A New Approach to Old Challenges in Shaker Heights, Ohio: An Emerging Model of Comprehensive Community-Based School Reform

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Overview

1) Background context
2) Emerging model of change
3) Accomplishments
4) Challenges
5) Moving forward
Background Context

- Our community: Shaker Heights, Ohio
  - History
  - Current Snapshot
Background Context

- Our personal story
  - Why move to Shaker?

- Our early experience of Shaker
  - School strengths
  - Lack of progress on achievement gap
  - Lack of cultural competence
  - Limited social interaction
ONE Shaker Organizational Structure

Size

400 – 1000

ONE Shaker Email List

15 - 20

ONE Shaker Community Council

12

ONE Shaker Executive Committee

12

Committees

Community Outreach

Communications

Data and Research

Planning & Execution

Governance & Operations

Strategic Feedback & Direction

Roles

Input & Engagement

Size

3 - 10

Committees

Board Engagement

District Engagement

400 – 1000

ONE Shaker Email List

15- 20

ONE Shaker Community Council

12

ONE Shaker Executive Committee

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Committees

Community Outreach

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Data and Research

Planning & Execution

Governance & Operations

Strategic Feedback & Direction

Roles

Input & Engagement
ONE Shaker Vision

Shaker Heights is recognized worldwide for having successfully established a stable racially and economically diverse school district where all students can achieve at high levels.
ONE Shaker Mission

ONE Shaker is dedicated to supporting the Shaker Schools as the District and Board of Education work to create an educational environment in which all students reach their greatest potential. Mobilizing our wonderfully diverse community to build on our strengths and conquer our challenges, we can together ensure that each child benefits fully from a world-class education.
Emerging Model of Change

- Three levels of change strategy
  - Board, District, Community
- Activities at each level
- Key elements for sustainable change
- ONE Shaker roles
Emerging Model of Change

- “Deep school engagement”
  - Relationship with principals
  - Relationship with District staff working on new families transition strategy
  - Middle-achiever access to enrichment programs
  - Consultation with Minority Scholars program
    - Satisfaction survey design
    - Regular parent/student outings
Emerging Model of Change

- Innovative programming
  - Leverage existing resources
    - Bookmobile
    - Cleveland Metroparks Education mobile
    - Partnerships with local schools and universities
    - Disseminating educational best practices and resources
  - New program ideas
    - Tinkering boxes
    - Family enrichment activities
    - “Just say hi” campaign
Accomplishments

- ONE Shaker established and functioning
- Community forum and community survey
- Email list – approaching 400 recipients
- Strategic planning process
- Community forums with Board members
- Deep school engagement initiated
Challenges

- The power of the status quo
- Programmitis
- Lack of evidence-based action
- Lack of cultural competence
- Unengaged, unempowered families
- Social distance in community
- Unproductive cultural/behavioral practices
Moving Forward

- **Immediate** *(6 months)*
  - Board campaign: voter outreach/candidates forum
  - Strategic planning
  - Community outreach and engagement

- **Short-term** *(1-2 years)*
  - Organizational change assessment and planning
  - Back-to-back levies
  - Relationship-building within District
  - Community partnerships
  - Innovative programming
Moving Forward

- Longer-term (2-5 years)
  - Organizational change management implementation
  - Strategic plan implementation, assessment and updating
    - Including: parent involvement strategy
  - Sustaining community education and mobilization