Forum 2

As a future administrator, how to develop and then then spread a vision for the current school year and the future will be very important. The culture and the perception of a multi-year plan will not only be needed, but will be absolutely essential for all stakeholders to get behind the direction the school and district will be heading. I have been fortunate to be working in district with a recent change at the very top of our structure to see how different two managing systems can be. I have been able to see what happens when the message and direction of the district is reactionary based on the feedback from the students, parents, teachers and larger community and I have been fortunate to see what proactive counsels, committees and think groups have been able to demonstrate a new direction that all the stakeholders are identifying the district needs to head.

Hackmann identifies this first thing when looking at implementing a vision, "One of the critical elements of skilled leadership is recognition of the systemic nature of the school organization. A school is a social system that is embedded within a larger system of the community and is shaped by those forces that result from the interaction of various community entities" (Digital Text pg. 623). A vision should have my style incorporated into it but it will be best served for all when all stakeholders can see the impact they have had in developing the direction of the district.

When developing a strategic plan there are many elements and involves a process over a significant amount of time. Usually when a new administrator is brought in there is some change that is needed and a possible different direction wanted by the stakeholders. Evaluating the situation and having time spent asking these important questions during the first months in the new position or even during the hiring process will help those involved know what the situation is going to be like for the new administrator.

According to Hackmann, "the strategic planning provides organizations with the opportunity to involve stakeholders in the process of creating and promoting policies, procedures, and programs that position and enable the organization to respond to the needs of an increasingly complex global economy and information society" (Digital Text pg. 659). Every community would then have their own ideals and ways of answering what this would look like for them. In my district this plan for the whole district and after a year of involving all the stakeholders looks like the following;

1. Every students will be reading proficiently by 3rd grade

2. 21st Century Learning - STEAM and STEAM2

3. College, Career and Life Readiness -

4. Teaching and Leading - Rigor and Relevance

5. Community Partnerships

The vision has now been set for the whole district and now it is the responsibility for all administrators throughout all the district to build on that vision for their individual schools. Each and every building has a unique opportunity when working with a vision to make that vision a success. Each administrator needs to make sure all stakeholders have their impact on making the district a success each and every day and that will have an impact on the year.

Hackmann, D. G., Tracy, J. C., & Schmitt-Oliver, D.M. (2002). The standards-based administrative internship: putting the ISLLC standards into practice. Lanham, MD: Scarecrow Press.