

**Beating The Odds...**

**Building A High Performance Infrastructure –  
Achieving Extraordinary Results for Men of Color**



Please watch your calendar for upcoming sessions.

This is an extension of the presentation delivered at the MBK 2019 Symposium.

*Building People and Organizations*

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# Coherence

From Michael Fullan: (Coherence: The Right Drivers in Action For Schools, Districts and Systems)

*“...Coherence provides the remedy to the wrong driver approach; we need the right drivers in an action framework. These consist of four main components - focusing direction, cultivating collaborative cultures, deepening learning and securing accountabilities.”*

And, as Jim Collins would say: (Good To Great)

*“...This is what takes us from good to great and more importantly, will allow us to self-sustain incredible results.”*



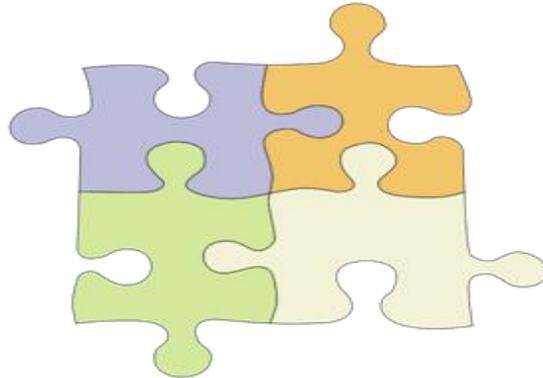
“Systems Thinking” is key!

# Systems Thinking: Big Picture

High performing schools and districts connect the critical components of goals, structures and practices into an integrated, sustaining system.

**They fully align all resources – human, financial and material for predictable impact.**

They connect all the pieces important to the puzzle – leadership, curriculum, instruction practices, professional development, family engagement...



*NYSED and PLC will be providing upcoming workshops and webinars on precisely “how” to set up for high performance. These will feature the elements of high performance infrastructures, including the supports critical for Men of Color.*

# Excerpt: PLC Organizational Assessment ©

1. What is the design of your school (academies, magnets, houses...)?
2. What is your philosophy/approach? Do you have clarity of vision/mission? Guiding principles/beliefs?
3. Have you built community partnerships to provide opportunities, events, internships?
4. How did you build a safe school? Establish behavioral guidelines/consequences? Utilize security?
5. Do you have clear and explicit goals (academic, SEDH, career/college...)?
6. Do students track their own learning and have individual goals? Scaffolds and academic supports?
7. Is your curricula guaranteed, relevant, tied to standards and culturally responsive?
8. How do students have voice and input? Leadership opportunities?
9. What are your Rtl 3 Tiered interventions?
10. How do you monitor results and manage data collection? Are data cycles explicitly designed?
11. How is professional learning set up? What content? Embedded coaching? Measure impact?
12. How do you utilize PLCs or common planning time? Faculty Meetings?
13. How do you meaningfully involve families as true partners?
14. How does the school maximize and interface instructional technology?
15. Are your hiring practices connected to bringing the right people on board?
16. How does the school make interdisciplinary connections? Teacher-led learning walks?
17. What extra-curricular, after school events, sports and athletics are available?
18. Does the school offer extended courses: AP, Dual Credit, Pathways...? Students increasing participation?
19. How are you using mentoring concepts/MBK?
20. How have you addressed attendance? Chronic absenteeism?
21. How are you maximizing the role of support staff – counselors, social workers...?
22. How do administrative walkthroughs work? How is feedback delivered?
23. How do you keep your culture strong/positive? Measure it? Maintain such intensive energy and focus?
24. How is leadership (school and district) leading the charge? What are the supportive policies?
25. What are your future plans to continue on your success path?...