



tregoEDge



Success Stories



BUILDING A SYSTEMIC APPROACH TO DECISION MAKING AND PROBLEM SOLVING

With the **Johnston County Public Schools (NC)** district's Central Office reorganization, the timing is perfect for building a systemic, sustainable district approach for key decision making and problem solving. We are currently working with the Superintendent and his cabinet, senior leadership and three Board members using TregoED tools to change the way problems are solved and decisions are made.

KICKING OFF SYSTEM-WIDE PROCESS USE

Using common processes system-wide can help large districts tackle tough problems and decisions such as: hiring, choosing standard technology for storing individual data, retaining teachers, and improving ELL student achievement. We worked with over 40 district leaders from **Palm Beach County (FL)**, with a wide variety of job responsibilities—from instructional services to HR, communication, IT, regional leaders, accountability, grants, etc. to ensure that they had the tools to find the best solutions.

MAKING MEETINGS MORE PRODUCTIVE

We worked with regional and state leaders from the **North Carolina Department of Public Instruction** and LEA directors to develop recommendations on enhancing regional meetings. It takes courage to change meeting structures and formats that have been "the norm" for many years. Honest conversation, good feedback and process help shape recommendations for future changes.

BUDGET RECOMMENDATIONS

Using Decision Analysis, leaders in **Cabarrus County (NC)**, developed district budget recommendations for Board discussion and approval. Having done a risk analysis prior to the Board meeting, the Cabinet found great value in being prepared for questions/challenges that came forward.

GRADING POLICY

Faced with the complex and controversial matter of choosing a new grading policy, leaders in **Colquitt County (GA)**, used Situation Appraisal with teachers to look carefully into the issues surrounding the changes.

GIVING STAFF THE RIGHT TOOLS

From conducting sessions with senior leadership to preparing Day Camp Counselors (who

work with over 90 children between the ages of 5 and 14), for the third year, we are providing customized workshops at **The Salvation Army Center** (Philadelphia) to build their capacity to make meaningful decisions which impact the families and children who use--and need--their facility and services.

Project Highlights

"We now have common tools for addressing issues; we speak the same language. When applied to instructional issues, these skills are a powerful catalyst to increase student learning."

Gary Cooper, Interim Superintendent
Allentown, PA

MONTGOMERY COUNTY INTERMEDIATE UNIT LEADERS APPLY NEW TOOLS ON THE JOB

In order to provide leaders with first class problem-solving and decision-making processes, Montgomery County Intermediate Unit hosted a TregoED introductory workshop for over 40 education leaders from 25 districts/organizations. Find out how leaders applied the tools to an impressive array of job issues and improved their confidence in collaborative decision making and problem solving in our **MCIU Project Highlights**.

TregoED Open Sessions



SAVE THE DATES!

We are excited to be partnering with **Nassau BOCES** and **Montgomery County Intermediate Unit** to offer open sessions for school leaders that can help them deal with their most pressing issues--scheduling, budgets, purchasing, program implementation, transportation, hiring--the everyday decision making and problem solving found in education--in a transparent and systemic way. See *how it works!*

Pennsylvania: MCIU*

October 6, 2017
November 3, 2017
December 8, 2017

[Register here](#)

New York: Nassau BOCES

September 26, 2017
October 24, 2017
November 28, 2017

[Register here](#)

**This offering is approved by the Pennsylvania Department of Education as a 40-hour ACT45/PIL program. Attendance all three days and successful completion of job-embedded assignments are required to earn ACT45/PIL hours.*

Our NEW Website



OPEN FOR BUSINESS! OPEN FOR LEARNING!

Our **new website** is Open for Learning! Designed to share our passion, "what we do" and "how we teach" in a simple manner, our fresh new look has many new features. Check it out, we would love your feedback!

Community Engagement

GIFT OR LIABILITY?



Engagement.

ESSA has called for an increase in parental involvement, but adding community members into the mix without a transparent road map to show participants what their role is and how their input will be used can get you into trouble. Find out how **Ann Arbor Public Schools** defines that clear path, getting the good thinking of their community and avoiding the potential pitfalls. Read our blog [5 Step Road Map to Foster Real Community](#)

TregoED Board News



WILLIAM BALDWIN, CHIEF OPERATING OFFICER AND CHIEF FINANCIAL OFFICER OF KEPNER-TREGOE, a world-renowned management consulting and training services company that has improved the management practices of organizations worldwide. Mr. Baldwin has been elected to serve as the new TregoED Chairman of Board; he has served on the Board since 2015.

We are also excited to announce the addition of new Board member, **CHRISTOPHER CROSS, CHAIRMAN OF CROSS & JOFTUS**, an education policy consulting firm. Mr. Cross serves as a distinguished senior fellow with the Education Commission of the States and is a consultant to the Broad Foundation. He has written extensively on education and public policy and has been published in numerous scholarly and technical publications. He brings a wealth of education experience and special expertise in strategic planning, policy analysis and development.

Benjamin B. Tregoe Awards



CALL FOR ENTRIES! APPLICATIONS NOW OPEN!

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. [Click here](#) for information and application, or, for more information, [email](mailto:Sandy.Wozniak@tregoed.org) Sandy Wozniak.

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. 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.

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STAY CONNECTED:

