

# RESILIENT ORGANIZATIONAL STRATEGY WITH EDUCATION ELEMENTS



The best districts are evolving organizations that use a combination of skilled professionals, evidenced-based approaches, and data to center on the needs of every student. Success requires leaders to bring in a diverse group of voices, build a plan that is responsive to various scenarios and changing needs, and incorporate decision-making processes and teaming strategies that enable organizations to achieve their best possible outcomes. That said, these pathways are rarely straightforward. But strong leadership development, teaming, and strategy work can help sort through these choices and decisions, and align organizations around a responsive approach, and build momentum for implementation.

## What We Know about Successful Strategy:

In depth community engagement and inclusion of diverse perspectives at the decisions making table ensures solutions are solving for the most pressing needs and buy in is built early on

Communication needs to be thoughtfully planned and an ongoing process

Setting clear metrics for success at the start helps leaders build confidence that the changes they are seeing are actually attributable to the program or change when they implement

Strategy must be backed by the enabling conditions that will allow for successful implementation, such as allocations of resources

Governance requires insights from all levels of the organization

Leaders at each level of the system have to be involved in crafting a clear vision and expectations for the strategy



# Our Approach to Organizational Strategy

Education Elements can support your team to identify and address your district's key priorities, and support your organization to achieve your best possible outcomes. Education Elements employs a community-centered approach to surface the core challenges, human centered design to discover new possibilities, and responsive planning to ensure effective implementation of your priorities. When you have completed successful strategy work your team will leave aligned in an approach and as a cohesive unit.



## PLAN + ALIGN

Understand the current state and align on goals and timeline of the project

## FOUNDATIONS

Develop a shared understanding through community engagement, data analysis, or building foundational knowledge



## DESIGN

Design outcomes and metrics and develop a plan for implementation

## LAUNCH

Develop owners, milestones and indicators for initiative implementation and a communication plan



## IMPLEMENT, REFLECT + ITERATE

Reflect on progress and plan a long-term approach to sustain



# Examples of Education Elements Organizational Strategy Services



## **Strategic Planning:**

Our strategic planning process allows districts to co-create a responsive plan with representation from across the district, grounded in the needs of their constituents, especially those that experience marginalization. Along the way, we build the capacity of staff and leaders to lead and sustain their strategic work. This results in a community-driven plan where everyone feels heard and an actionable plan that addresses the most pressing needs in the district.



## **Strategic Planning Implementation and Monitoring:**

We support districts to ensure their strategic plans are effectively operationalized. Our process guides districts to effectively plan and execute key levers of implementation including data collection, expertly facilitated strategy sessions to ensure alignment and systems planning, robust roadmaps and dashboards to monitor initiatives, capacity building for leaders, and ongoing communications support. With these levers engaged, district teams have the tools, habits, and the buy-in for success.



## **Curriculum Strategy:**

We partner with districts who want to ensure that their curriculum and curricular approach is best set up to support their instructional vision and teaching and learning in the classroom. Districts assess gaps in current curriculum, select new curriculum, and adapt curriculum to respond to changes in state and district policies. Our approach offers customization and can include the creation of an Instructional Vision and Framework, a Curriculum Audit, and curriculum implementation planning.

## **For More Information & Pricing:**

Contact us to discuss your unique needs, and to explore whether one of these approaches could be the right one for you. [info@edelements.com](mailto:info@edelements.com)

## **About Education Elements**

Education Elements is a national education consulting firm with a mission to shape a more equitable and just future by changing how people design for each student's potential.

We partner with districts and schools to design learning environments that meet the needs of every student. We believe that schools grow when people grow. Our theory of change is that by developing educators and other adults, we can equip them with the skills and knowledge needed to transform our schools to create equitable experiences for students. We see equity as a choice – a choice that individuals and collective communities make to put students' individual and unique needs first. We have built a reputation for helping schools and districts with instructional design, organizational strategy, and leadership.