



# Mayor's Education Summit

Peter Gorman

[pgorman@newscorp.com](mailto:pgorman@newscorp.com)

(917) 374-8013



# Ensuring All Children Learn to the Best of Their Ability

- Leading a Large Diverse School District
- Theory of Action
- Alignment



# Alignment (The Easy Part)

- Mission
- Vision
- Core Values and Beliefs
- Board Commitments
- Operating Principles for Instruction
- Strategic Initiatives and Annual Board Projects



## Strategic Initiatives and Annual Board Projects

- Develop a District Long-Range **Fiscal** Plan
- Develop a Value-Based **Budgeting** System
- Review **Math** Curriculum
- **Career/Technical and Vocational** Comprehensive Plan
- Develop a Comprehensive Model for **Staff Evaluation** Based on **Classroom Effectiveness**
- Develop Improvements in Bond and **Capital Improvement** Plans
- **Response to Instruction** System
- **Management** Review
- Review and Prioritize **Native Education Services**
- Enhance Effectiveness of Board **Communications**
- Partnership and **Merging Services** with MOA



# Alignment (The Hard Part)

- Policies
- Strategic Plan



# Policy

- The Superintendent will develop regulations and strategies designed to **measure and ensure that all schools have a reasonable balance of teachers who are new and/or experienced, a significant complement of teachers with advanced degrees and certifications (e.g., National Board for Professional Teaching Standards certification), and a significant number of teachers with a history of moving their students to high levels of academic achievement. The Superintendent should use both financial and non-financial staff incentives to support an equitable distribution of effective teachers and school administrators across the school system.**



# Alignment (The Hardest Part)

- Budget
- Comprehensive Accountability System



# Levers for Change

- Effective Leaders
- Effective Teachers
- Using Data, Accountability Systems and Performance Management
- Differentiated Support/Resources
- Utilize Technology





# Technology

- Learning Outcomes Increase When Instruction is Closely Targeted to Students' Individual Needs
- How do you Deliver Personalized Teaching and Learning in Today's Classroom?



# A Transformation Must Occur

- Education Must be Highly Customized, Personalized
- Schools Must Become Intelligent, Data-Driven, and Accountable
- Content Must be Digitized, Highly Engaging, Accessible and Flexible
- Learning Must Extend Beyond the Classroom
- Technology Will **NEVER** Replace Great Teachers



## So, what?

- What are the assessment and other relevant data?
- What instruction have my students received?



## What?

- What do the data mean?
- Are students at or below mastery?



## Now, what?

- What is my action plan for each student?
- Which instruction will have the greatest impact?