



Wake  
Education  
PARTNERSHIP

**2004-2005  
End-of-Year  
Performance Assessment**

*Uniting Community Resources  
for Excellence in Public Education*

## Business Plan

### Mission

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Uniting community resources for excellence in public education.

### Vision

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Our community places excellence in public education as a top priority. This commitment is repeated by all members of the community. All of our public schools offer challenging instruction utilizing appropriate technology in a safe, inviting atmosphere. Our children celebrate their diversity. They are problem solvers and assume responsibility for their own learning under the guidance of parents/guardians and well-trained, committed teachers.

### Guiding Principles

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- **Trust** – Accepting the value of each individual’s contribution to our schools
- **Equity** – Ensuring equal access to resources
- **Consensus** – Building a shared commitment to student achievement
- **Responsibility** – Ensuring that every citizen accepts a role for the success of our schools
- **Change** – Advocating ongoing quality improvement within the classroom
- **Diversity** – Cultivating involvement among diverse stakeholders representing Wake County

### Goals

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Ongoing quality improvement and public participation in the Wake County Public School System are central to the Program of Work. Through more than 20 working committees, the Partnership seeks to affect public education at all levels with the ultimate aim of improving the achievement of all students in Wake County public schools.

This Program of Work is made possible by thousands of organizations and individual donors who contribute to the **Annual Fund for Education**. Through corporate, parent and school campaigns, the Partnership works to expand private support to sustain excellence in public education. The 2005 Annual Fund aims to secure \$1.14 million to implement the Program of Work.

Three strategic goals guide the Partnership’s intent to affect change in the community and the public schools and to improve the academic achievement of all students:

- Provide **leadership and professional development** for teachers, principals and administrators to raise the performance level of those charged with educating students;
- Foster **community engagement** to build public understanding and create meaningful dialogue between schools and the community that leads to action; and
- Conduct **research and advocacy** on key education issues and needs to cultivate a more deeply informed citizenry and drive actions to achieve results demanded by the community.

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**Leadership and Professional Development**

**Strategic Goal:** Provide leadership and professional development for teachers, principals and administrators to raise the performance level of those charged with educating students.

**Committees:** Wake Leadership Academy Board of Advisors, Wake Task Force on Teaching Excellence, Food for Thought Grants Committee

Tactical Objectives	Pending	Begun	Done	Results Evidence
<ul style="list-style-type: none"> <li>Provide teachers, principals and administrators with intensive leadership training aimed at managing change and setting high academic standards to increase effectiveness in their classroom, school and community through Wake Leadership Academy, a private-public partnership with the Wake County Public School System.</li> </ul>			✓	<ul style="list-style-type: none"> <li>Since August, the Leadership Academy has provided more than 700 different staff with one or more days of training.</li> <li>This training has addressed the needs of leaders at the central office, school administrators as well as teacher leaders.</li> </ul>
<ul style="list-style-type: none"> <li>Strengthen new school-based leaders through year-long induction programs for assistant principals and principals.</li> </ul>			✓	<ul style="list-style-type: none"> <li>During the year, 23 new principals and 44 new assistant principals met monthly in these programs designed to support new administrators.</li> </ul>
<ul style="list-style-type: none"> <li>Provide four cohorts of future principals with graduate-level training through a customized Master of School Administration degree program that is aligned with goals for the future of the Wake County Public School System (Leaders for a New Millennium).</li> </ul>			✓	<ul style="list-style-type: none"> <li>49 students are moving through three cohort programs.</li> <li>The first class of 18 graduated in May and nine participants have already been employed as administrators.</li> <li>19 students have been accepted for the fourth cohort to begin in fall 2005.</li> </ul>
<ul style="list-style-type: none"> <li>Develop a cohort doctoral program for Wake County administrators in collaboration with N.C. State University to commence in August 2005.</li> </ul>			✓	<ul style="list-style-type: none"> <li>A cohort doctoral program will begin in August of 2005.</li> <li>Approximately 75 prospective applicants attended two informational meetings.</li> </ul>
<ul style="list-style-type: none"> <li>Advance teaching quality and leadership through the Wake Task Force on Teaching Excellence by publishing an independent</li> </ul>			✓	<ul style="list-style-type: none"> <li>Convened the Wake Task Force on Teaching Excellence, including representatives from</li> </ul>

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<p>review of teaching quality and recruitment/retention in Wake's public schools and advocating for its recommendations for continuous improvement.</p>			<p>business, university, community and the Wake County Public School System to draft preliminary recommendations.</p> <ul style="list-style-type: none"> <li>• Held a Teacher Congress and Administrator Review with more than 120 educators to discuss recommendations and provide feedback.</li> <li>• Completed research and recommendations. Released report at the 2005 Wake Education Summit in April and disseminated to key decision-makers across Wake County.</li> </ul>
<ul style="list-style-type: none"> <li>• Provide grants and awards to classroom teachers to encourage professional growth and student achievement through the Food for Thought Program and other special initiatives.</li> </ul>		✓	<ul style="list-style-type: none"> <li>• Awarded \$60,000 to 29 Wake County educators, representing 24 schools.</li> </ul>
<ul style="list-style-type: none"> <li>• Support the Kenan Fellows program in cooperation with the Kenan Institute for Engineering, Technology &amp; Science.</li> </ul>		✓	<ul style="list-style-type: none"> <li>• Promoted Kenan Fellows program through printed materials and in presentations (whenever we discuss important local efforts to support teaching quality)</li> <li>• Secured funding through federal appropriation granted to Partnership.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Strengthen the ability of teachers and principals to use technology as a decision support tool and as a teaching and learning tool through training and professional development.</li> </ul>		✓	<ul style="list-style-type: none"> <li>• Secured an EDS Foundation grant for \$25,000 to host an Institute in summer 2005.</li> <li>• Planned and hosted the 2005 Summer Teacher Training Institute (STTI) with WCPSS central office staff.</li> <li>• More than 140 teachers and administrators completed training during the four-day Institute.</li> </ul>

**Community Engagement**

**Strategic Goal:** Foster community engagement to build public understanding and create meaningful dialogue between schools and the community that leads to action.

**Committees:** Summit Core Team, PTA Liaison Program, Pieces of Gold Committee, Friend of Education Committee

Tactical Objectives	Pending	Begun	Done	Results Evidence
<ul style="list-style-type: none"> <li>• Seek diverse citizen input reflective of the Wake County community in determining priorities for public education by convening the 2005 Wake Education Summit along with 100 host organizations.</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Convened Summit Core Team, with co-chairs Robin Costello and Bill Atkinson.</li> <li>• Redesigned the Summit registration process to ensure more balanced participation from the business and civic community.</li> <li>• Recruited 43 sponsors and host organizations, including 24 businesses.</li> <li>• Collected feedback from nearly 400 participants about priorities for teaching excellence and published results through the website, media releases and newsletter.</li> </ul>
<ul style="list-style-type: none"> <li>• Support Chambers of Commerce and Local Education Funds in addressing common issues in support of public education by convening the Wake Regional Education Roundtable.</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Hosted three fall Roundtables about the Community Assessment, NCLB and Goal 2008 for more than 90 participants.</li> <li>• Hosted three spring Roundtables about year-round schools, smaller learning communities and the Wake Task Force on Teaching Excellence report for more than 107 participants.</li> </ul>
<ul style="list-style-type: none"> <li>• Inform and support parent leadership across Wake County by continuing a liaison program with each school-level</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Recruited 67 parent liaisons from 58 WCPSS schools.</li> <li>• Held two meetings in fall</li> </ul>

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PTA.				<p>2004 and three meetings in spring 2005 for more than 67 participants.</p> <ul style="list-style-type: none"> <li>• Produced and distributed 4 editions of <i>The Parent Connection</i> newsletter.</li> </ul>
<ul style="list-style-type: none"> <li>• Cultivate leadership for high standards at all levels—from schools to school board—by conducting continuing training for alumni of the Institute for Wake County School Leaders.</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Hosted Institute Alumni Dinner with 75 participants to discuss results of the 2004 Community Assessment.</li> </ul>
<ul style="list-style-type: none"> <li>• Inform citizens about the Partnership and education issues through periodic newspaper inserts, the biweekly electronic newsletter (EduBrief), media coverage and the Web site.</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Wrote and disseminated 31 editions of EduBrief to more than 9,000 subscribers.</li> <li>• Received coverage of Partnership events and issues in all local newspapers and TV stations.</li> <li>• Submitted one op-ed article and two letters to the editor published by The News &amp; Observer, The Cary News and other local weekly papers.</li> <li>• Maintained up-to-date information on three Web sites (Partnership, Summit and Leadership Academy).</li> </ul>
<ul style="list-style-type: none"> <li>• Celebrate public education and progress toward higher standards by hosting the 2004 Annual Meeting.</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Held Annual Meeting in the Raleigh Convention Center with 600 participants. Former Governor James B. Hunt served as keynote speaker.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Celebrate public education and the arts by hosting <i>Gifts of Gold</i> and <i>Pieces of Gold 2005</i> in cooperation with the Wake County Public School System.</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Selected 30 performing groups representing 28 schools and over 750 students.</li> <li>• Convened committee to plan 2005 show.</li> <li>• Held <i>Gifts of Gold</i>, with 98 student artists representing 77 schools, and <i>Pieces of Gold</i>, with 755 student performers representing 27 schools, at the BTI Center.</li> </ul>

**Research and Advocacy**

**Strategic Goal:** Conduct research and advocacy on key education issues and needs to cultivate a more deeply informed citizenry and drive actions to achieve results demanded by the community.

**Committees:** School Finance Committee, Community Assessment Advisory Committee, CIO Advisory Committee, HR Advisory Committee

Tactical Objectives	Pending	Begun	Done	Results Evidence
<ul style="list-style-type: none"> <li>• Inform citizens and elected leaders about the facts of spending and performance in the public schools through community presentations and discussions of <i>Quality Matters 2004: A Wake Community Review of the Public's Schools</i> to promote data-driven decision making about school funding.</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Volunteers and staff presented information to various community groups throughout the fall, including the Wake County PTA, PTA Liaisons, the Wake Regional Education Roundtable and the Kiwanis.</li> </ul>
<ul style="list-style-type: none"> <li>• Determine theme for Quality Matters 2005 including changes to the report which will supply a "Call to Action" by linking specific school funding requests to community goals.</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Formed committee of 15 business and community leaders to prepare <i>Quality Matters 2005</i>.</li> <li>• Defined four topic areas: base line financials, growth issues, Goal 2008, and attracting and retaining top talent.</li> <li>• Hosted a breakfast forum on growth in student enrollment to solicit feedback and recommendations.</li> <li>• Held 7 meetings to research and draft the report.</li> </ul>
<ul style="list-style-type: none"> <li>• Measure citizen perceptions of quality and performance in the public schools by conducting the fourth biennial Wake Public Education Community Assessment to inform local leaders about the public's view of key issues and challenges affecting the future of Wake's schools.</li> </ul>			✓	<ul style="list-style-type: none"> <li>• Conducted the 2004 Wake Public Education Community Assessment, polling 650 Wake citizens.</li> <li>• Disseminated results and presented the Community Assessment to key stakeholders, including elected officials, parents, educators, business people</li> </ul>

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				and community representatives.
<ul style="list-style-type: none"> <li>Continue to convene a private sector Chief Information Officer Advisory Committee to aid the Wake County Public School System in effective decision-making.</li> </ul>			✓	<ul style="list-style-type: none"> <li>Convened 17 technology leaders as the 2004-05 CIO Advisory Committee, including new representatives from Cary Academy, Durham Public Schools and Chapel Hill-Carrboro City Schools.</li> <li>Held two meetings in fall 2004 and three in spring 2005.</li> <li>The WCPSS technology services division was invited by First Citizens Bank to discuss a system of interest.</li> </ul>
<ul style="list-style-type: none"> <li>Convene a private sector Human Resources Advisory Committee to aid the Wake County Public School System in effective decision-making. (<i>Special addition to Program of Work fall 2004.</i>)</li> </ul>			✓	<ul style="list-style-type: none"> <li>Convened 11 human resources leaders as the 2004-05 HR Advisory Committee, including representatives from Capitol Broadcasting, First Citizens Bank and Apple Gold.</li> <li>Held meetings in October, January and May to discuss costs of teacher turnover and strategies for recruiting new principals and teachers.</li> </ul>
<ul style="list-style-type: none"> <li>Advocate for policies that ensure healthy schools across Wake County, including those which foster diverse and balanced student enrollment, drawing on the "Making Choices" report.</li> </ul>			✓	<ul style="list-style-type: none"> <li>Conducted additional research through expanded section of questions related to diversity and assignment in the 2004 Community Assessment.</li> <li>Publicized results of positive trends and mixed responses to questions regarding student assignment.</li> </ul>
<ul style="list-style-type: none"> <li>Support efforts of the Wake County PTA Council, WCPSS, and other community stakeholders to develop a Parent Initiative to enhance parent leadership and improve parental involvement in public schools.</li> </ul>			✓	<ul style="list-style-type: none"> <li>Drafted plan for soliciting input from key stakeholder groups and parents regarding interest in a Parent Initiative.</li> </ul>

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<ul style="list-style-type: none"> <li>• Work with WCPSS, High Five Initiative, New Schools Project and other key stakeholders to connect and support community efforts to transform local high schools in order to better meet the needs of students in Wake County and the needs of the global economy.</li> </ul>			<ul style="list-style-type: none"> <li>✓ • Began communication efforts around WCPSS' smaller learning communities, including hosting of a World Café for 115 teachers in November on personalization of the high school experience and a World Café in February for 115 teachers and parents and two parent focus groups in May on freshman advisory programs.</li> <li>• Held meetings with Vann Langston, executive director of the High Five Initiative, to develop strategies for collaboration across the region.</li> <li>• Invited High Five counties to send teams of teachers to the Summer Teacher Training Institute in June 2005.</li> </ul>
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**Philanthropy for Public Education**

**ANNUAL FUND FOR EDUCATION**

*As of 6/10/05*

The Partnership has raised 85 percent of our \$1.14 million goal for the 2005 Annual Fund for Education and projected revenue is \$1,150,850. We have 100 percent participation from staff and the members of the Board of Directors, while 85 percent of the members of the Board of Trustees have contributed.

Specific Annual Fund dollars include the following efforts:

- The annual golf tournament hosted by the Rotary Club of the Capital City raised \$11,802.
- The Annual Meeting raised \$11,669.
- One direct mail piece sent in December so far raised \$2,360.
- The school campaign raised \$35,000.
- The Goodnight reception held June 1 raised \$25,650.
- *Pieces of Gold*, held annually, raised \$48,500.

**GRANTS/FOUNDATIONS**

*As of 6/14/05*

Wake Education Partnership has been awarded five grants for FY05. These include the FY05 federal appropriation, EDS Foundation, Bell Family Foundation, A. E. Finley Foundation and Z. Smith Reynolds Foundation. Total value of the grants is \$281,700.

Six grants are pending with a total Partnership value of \$3,572,344. These include U.S. Department of Education – School Leadership Program, FY06 federal appropriation, Food Lion Charitable Foundation, Town of Cary, FY06 NC appropriation and Wachovia Foundation.

Thirteen grant prospects are currently being evaluated or developed for FY06. These include A.E. Finley, A.J. Fletcher, Belk, Bell, Broad, Carnegie, Cisco, GE, Seby Jones, Mayerson, Provident Benevolent and Stewards Fund foundations in addition to a FY07 NC appropriation.