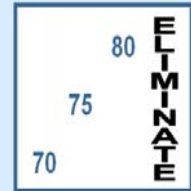




Working Together, Achieving More **KEY PARTNER WORKING GROUP**



KEY PARTNER WORKING GROUP MEETING SUMMARY

WORKING GROUP MEETING DATE

August 18, 2008 (10:00 AM to 1:00 PM)

MEETING FACILITATOR

- Joe Palumbo, Focus On Results
 - Jud Slusser, Focus On Results
-

KEY PARTNER MEMBERS PRESENT (listed by organization)

GMC and ASG

- Sister Joel Read, President Emerita, Alverno College
- William Jenkins, Principal at Jenkins & Associates

ASG

- Cecelia I. Gore, Program Director, Jane Bradley Pettit Foundation
- Mark Sabljak, Publisher, The Business Journal

MPS

- Bill Andrekopoulos, Superintendent
- Michelle Nate, Chief Finance and Operations Officer

ASC

- John Weigelt, Executive Director of the Administrators and Supervisors Council, Inc.

MTEA

- Dennis Oulahan, President MTEA
- Tom Morgan, MTEA Executive Director

BOARD OF EDUCATION

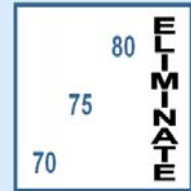
- Peter Blewett, Ph.D., Milwaukee Board of School Directors, Board President
 - Terry Falk, Milwaukee Board of School Directors, Director
-

Working Together, Achieving More Year One Implementation – Lessons Learned

After reviewing prior commitments and documents that detailed cooperation to transform Milwaukee Public Schools, key partners of the Working Group discussed lessons learned after Year One of implementing the **Working Together, Achieving More** strategic plan. They also worked in teams to assess **SUCCESES (PLUS)** for Year One and any **CHALLENGES (DELTA)** areas. Highlights of this group discussion following this activity included:



Working Together, Achieving More **KEY PARTNER WORKING GROUP**



PLUS (SUCCESSES)

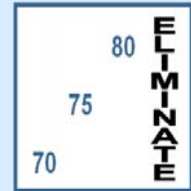
- The Key Partner recognition that that other initiatives, like the District's DIFI status, are critical to incorporate into the overall messaging of the **Working Together, Achieving More** strategic plan.
- Key Partners' willingness to meet regularly as the ASG.
- Initial work on creating an internal communication plan.
- Urgency expressed.
- Understanding and commitment that input is expected from all stakeholders.
- At the outset, a genuine and real attempt was made to get all stakeholder feedback prior to developing the strategic plan.
- Business and community leaders are involved (not just MPS personnel) and not sitting on the sidelines.
- MPS internal communications is changing!
- Process changes within MPS are taking place.
- Documentation and measurement against baseline measures is occurring.
- Budgets are aligned to the strategic plan.
- The plan itself sets a course of direction on how MPS should proceed.

DELTA (CHALLENGES)

- Determining what is relevant to communicate internally and what to communicate externally.
- The plan directs decisions but how do we message that so it does not appear top-down?
- Lack of communication with educators in the classroom and principal at the school site who don't currently see this as anything different and/or as embedded in their role.
- Continuing to communicate the plan – as there are people who don't know what the plan contains and where it came from; coupled with the idea that those in the classroom and at the school sites continue to feel increased workload with decreased support.
- Defining the role of the Implementation Team. What are the roles within the team? What are the objectives of the group?
- Having an Internal Communications SYSTEM – one that operates with clearly defined and transparent processes.
- Continued cooperation, collaboration and follow-through with all stakeholders continues to be challenge.



Working Together, Achieving More **KEY PARTNER WORKING GROUP**



Going Forward for Year Two 2008-2009

Key partners of the **Working Together, Achieving More Action Plan** Working Group discussed how they would like to increase cooperation, collaboration, communication and follow-through by developing a public statement of re-commitment and returning to scheduled Working Group meetings. Actions necessary to initiate Year 2 commitments are detailed the following section.

Next Steps

The Key Partners of the Working Group have requested that the ASG schedules and facilitates Working Group meetings so that the Key Partners (MPS, MTEA, ASC, GMC and the School Board) present at this meeting have a venue to collaborate and communicate to each other throughout Year 2 Implementation of the strategic plan.

- Set up meetings for working group to begin working on identified implementation challenges (both long- and short-term). First meeting agenda to include:
 - ✓ **Long Term Challenge:** Work on internal and external communication strategy, plan and its implementation.
 - ✓ **Short Term Challenge:** Strategize and set up ways to make the Implementation Team more successful.
- Craft re-commitment statement based on the original statement, create a modified statement of commitment and support to the WTAM plan. Each key partner will review and we will determine at the next meeting how to communicate the re-commitment (both internally and externally).