

Impacting Georgia's Future

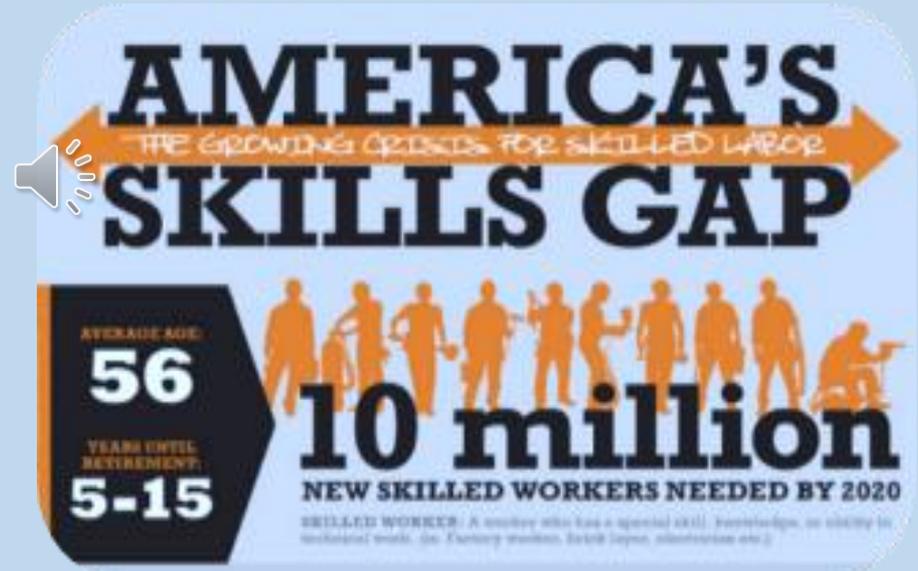


Eric Thomas
Chief Turnaround Officer
1.5.18

The Future

According to the U.S. Bureau of Labor Statistics (2015), the United States may have a skilled-worker labor shortage of over 10 million by 2020.

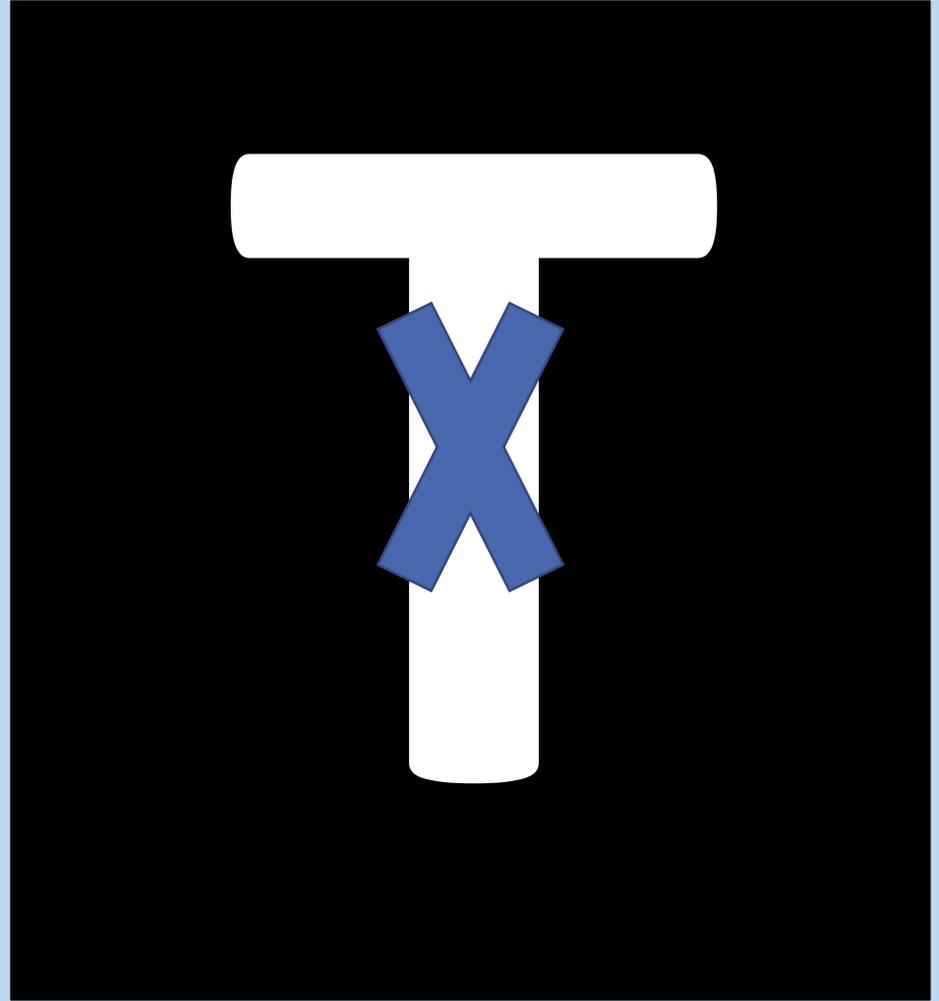
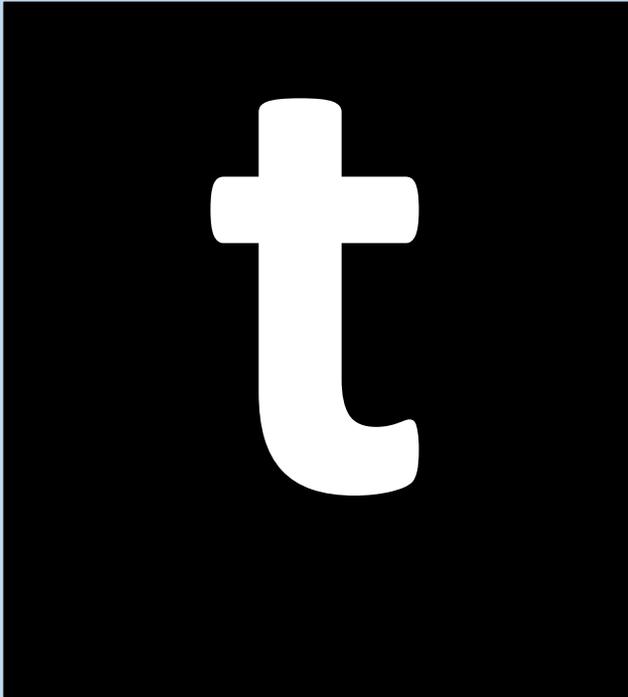
The Conference Board, an independent business membership and research association also highlighted “the looming labor shortage” (April, 2016).



A moral imperative



Little “t” – not big “T”



The work is
too difficult
to do it
alone!





A PARTNERSHIP

Turnaround Research & Strategy

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graph TD; A[Turnaround Research & Strategy] --- B[Partnerships & Stakeholder Engagement]; A --- C[Academic Needs]; A --- D[Non-Academic Needs];
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Partnerships &
Stakeholder Engagement

Academic Needs

Non-Academic
Needs

Georgia's Framework & Turnaround Research

FRAMEWORK COMPONENTS	TURNAROUND LEVERS
Coherent Instructional System	Instructional Infrastructure
Effective Leadership	Leadership
Family & Community Engagement	
Supportive Learning Environment	
Professional Capacity	Talent Management
	Support & Accountability



Launching a partnership

- District & School-Level Needs Assessment
 - Shine a beam of light on district conditions
 - Collect qualitative and quantitative data
 - Triangulate data
 - Determine strengths and growth areas
 - Identify root causes
 - Establish small set of priorities (Big Rocks)



Every organization is perfectly designed to produce the results it is getting...



W. Edwards Deming

A partnership includes...

- Engaging parents and other community stakeholders

**WHATEVER IT TAKES
TO GET THE JOB
DONE. WE NEED ALL
HANDS ON DECK.**

What does a partnership look like?

- Support development of a district plan
- Support development of school specific plans



What does a partnership look like?

- Access to a skilled coach (informed by school/district needs) to support implementation of improvement plans



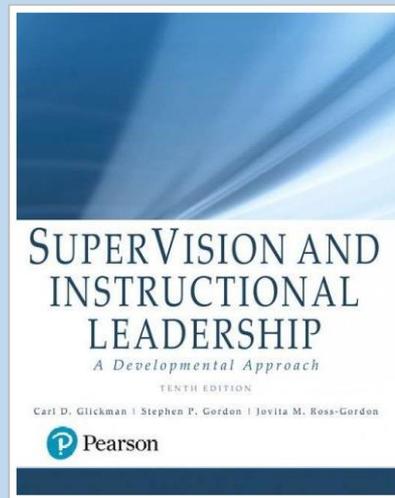
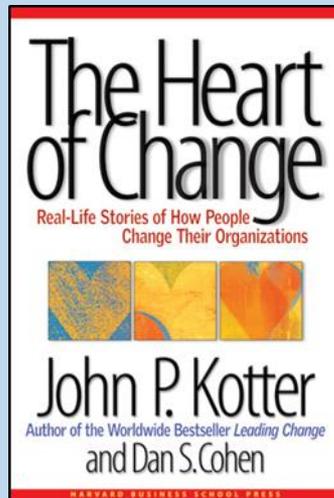
NOT a Judge/Evaluator



YES, a Coach / Supporter

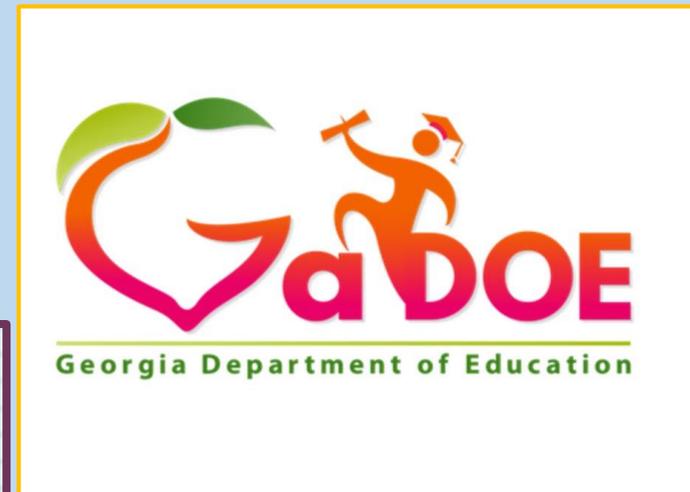
What does a partnership look like?

- Support development of leaders in areas such as:
 - Leading the change process
 - Communicating effectively
 - Facilitating instructional effectiveness
 - Managing talent
 - Enhancing turnaround leadership competencies



Additional benefits

- Prioritization for state and federal grants
- Ga DOE resources
- State and national networks



**Turnaround Research &
Best Practices**

Additional benefits

Support with engaging external resources:

- University partnerships
- Mental health services
- Social services
- Parent resources
- And others to address the needs of the *whole child*

**WHATEVER IT TAKES
TO GET THE JOB
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What district's are saying...

- Cohesiveness of supports and strategies is critical.
- Resources are needed to “drastically” improve student outcomes – both academic and non-academic.
- Transformation takes time, AND urgency is required.



A PARTNERSHIP TO IMPACT
THE FUTURE

Together, we can ensure Georgia
is *ready* for the future.

