2013-16 DRAFT School / City Work Plan
Students and Families Succeeding
PASADENA

Result Work Team Planning Process

School/City and Community Result Work Teams:
- Collaborate throughout the year to further develop partnerships and monitor progress of strategies
- Make recommendations to refine strategies and/or to add new strategies
- Assist in developing annual scorecard on accomplishments and areas where more work is needed
- Emphasis on peer reviewed research using cutting edge methodology to determine relationship between variables of interest to inform policy

Using the elements from Community Schools framework, key system functions include:
- Results-based Vision
- Data and Evaluation
- Finance and Resource Development
- Alignment and Integration
- Supportive Policy and Practice
- Professional Development and Technical Assistance
- Community Engagement

We plan to utilize and adapt other models, including the attached sample from Magnolia Place.

Context Questions for Planning:
- How does strategy support achieving result?
- What is supporting data and research for strategy?
- What are existing structures, strategies and services within the community?
- What are outcomes, tactics and measurements and which are Immediate, Short-Term, and Long Term
- What are the key roles and responsibilities for implementation? Are they currently filled? What is capacity?
- Process for alignment, solicitation of services, community engagement and governance

Proposal for Planning Process is designed to build community capacity:
- Identification of potential facilitators, with initial recruitment from Work Team sign ups and from participating agencies
- Training of facilitators to help lead Work Team planning process. Responsibilities would include facilitating meetings, recording minutes, assisting with communication and follow-up. Facilitators would receive modest stipend.
- Coordination of Work Team facilitators and input from meetings.
- Development of next phase of Work Plan.

Result Work Team Plan Template

Result/Work Team Name:
Strategy Selected:
Work Team Facilitator:

Outcomes/Assessment Plan: (fill in template below; add additional rows as needed)

Outcome	Indicate immediate-/short-/long-term	Assessment Method

Tactics: (add rows as needed)

Description	Target Population(s)	Timeframe	Types of Services Needed	Who provides?

Result Work Team Plan Template

Result Work Team Name:_____   **Date:**_____

Result Work Plan Strategy:_____

Tactic(s)	Output(s)	Short-term		Long Term	
		Outcome	**Outcome Measurement**	**Outcome**	**Outcome Measurement**

Definitions and Key Terms for Result Work Team Process:

Results: These are our desired outcomes or goals

Indicators: Benchmark, proxy measure – evidence or information that will tell you whether you are achieving the desired results. Indicators are measurable characteristics. They answer the question: "How will we know change has occurred in respective result area?"

Input: Program Investments, Resources (e.g. staff, capacity, space, funds, etc.)

Output: Deliverables, units of services, products. Outputs are the measureable, tangible, and direct products of what is taking place at your community school. They lead to your desired results – benefits for students, families, and your community. It is important to note, however, that they themselves are NOT the results you expect your community school to produce.

Strategies (i.e. How will we achieve results?): These are the methods and major actions listed in the work plan.

Tactics (i.e. What Can Happen? What can we do?): Activities, processes, methods, action steps that are specific to the strategy chosen.

Immediate results - what is currently being done or could be implemented immediately

Short-term results address knowledge and behavior change or confront a challenge in your school or community. These results eventually lead to the long-term results.

Long-term results focus on the "big picture," and usually begin to be seen about six months out, but often won't be seen until a year or more. These results will take time to attain. Closely examining your results will help you answer the question whether anyone is better off.