



Wake
Education
PARTNERSHIP

**2005-2006
End-of-Year
Performance Assessment**

*Uniting Community Resources
for Excellence in Public Education*

Business Plan

Mission

Uniting community resources for excellence in public education.

Vision

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

- **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

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 2006 Annual Fund aims to secure \$1 million to implement the Program of Work.

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

- Provide **leadership and professional development** for teachers, assistant principals, principals, and district leaders 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, assistant principals, principals, and district leaders to raise the performance level of those charged with educating students.

Committees: Wake Leadership Academy Board of Advisors, Food for Thought Grants Committee, CIO Advisory Committee, HR Advisory Committee

Tactical Objectives	Pending	Begun	Done	Results Evidence
<ul style="list-style-type: none"> • Provide teachers, assistant principals, principals, and district leaders with intensive leadership training aimed at managing change and setting high academic standards to increase effectiveness in their classroom, school and community through the Leadership Academy, a private-public partnership with the Wake County Public School System. 			✓	<ul style="list-style-type: none"> • Trainings completed include: <ul style="list-style-type: none"> • Crucial Conversations • Crucial Confrontations • Conflict Resolution • Covey - Seven Habits of Highly Effective People • Facilitative Leadership • Four Book Studies • Leading School Improvement • Building Blocks of Literacy
<ul style="list-style-type: none"> • Strengthen new school-based leaders through year-long training and mentoring opportunities. 			✓	<ul style="list-style-type: none"> • New assistant principals met 11 times this year for half-day meetings. Speakers from various departments in WCPSS give presentations, followed by Q&A sessions. • Paired each new assistant principal with a mentor for regular meetings. • New principals met 10 times this year for half-day meetings. Speakers from various departments in WCPSS give presentations, followed by Q&A sessions.
<ul style="list-style-type: none"> • Implement Wachovia Foundation initiative in collaboration with the Center on Teaching Quality and Education Foundation for Orange County Schools to provide 			✓	<ul style="list-style-type: none"> • Selected six schools (including four Wake County middle schools – Daniels, East Garner, North Garner, and Zebulon) for participation;

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<p>distributive leadership training and new teacher support.</p>			<p>initial work has begun in each school, including an online survey and other conversations with the schools to assess their current status and future plans.</p> <ul style="list-style-type: none"> • Held cross-site conference at Wake Med on Dec. 2 to analyze the data from the survey and to begin planning next steps. • Held cross-site conference at the Center for School Leadership Development on April 20 to assess progress from year one, share lessons learned across sites and plan for year two. • Additional planning and skill building will take place in summer 2006.
<ul style="list-style-type: none"> • Provide two 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). 		✓	<ul style="list-style-type: none"> • Fifteen participants in cohort 2 graduated with MSA degree from N.C. State University. Additionally, 16 participants continued course work in cohort 3 and 19 participants in cohort 4. • Seventeen doctoral candidates successfully completed their first year of study in a customized doctoral program.
<ul style="list-style-type: none"> • Plan and host Progress Energy Superintendents Conference. 		✓	<ul style="list-style-type: none"> • Conference scheduled for fall 2006.
<ul style="list-style-type: none"> • Support expansion of services to other High 5 districts through development of Triangle Leadership Academy. 		✓	<ul style="list-style-type: none"> • Working Agreement approved by Partnership Board of Directors and the Wake County School Board in December 2005. • Completed district leadership assessments and met with district leadership teams to identify training needs. • Expand training opportunities to all five school districts

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			<p>beginning Feb. 1, 2006.</p> <ul style="list-style-type: none"> • Major four-day cross-district quality systems training successfully completed in June, involving 150 central office administrators from four of the five participating districts.
<ul style="list-style-type: none"> • Provide grants and awards to classroom teachers to encourage professional growth and student achievement through the Food for Thought Program and other special initiatives. 		✓	<ul style="list-style-type: none"> • Awarded more than \$42,000 to 22 Wake County educators representing 17 schools. • Emphasis on collaboration and alignment with recommendations from the Wake Task Force on Teaching Excellence this year allows these grants to impact the classrooms of more than 140 collaborators in the district.
<ul style="list-style-type: none"> • Support the Kenan Fellows program in cooperation with the Kenan Institute for Engineering, Technology & Science. 		✓	<ul style="list-style-type: none"> • Provided support for three Kenan Fellows through FY05 Congressional appropriation to Partnership to enhance teaching quality.

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<ul style="list-style-type: none"> • Continue to convene a private-sector Chief Information Officer Advisory Committee and Human Resources Advisory Committee to aid the Wake County Public School System in effective decision-making. 			<p style="text-align: center;">✓</p> <ul style="list-style-type: none"> • Convened 19 technology leaders as the 2005-06 CIO Advisory Committee, including new representatives from the Orange and Johnston County school systems (to allow representation from all High-5 school districts) and a representative from NC State University and Information and Technology Services (ITS). • Held two CIO meetings in fall 2005 and three in spring 2006. • Convened 12 human resources leaders as the 2005-06 HR Advisory Committee, adding a representative from IBM. • Held HR meetings in July and October to discuss teacher recruitment and how hiring trends may affect teacher retention. • Based on feedback from committee, determination was made to disband and assist with Research and Advocacy work in the area of teacher recruitment and retention.
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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: Institute Advisory Committee, PTA Liaison Program, *Pieces of Gold* Committee, Friend of Education Committee

Tactical Objectives	Pending	Begun	Done	Results Evidence
<ul style="list-style-type: none"> • Celebrate public education and our community’s progress toward higher standards by hosting the 2005 Wake Education Partnership Annual Meeting. 			✓	<ul style="list-style-type: none"> • Held Annual Meeting at Embassy Suites, Cary with 600 participants. James B. Goodmon served as keynote speaker.
<ul style="list-style-type: none"> • Cultivate community leadership for high standards at all levels—from schools to school board—by conducting training through the Institute for Wake County School Leaders. 			✓	<ul style="list-style-type: none"> • Held the four-session Institute in September 2005 with 22 participants representing the business and education communities and the public at-large. • Based on feedback from stakeholders and participants, the Institute will be held on an annual basis.
<ul style="list-style-type: none"> • Support school board candidates public forum sponsored by League of Women Voters. 			✓	<ul style="list-style-type: none"> • Held forum on Sept. 10 with candidates for school board seats. Local media coverage of the event helped to further disseminate the information from the forum.
<ul style="list-style-type: none"> • Support local Chambers of Commerce and PTAs by enhancing understanding of key education issues through convening the Wake Regional Education Roundtable. 			✓	<ul style="list-style-type: none"> • Hosted three fall Roundtables with topics including a follow-up to the Wake Task Force on Teaching Excellence, a discussion of <i>Quality Matters 2005</i>, and a School Board Members Forum for more than 90 participants. • Held three spring Roundtables

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			<p>with topics including National Board Certified Teachers, Teacher Working Condition's Survey, and Skills for Life – a Middle School Youth Development Initiative</p> <ul style="list-style-type: none"> • Presence of PTA liaisons provided critical voice.
<ul style="list-style-type: none"> • Inform and support parent leadership across Wake County by continuing the PTA Liaison Program with school-level PTAs. 		✓	<ul style="list-style-type: none"> • Recruited 48 liaisons representing 43 schools. • Held meeting in fall of 2005 for liaisons to introduce new structure of program. • Integrated PTA Liaison meetings with Roundtable meetings to ensure that PTA voice is heard in community • Liaisons continue to provide critical communications between the Partnership, their respective schools, and the community as they participate in Partnership events.
<ul style="list-style-type: none"> • Host series of community focus groups to stimulate public dialogue and increase understanding of local high school redesign efforts. 		✓	<ul style="list-style-type: none"> • Hosted four regional meetings with 60 participants in fall of 2005 at local high schools and chambers of commerce. Two additional meetings were scheduled, but had to be cancelled. • Conversations on high school redesign efforts, guided by the WCPSS Smaller Learning Communities coordinator, created an atmosphere of understanding and provided an arena for the public to field questions about the new themes in the educational arena surrounding this topic. • Held World Café with more than 115 participants in conjunction with Design Studio to share Wake County's redesign efforts with

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			<p>school districts from across the country.</p> <ul style="list-style-type: none"> • Began development of new web site for SLC schools.
<ul style="list-style-type: none"> • Celebrate public education and the arts by hosting <i>Gifts of Gold</i> and <i>Pieces of Gold 2006</i> in cooperation with the Wake County Public School System. 		✓	<ul style="list-style-type: none"> • Recruited and convened committee and judges. • Held auditions on Nov. 29-30 for record-setting 70 groups. • Selected 31 performing acts for the 2006 performance. • Worked with RBW to develop logo design and event materials. • Held 2006 <i>Gifts of Gold</i> with 98 visual art entries from WCPSS student artists. • Held sold-out show for 2006 <i>Pieces of Gold</i> at Progress Energy Center for the Performing Arts with 31 performing acts, representing 29 WCPSS schools and more than 800 student performers.
<ul style="list-style-type: none"> • Seek diverse citizen input reflective of the Wake County community in determining priorities for public education by convening the 2006 Wake Education Mini-Summit. 		✓	<ul style="list-style-type: none"> • Executive Forum held May 11 at McKimmon Center. • 100 invited corporate/civic leaders participated in a facilitated “State of the Schools” dialogue with district leaders. • A second annual Executive Forum will be held in 2007.
<ul style="list-style-type: none"> • Inform citizens about the Partnership and education issues through periodic newspaper inserts, the biweekly electronic newsletter (EduBrief), media coverage and the Web site. 		✓	<ul style="list-style-type: none"> • Wrote and disseminated 17 editions of EduBrief to more than 8,000 subscribers. • Converted management of EduBrief to Bronto, including subscriber information and reader tracking. • Received coverage of Partnership events and issues in all local newspapers and TV stations. • Maintained up-to-date information on Partnership’s Web site and began work on

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			new site structure and template with WorkSmart.
<ul style="list-style-type: none"> • Build community capacity to support the needs of middle school youth to prepare them for success in high school. (<i>Special addition to Program of Work fall 2005.</i>) 		✓	<ul style="list-style-type: none"> • Received three-year, \$1.5 million grant from Public Education Network to participate in national middle school initiative, “Skills for Life,” in collaboration with the Wake County Public School System. • Developed a framework for collaboration with other community partners, including initial commitments from Wake Communities in Schools and Wake Health and Human Services. • Secured seed funding for community match; additional efforts underway to meet matching funds requirement. • Provided four <i>LifeSkills</i> curriculum certification classes for Wake County Healthful Living teachers. Now have 100 certified <i>LifeSkills</i> teachers in 25 WCPSS middle schools. • Provided <i>LifeSkills</i> teachers manuals and student guides to support the implementation of the <i>LifeSkills</i> curriculum in WCPSS. • Provided <i>LifeSkills</i> instruction to 58 percent of WCPSS's middle school students • Secured commitments from CISWake and Loaves and Fishes to introduce <i>LifeSkills</i> in after school and summer programs.

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: Research and Advocacy Committee, *Quality Matters* Committee

Tactical Objectives	Pending	Begun	Done	Results Evidence
<ul style="list-style-type: none"> Creation of the Research and Advocacy Committee to provide greater structure and coordination among Partnership efforts. 		✓		<ul style="list-style-type: none"> Organized and recruited the Research and Advocacy Committee to oversee the Partnership’s overall advocacy efforts and coordinate research initiatives. The committee oversaw the Executive Forum in May 2006. The committee is being assessed and revamped based on feedback from the strategic planning process.
<ul style="list-style-type: none"> Creation of Wake FYI – a monthly electronic newsletter to provide in-depth information on education topics 			✓	<ul style="list-style-type: none"> Created Wake FYI as a result of discussions of the Research and Advocacy Committee. The first edition was published in April 2006, with two more editions sent before the end of FY06.
<ul style="list-style-type: none"> Advocate for policy and program recommendations contained in the <i>Recruit, Retain, and Respect</i> report of Wake Task Force on Teaching Excellence. 		✓		<ul style="list-style-type: none"> Published related recommendations in <i>Quality Matters 2005</i>. Presented issues to various constituents (Superintendent’s Teacher Advisory Committee, and the September Wake Regional Education Roundtable). Published an executive summary of <i>Recruit, Retain and Respect</i> in May 2006 for use in conjunction with a new

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				phase of the work. In fall 2007, the Partnership will convene a new work team to focus on one area of the Task Force's recommendations: new teacher mentoring and support.
<ul style="list-style-type: none"> • Measure citizen perceptions of quality and performance in the public schools by co-sponsoring a 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. 	✓			<ul style="list-style-type: none"> • After discussions with key stakeholders, the Partnership decided to conduct the Community Assessment in spring 2007. This change will allow us to capture important community perspectives following the November 2006 bond referendum.
<ul style="list-style-type: none"> • Advocate for 2006 capital needs bond referendum to provide for appropriate resources to accommodate our community's growth. 			✓	<ul style="list-style-type: none"> • Several key board members and staff are working with the Friends of Wake Committee to advocate for the bond referendum.
<ul style="list-style-type: none"> • Advocate for adequate and appropriate annual operating resources to ensure great public schools in Wake County. 			✓	<ul style="list-style-type: none"> • Recommendations from the Partnership were used by WCPSS staff to improve their communications of operating budget needs to the public. • After communications with WCPSS leadership, the Partnership decided to not create an advocacy effort around the operating budget request.

Philanthropy for Public Education

ANNUAL FUND FOR EDUCATION

As of June 30, 2006

The Partnership had 100 percent participation from the members of the Board of Directors and 30 percent participation from the members of the Board of Trustees in the Leadership Campaign portion of the 2006 Annual Fund for Education. Final numbers for the 2006 campaign will be reported in the early fall.

Specific Annual Fund dollars included the following efforts:

- The school campaign raised \$33, 929 and ran from Jan. 30 through Feb. 10, 2006.
- The spring direct mail campaign raised \$3,300.
- Two special events:
 - KB Home Tip Off raised \$14,665
 - Goodnight Reception raised \$36,725, plus additional amount in-kind from Prestonwood (last year it was \$11,000).
- *Pieces of Gold*, raised \$67,000, exceeding its day-of-event sales goal of \$50,000.

GRANTS/FOUNDATIONS

As of June 30, 2006

Wake Education Partnership has been awarded \$575,000 from three foundation grants in FY06, including a grant from the Wachovia Foundation to support the Wachovia Teachers and Teaching Initiative; a grant from Public Education Network to implement the Skills for Life Middle School Youth Development initiative; and a grant from the Bell Family Foundation in support of the Skills for Life initiative.