



**2013-16 DRAFT School / City Work Plan**  
Students and Families Succeeding



**Result Work Team Planning Process**

**School/City and Community Result Work Teams:**

- Collaborate throughout the year to further develop partnerships and monitor progress of strategies
- Make recommendations to refine strategies and/or to add new strategies
- Assist in developing annual scorecard on accomplishments and areas where more work is needed
- Emphasis on peer reviewed research using cutting edge methodology to determine relationship between variables of interest to inform policy

**Using the elements from Community Schools framework, key system functions include:**

- Results-based Vision
- Data and Evaluation
- Finance and Resource Development
- Alignment and Integration
- Supportive Policy and Practice
- Professional Development and Technical Assistance
- Community Engagement

We plan to utilize and adapt other models, including the attached sample from Magnolia Place.

**Context Questions for Planning:**

- How does strategy support achieving result?
- What is supporting data and research for strategy?
- What are existing structures, strategies and services within the community?
- What are outcomes, tactics and measurements and which are Immediate, Short-Term, and Long Term
- What are the key roles and responsibilities for implementation? Are they currently filled? What is capacity?
- Process for alignment, solicitation of services, community engagement and governance

**Proposal for Planning Process is designed to build community capacity:**

- Identification of potential facilitators, with initial recruitment from Work Team sign ups and from participating agencies
- Training of facilitators to help lead Work Team planning process. Responsibilities would include facilitating meetings, recording minutes, assisting with communication and follow-up. Facilitators would receive modest stipend.
- Coordination of Work Team facilitators and input from meetings.
- Development of next phase of Work Plan.

**Result Work Team Plan Template**

**Result/Work Team Name:**

**Strategy Selected:**

**Work Team Facilitator:**

**Outcomes/Assessment Plan:** (fill in template below; add additional rows as needed)

<b>Outcome</b>	<b>Indicate immediate- /short-/long-term</b>	<b>Assessment Method</b>

**Tactics:** (add rows as needed)

<b>Description</b>	<b>Target Population(s)</b>	<b>Timeframe</b>	<b>Types of Services Needed</b>	<b>Who provides?</b>

**SAMPLE #2**

**Result Work Team Plan Template**

**Result Work Team Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Result Work Plan Strategy:** \_\_\_\_\_

Facilities	Output(s)	Short-term		Long Term	
		Outcome	Outcome Measurement	Outcome	Outcome Measurement

## **Definitions and Key Terms for Result Work Team Process:**

**Results:** These are our desired outcomes or goals

**Indicators:** Benchmark, proxy measure – evidence or information that will tell you whether you are achieving the desired results. Indicators are measurable characteristics. They answer the question: “How will we know change has occurred in respective result area?”

**Input:** Program Investments, Resources (e.g. staff, capacity, space, funds, etc.)

**Output:** Deliverables, units of services, products. Outputs are the measurable, tangible, and direct products of what is taking place at your community school. They lead to your desired results – benefits for students, families, and your community. It is important to note, however, that they themselves are NOT the results you expect your community school to produce.

**Strategies** (i.e. How will we achieve results?): These are the methods and major actions listed in the work plan.

**Tactics** (i.e. What Can Happen? What can we do?): Activities, processes, methods, action steps that are specific to the strategy chosen.

**Immediate results** - what is currently being done or could be implemented immediately

**Short-term results** address knowledge and behavior change or confront a challenge in your school or community. These results eventually lead to the long-term results.

**Long-term results** focus on the “big picture,” and usually begin to be seen about six months out, but often won’t be seen until a year or more. These results will take time to attain. Closely examining your results will help you answer the question whether anyone is better off.