

OhioTIF

PARTNERSHIP BETWEEN OHIO DEPARTMENT OF EDUCATION BATTELLE FOR KIDS AND 24 UNIQUE LEA'S

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SHARED OWNERSHIP BETWEEN DISTRICTS AND UNIONS

- Create common ownership of promise, potential and problems of strategic compensation
- Cultivate a common agenda of reform, respect and focus on results
- Goal is ownership by all involved
- Collaboration is our goal
- Establish a continuous feedback loop

EVIDENCE OF TRUST

- Do not draw lines in the sand, listen carefully
- Respect skills and intelligence of colleagues
- Respect an individuals history and differing points of view
- Respect constituencies
- Hold regular meetings, contact
- Have frequent “heads up” check-ins
- “Tell the truth in love”

DEVELOP KEY RELATIONSHIPS

- Agree on Core Values
 - Fairness
 - Sustainability
 - Collaboration
 - Communication
 - Continuous Improvement
 - Trust
 - Goal

COMMUNICATION AVENUES

Between 24 LEA's, ODE, BFK

- Established a base-camp for use between LEA's
- Established design teams

Within the LEA's

- Created talking points, power points, faq's
- Updates for newsletters, press releases, back to school brochures and customizable power points
- Created charts to link work (RTTT, School Improvement, etc.
- Access to on-line learning on Strategic Compensation and Value-added

COMMUNICATION

- Constant
- Honest
- Include all audiences
- Survey for understanding
- Establish an advisory board and value feedback
- Leaps of progress require leaps of faith

PUTTING IT ALL TOGETHER

- Develop a timeline
- Assign responsibility
- Communicate Content
- Target Communication to multiple audiences
- Communicate in multiple forms
- Have a feedback loop

OHIO TEACHER INCENTIVE FUND

*He who asks is a fool for 5 minutes, but he who
does not ask is a fool forever*
Chinese Proverbs

[Insert district logo]