysis to determine which platform to use and Potential Problem Analysis to help broad groups of stakeholders make and implement the best decisions for their district.

### Closing/Repurposing Facilities



As populations shift, many districts are faced with tough decisions on how best to use their facilities, including closing schools, building schools, reconfiguring grades, and redistricting populations. These decisions often evoke strong emotional reactions from various stakeholders. Including these stakeholders in the decision making is key to coming up with the best solutions and increasing buy-in. We are currently working with district leaders in **Duarte (CA)** to help facilitate stakeholder committees to determine the best use of facilities in the district.



### Strategic Goal Setting

With new leadership coming on board, **DeKalb County**, **Newton-Conover**, and **Guilford County** School Districts (NC) are pulling their executive teams together to review their strategic goals accomplished to date and identify new ones as a way to smooth the transition period and prepare for the year ahead.



### Building Capacity

Several districts and organizations such as **Summit Academies (OH)** and the **Kroc Center in Philadelphia (PA)** are working hard to build the capacity of their staff members, including performance management, meeting effectiveness and coaching techniques using TregoED processes like Situation Appraisal to assess and plan work on a weekly basis.

## Problem Analysis Gets to the Root of the Matter



Identifying the root cause of student achievement issues is essential to developing the proper plan to help the situation. We are working with districts that are using Problem Analysis (PA) to determine why student progress is not matching expectations.

In **Placentia-Yorba Linda Unified School District (CA)**, a stakeholder group will be using PA to look at English learner achievement issues. Each of the complex variables and possible causes will be vetted and tested to see how the program can best meet their children's needs.

A **Sewanhaka Central High School District (NY)** school used PA to help determine why math achievement had not met expectations. Based on this PA, **Sewanhaka** is implementing incremental steps to support students in the learning process.

## Will ESSA Upset Your Apple Cart?



The Every Student Succeeds Act will go into full effect for the 2016-2017 school year. Under ESSA, states and districts will be given the freedom to make their own decisions on student assessment, improving schools and teacher accountability. Are you ready?

As one Georgian RESA Leadership Development leader stated, "given the changes coming with ESSA and the greater responsibility that will be placed upon districts to become the *first responders* for under-performing schools, the need for effective problem solving and decision making couldn't be greater."

*The Alliance for Education* has created a series of bite-sized materials, both print and video, that provide concise but comprehensive analysis of several key areas with ESSA at <http://all4ed.org/essa/> perfect for helping stakeholders understand the issues.

Check out our latest blogs, [Failure to Communicate](#) and [Two Steps to Help you Help Every Child Succeed](#) for tips on how to avoid some of the pitfalls of implementation of this new law.

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## Are you using TregoED Problem-Solving and Decision-Making Processes?



Applications for the **Benjamin B. Tregoe Strategic Leadership in Education Awards** are open! We would like to highlight individuals or organizations for achieving exemplary results. These awards, conferred by TregoED, recognize educational leaders, teams, districts, and/or agencies for using problem-solving and decision-making processes to more effectively address the issues, decisions, and problems they face. Email [swozniak@tregoed.org](mailto:swozniak@tregoed.org) for more information.

[Click here](#) to see the 2015 BBT Awards results

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We at TregoED understand that the needs of every school district are unique. We do not offer one-size fits all solutions. What we can do, is help you develop plans and implement change tailored to fit the needs of your students, district, and community. As always, give us a call if you would like to build the leadership capacity of your staff to successfully implement new programs, solve problems, and make excellent decisions.

[www.TregoED.org](http://www.TregoED.org) | 609-252-2539 | [info@tregoed.org](mailto:info@tregoed.org)

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