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J. Leonard Harding, Jr., Executive Director

It is with great pride and a strong sense of accomplishment that I present to you Education Resource Consultants of Ohio Inc.'s (ERCO) Strategic Plan. This work strives to help improve the quality of Pro Choice and other educational initiatives in the State of Ohio. One thing that makes the ERCO Strategic Plan unique is the manner in which it links the agency's measurement system directly to the goals and objectives of the plan. This ensures alignment throughout the organization, better use of limited resources and organization wide accountability.

Our Strategic Plan exemplifies team work and creativity. From the first stages of development, our staff, consultants and educators in the community schools we sponsor gladly gave of their time. Their dedication and enthusiasm play an integral role in guiding the course of our agency in the years to come.

Within this plan, you will see that ERCO's over-arching goal is to become the Clearing House for education consultant services in the State of Ohio. We will continue to seize upon emerging technologies to enhance the delivery of our services and streamline operational overhead. Concurrently, our staff will receive the continuing education that will make them experts and leaders in our industry. ERCO will have the answers for all clients seeking solutions.

ERCO believes the future holds great promise and blessings. We look forward to the growth and enrichment of lives that lie ahead!

Sincerely,

J. Leonard Harding, Jr.
Executive Director






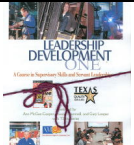


The Strategic Plan developed by ERCO is based on our overall vision of being a Clearing House or 'One Stop Shop' for all education consulting services in the state of Ohio. ERCO and its stakeholders collaborated in the development of the goals and objectives to be pursued as ERCO seeks to accomplish this vision.

Periodically, measures will be added, deleted or updated as ERCO continues to maintain a viable strategic plan.

ERCO STRATEGIC PLAN

Mission: Superior educational system for the development of families
Vision: To be the states Clearing House for all educational resource services
Values: Integrity Accountability Teamwork

GOALS & OBJECTIVES

					
Goal 1:	Goal 2:	Goal 3:	Goal 4:	Goal 5:	Goal 6:
<p>Educational resources will be made available through a single, seamless system.</p> <p>Objectives: 1A: Provide a single point of entry for entities in need of educational services. 1B: Streamline the process to locate education services by the public 1C: Reduce time and resources expended to locate viable education services</p>	<p>Families learn, grow and work together to improve the quality of their lives.</p> <p>Objectives: 2A: Involve the entire family in the learning process. 2B: Increase the percentage of youth prepared to pursue a career. 2C: Prepare parents and children to enter the workforce of living wage jobs</p>	<p>Schools are fiscally responsible and allocate resources to support student learning.</p> <p>Objectives: 3A: Increase the resources and support services to schools and classrooms 3B: Decrease the need for punitive action against schools for financial mismanagement.</p>	<p>Implement a systemic leadership development program.</p> <p>Objectives: 4A: Create a talent pool of expert education consultants. 4B: Expand the services and expertise of our organization.</p>	<p>Maintain excellence in our workforce, agency, services, vendor and community relations through the application of our values and principles.</p> <p>Objectives: 5A: Improve the productivity of our employees, partners and consultants. 5B: Increase the morale and abilities of our workforce. 5C: Improve our relationships with our customers. 5D: Improve the quality and effectiveness of our products and services.</p>	<p>Educate the public concerning initiatives involving Pro Choice in education.</p> <p>Objectives: 6A: Increase awareness among legislators of positive outcomes associated with Pro Choice education. 6B: Increase family participation in initiatives involving Pro Choice education.</p>

Goal 1:



Education resources will be made available through a single, seamless system.

Goal 1 Objectives:

1A: Provide a single point of entry for entities in need of educational services.

1B: Streamline the process to locate education services.

1C: Reduce time and resources extended to locate viable educational services.

Goal 1 Measures:

- The number of government agencies and other entities that fund our efforts to become the standardized entry to an educational consultant services that ensures services are available, accessible and of high quality.
- The percentage of community schools that become sponsored by ERCO
- The number of families who contact ERCO for SES and other education services
- The number of Ohio county agencies that fund and list ERCO as their provider of educational consulting services.
- The number of school districts that use ERCO consulting services.
- The satisfaction rate of companies that receive support, services and connections to education services.
- The percentage of Pro Choice educators and advocates that refer to ERCO for support.
- Expanded facility to accommodate new ERCO services, programs, agency operations, collaborations and staff.
- Average number of ERCO initiatives funded by foundation, the business community, federal, state and private institutions.

Goal 2:



Families learn, grow and work together to improve the quality of their lives.

Goal 2 Objectives:

2A: Involve the entire family in the learning process.

2B: Increase the percentage of youth prepared to pursue a career.

2C: Prepare parents and children receiving free/reduced lunch to enter the workforce of living wage jobs.

Goal 2 Measures:

- The percentage of parents involved in school parent associations.
- The percentage of younger youth that participated in WIA programs who attained a diploma or equivalent.
- Labor force participation rate among families.
- OWF/TANF Federal All-Family Participation Rate.
- Percentage of families enrolled in job readiness training.
- Percentage of parents/young adults completing job readiness training.
- Ohio's national ranking for success in the workforce.

Goal 3:



Schools are fiscally responsible and allocate resources to support student learning.

Goal 3 Objectives:

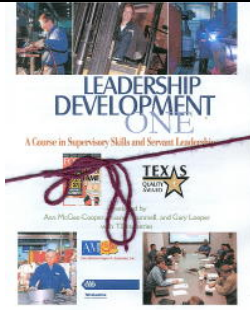
3A: Increase the resources and services support services to schools and classrooms

3B: Decrease the need for punitive action against schools for financial mismanagement.

Goal 3 Measures:

- Percentage and number of schools that fall into and out of School Improvement status.
- Percentage and number of schools that met adequate status. Progress (AYP) in most recent year.
- Number of schools that improve rating from previous year.
- Number of schools showing Performance Index gain.
- National assessment (NAEP) results disaggregated by groups of students.
- ACT/SAT participation rates.
- ACT/SAT scores.
- Remediation rates at Ohio colleges and Universities.
- Participation rates in post-secondary education.
- Central Office operational audits are used to evaluate effectiveness of all school operations and services to increase efficiency and move additional funds to schools.
- School achievement drives all allocation decisions.
- The system for student-based budgeting is clear, equitable and implemented consistently.
- Funding that is weighed according to a student's needs and follows the student to graduation.
- Data is collected to determine return on investment (ROI).
- Percentage of students passing advanced courses (AP exams)
- Graduation rate.
- Degree of working relationship with the Ohio Attorney General.
- Percentage of schools participating in fiscal management training.
- Number of schools contracting with ERCO to provide fiscal management.
- Schools consult with ERCO to access untapped funding resources.
- Requirements for schools are successfully aligned with State and Federal goals.
- State and Federal regulations and opportunities are clearly understood by school boards, management, staff, families and the community.

Goal 4:



Implement a systemic leadership development program

Goal 4 Objectives:

- 4A: Create a talent pool of expert education consultants.
- 4B: Expand the services and expertise of our organization.

Goal 4 Measures:

- The percentage of ERCO staff and consultants who receive incumbent worker training.
- Federal and State and private funds applied for and received for continuous educational training and management development.
- Number of schools that participate in ERCO management training.
- Number of schools that participate in ERCO academic achievement training.
- Presentations made by ERCO staff and consultants at conferences on the local, regional, state and federal levels promoting best practices in education consultant services.
- Expanded ERCO facilities to accommodate training and operational needs.

Goal 5:



Maintain excellence in our workforce, agency, services, vendor and community relations through the application of our values and principles.

Goal 5 Objectives:

- 5A: Improve the productivity of our employees, partners and consultants.
- 5B: Increase the morale and abilities of our workforce.
- 5C: Improve our relationships with our customers.
- 5D: Improve the quality and effectiveness of our products and services.

Goal 5 Measures:

- The average number of ERCO employees per supervisor.
- The average number of vendors submitting proposals to ERCO that meet minimum qualifications for competitive services.
- The percentage of planned deliverables for Support Enforcement Tracking System (SETS).
- Availability of GroupWise E-Mail access for ERCO network users
- The creation of a ERCO Research Information Center (ERIC).
- The percentage of ERCO employees with a sick leave balance of 16 hours or less.
- Overtime cost for ERCO.
- The diversity rates among ERCO staff and consultants in the categories of age, religion, gender, disabilities and ethnicity.
- Percentage of a highly qualified, diverse workforce that engages in continuous improvement through ongoing, high-quality professional development.
- Customer service standards among ERCO staff and consultants.

Goal 6:



Educate the public concerning initiatives involving Pro Choice in education.

Goal 6 Objectives:

6A: Increase awareness among legislators of positive outcomes associated with Pro Choice education.

6B: Increase family participation in initiatives involving Pro Choice education.

Goal 6 Measures:

- Effectiveness of ERCO Community relations and public affairs department.
- Effectiveness of ERCO Governmental Affairs department.
- Assessments of on-going reviews of public education campaigns
- Percentage of relationships achieved and maintained with city, county, state and federal officials.
- Level of relationship with all mediums of media.
- Level of relationship with the business community at-large.
- Membership with state, regional and local chamber of commerce.
- Number of speakers bureau engagements.
- Depth of alliances with education consultation services experts.
- Number of parent involvement groups within the state of Ohio developed and maintained by ERCO.
- Number of community and faith based organizations visited by ERCO public relations campaigns.