

Milestones in the Journey Toward Excellence

Formation of Core Team

Purposes:

- To prepare for the creation of the Leadership Team.
- To plan the change process.

Activities:

- Created an Agreement for all stakeholders to sign.
- Built a culture for systemic change.
- Developed an understanding of systems thinking and systemic change.
[Improved relations between school board, administration, and teachers.]
[Addressed the building remonstrance.]
- Developed an understanding of current and recent change efforts in Decatur.
- Decided how to expand into the Leadership Team.
- Decided on the initial activities of the Leadership Team.

Community Forums

Purposes:

- To involve all stakeholders in the change process.
- To learn the community's viewpoints on Decatur's educational needs and what our students will need to succeed in life.
- To help community members advance and deepen their viewpoints on Decatur's educational needs and what our students will need to succeed in life.

Activities:

- Conducted six community forums on (1) how Decatur's educational needs have changed in the past generation or so, (2) what participants would like their community to be like 10 years from now, (3) what qualities and capacities students will need based on 1 and 2, and (4) the extent to which Decatur schools and the community are currently developing those qualities and capacities in our students.
- Publicized the results in the Decatur Communicator and the newspaper.

Formation of Leadership Team

Purposes:

- To guide the Journey Toward Excellence.
- To provide political support for the Journey Toward Excellence.
- To develop Decatur's capacity to sustain the Journey Toward Excellence.

Activities:

- Core Team selected members for the Leadership Team.
- Core Team helped the members develop a culture and understanding for systemic change.
- Is developing a framework that will be communicated to building-level design teams with input from lots of stakeholders.
- Will help building-level design teams engage in idealized design, with input from lots of stakeholders.
- Will help district-level design team engage in idealized design, with input from lots of stakeholders.