

Resilience Planning for Magnet Schools

Resiliency of magnet schools requires strategic-thinking, focused client-based design, diversified funding, and continued investment in innovation and willingness to evolve. *Furthermore, the importance of thinking, researching, and planning before deciding and executing cannot be over-emphasized.*

- Thinking about strategy, thinking about how one creates value.
- Thinking about how one captures and nurtures value when compared to competition.
- Thinking about how one delivers value within different partnership arrangements.
- Thinking about design of the school for long-term benefit.
- Thinking about how to balance grant funded initiatives with operational resources from the school district and
- Thinking about how to reinvent the school, when needed, gracefully.

Resiliency thinking must occur during the initial discussions regarding “should we develop this magnet school/learning pathway/school program.”

Elements of a Successful Plan for Magnet School Resilience

- *A Consistent process* for deciding upon and developing courses within the school.
- An Understanding of the *long-term strategy for the school*
 - To what does the magnet school say no?
 - What should the school focus on to assure long term success?
- *A Clarity among the team members* of the logic model and all the resources needed to accomplish the goals of the new school or program.
- *A Vision and Mission* driven decision-making
 - Connected to the work.
 - Identification of end results and impact
- *A Results Orientation*
 - Key performance indicators identified and prioritized with on-going review and analysis of data.
- An Effective financing lens inclusive of braided funding of different resources
- *A Diverse community engagement*
 - Development of champions and partnerships
 - Vetting process for ideas
 - Identification of various customer needs
 - Development and implementation of a multi-layered marketing approach
- A Nimbleness allowing the school to adapt to changing conditions.
- A Strong support for *internal processes* that are both effective (mission driven) and efficient (save resources)