A Bold Overview to Perkins Implementation
2006

- Twitter began
- Facebook open to anyone over age 13
- Wii and Playstation 3 were launched
- Pluto downgraded – no longer a planet
- 30 Rock and Hannah Montana
- A year before iPhone
- Kindergarteners are now the graduating class in high school
Opportunity and responsibility

“With opportunity comes responsibility.”
- Winston Churchill
Where do you start?

“If you don’t know where you are going you’ll end up somewhere else.”

— Yogi Berra
Using the Leadership Levers in Perkins V
Using the Perkins V State Plan to Advance Your State’s Vision

The power of the state plan:

- Framework for how funds will be used and viewed
- Signals priorities and expectations
- Sets ambitious targets for what will be achieved
Leadership Levers

- Require
- Incentivize
- Support
Looking at the Levers: Require

- All things accountability
  - Performance levels and indicators
  - Setting the state-determined levels of performance
  - Selecting your secondary quality indicator
  - Negotiating with local eligible recipients
  - Updating your data system to respond
“The art of leadership is saying no, not yes. It is very easy to say yes.”

- Tony Blair
Looking at the Levers: Require

• Local application
• Local needs assessment
• Program approval process
• Programs of study
• Middle grades
Looking at the Levers: Require

• Definitions
  • high-skill
  • high-wage
  • in-demand
  • course, credit, program
  • labor market information/alignment

definition
\dɪˈfɑːnʃən\
meaning of a word; can be subjective
“Leadership has a harder job to do than just choose sides. It must bring sides together.”

- Jesse Jackson
Looking at the Levers: Require

- Consultation
- Stakeholder Engagement
- Public Comment
Looking at the Levers: Require

• Fiscal/funding decisions
  • MOE reset
  • Match
  • Formulas
  • Consortia
  • Sharing of admin and leadership
  • Split of funds
Looking at the Levers: Incentivize

A leader takes people where they want to go. A great leader takes people where they don’t necessarily want to go, but they ought to be.

Rosalynn Carter
Looking at the Levers: Incentivize Reserve fund
Reserve Fund: Policy Goals

- Program innovation (29)
- Incentivizing the implementation of programs of study (24)
- Expanding learner access to programs of study (22)
- Incentivizing the development of programs of study (21)
- Focus on equity (19)
Looking at the Levers: Incentivize

Pooling of funds at the local level for professional development
Looking at the Levers: Incentivize
## Looking at the Levers: Incentivize

<table>
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<tr>
<th>North star</th>
<th>Mission</th>
<th>Values</th>
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<td><strong>Equity, Coherence, Innovation</strong></td>
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Our values guide all of our actions, as a district and as individuals. These inspire our decisions, from our day-to-day behaviors to the bigger choices to propel the district towards a new future.

**Equity:** eliminate system bias and provide authentic learning opportunities for all students

**Coherence:** unify our goals for teaching and learning while supporting individualized approaches to delivery, and build collaborative, caring, and efficient ways to deliver resources to students, families, teachers, and staff

**Innovation:**
build a culture of change that generates new solutions at every level of BPS from classrooms to schools to the central office
Looking at the Levers: Incentivize
“You do not lead by hitting people over the head - that's assault, not leadership.”

- Dwight Eisenhower
Looking at the Levers: Support

BE THE COMPASS
AND
LEAD THE WAY

KeepCalmAndProceed.com
Looking at the Levers: Support

• Technical assistance
• Professional development
• Data, performance targets
• Communication and networks
Leadership is the capacity to translate vision into reality.

Warren Bennis
STATE PLAN DEVELOPMENT & SUBMISSION PROCESS

1. DEVELOP
   - Develop a four-year state plan in consultation with stakeholders.
     - Meet with the Governor during state plan development.
     - Consult with other State agencies with CTE authority.

2. SET TARGETS
   - State determined performance targets out for up to a 60-day public comment.
     - Respond to public comments and incorporate into state plan.

3. REVIEW
   - State plan out for at least 30-day public comment.

4. FINALIZE
   - Finalize your state plan.
     - Meet with Governor prior to state plan submission.
     - Governor has 30 days to sign state plan.
     - Activate state processes for plan approval (state board, etc.).

5. SUBMIT
   - Submit plan to U.S. Department of Education.
     - Secretary approves or disapproves plan within 120 days of submission.

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Resources

- Stay informed: [www.careertech.org](http://www.careertech.org)

- Perkins Virtual Resource Table: [https://careertech.org/perkins-virtual-resource-table](https://careertech.org/perkins-virtual-resource-table)

- Follow us:
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