2017-18 Strategic Plan Initiatives

Goal 1: Develop Great Educators and Leaders

Strategy 1.1 Provide teachers and students with the tools and resources necessary to meet the demands of the Florida Standards and students' individual needs.

StratID	Initiative	Lead	Initiative Progress
1.1.1	Redesign instructional frameworks for all grade levels and subject areas to reflect opportunities to differentiate instruc	Stahlman & Connor	1
1.1.2	Revise Curriculum Guides to align with Florida Standards and adopted materials.	Stahlman & Connor	1
1.1.3	Develop Curriculum Assessment for accountability grades and subject areas that align with Curriculum Guides.	Stahlman & Connor	1
1.1.4	Develop an online "one stop shop" that houses all curriculum materials.	Stahlman & Connor	1
1.1.5	Leverage test item specifications to ensure students are exposed to content and assessments aligned to standards.	Stahlman & Connor	1
1.1.6	Train all educators and leaders how to use Principles of Excellent Instruction in every school within all curriculum	Stahlman & Connor	1
1.1.7	Maximize Professional Learning planning sessions to align content, pedagogy, and assessments with standards.	Stahlman & Connor	1

Strategy 1.2 Provide diagnostic and prescriptive interventions for differentiated instruction in reading and mathematics.

StratID	Initiative	Lead	Initiative Progress
1.2.1	Identify and implement a tiered instructional resource plan for core content areas in all grade levels.	Stahlman & Connor	1
1.2.2	Adopt and implement Tier 2 and Tier 3 instructional interventions in all reading and math classrooms.	Stahlman & Connor	1
1.2.3	Create instructional frameworks and training sessions focusing on small group instruction based on student	Stahlman & Connor	1
1.2.4	Identify and launch blended learning instructional platforms that support individualized learning in core content areas.	Stahlman & Connor	1
1.2.5	Delete this initiative Provide monthly updates on the percentage of classrooms visited, supported small group instructi	Stahlman & Connor	1

Strategy 1.3 Prepare all students to be full option graduates who are prepared for college, eligible to enlist in military services, or able to compete in the workforce.

StratID	Initiative	Lead	Initiative Progress
1.3.1	Implement Early Warning Systems and Grad Tracker to identify students at risk for dropping out of the learning	Connor	1
1.3.2	Develop a strong college-going culture throughout every secondary school by strategically scheduling students into CTE, AICE, IB, and Dual Enrollment Courses.	Connor	1
1.3.3	Provide and implement professional development for ACT, PERT, and SAT boot camps.	Connor	1
1.3.4	Redesign Wall to Wall Academies to strengthen career pathways.	Connor	1
1.3.5	Redesign district and school-based level leadership for CTE department.	Connor	1
1.3.6	Pursue National Model status for CTE anchor academies while increasing industry certifications.	Connor	1
1.3.7	Establish and host monthly graduation meetings with Principals to review graduation cohorts.	Connor	1
1.3.8	Launch and grow Catapult as an alternative education offering for at-risk students.	Connor	1
1.3.9	Develop Master Schedule Guidelines for Elementary and Secondary Schools.	Stahlman & Connor	1
1.3.10	Grow NJROTC programs countywide including expanding program to all secondary schools.	Connor	1
1.3.11	Develop Office of School Choice and create programs for both Elementary and Secondary Schools.	Stahlman, Connor & Moeller	1

Goal 2: Improve management of district-wide operations and facilities.

Strategy 2.1: Improve technology in all classrooms and district buildings.

StratID	Initiative	Lead	Initiative Progress
2.1.1	Upgrade all output switches in schools in order to improve speed and access of internet.	McAuley	1
2.1.2	Develop and implement technology plan to increase wireless access points in all classrooms.	McAuley	1

StratID	Initiative	Lead	Initiative Progress
2.1.2	Implement Digital Classroom Plan to decrease student-to-device ratio.	McAuley	1
2.1.3	Develop and implement plan to provide all staff with portable devices upon hire.	McAuley	1
2.1.4	Develop and implement plan to upgrade the CAT wiring in all buildings.	McAuley	1

Strategy 2.2: Improve efficiency and reliability of operations to all district stakeholders.			
StratID	**Initiative**	**Lead**	**Initiative Progress**
2.2.1	Construction of Discovery Oaks Elementary School on time and within budget.	Kemp	1
2.2.2	Develop and implement plan to improve overall energy efficiency.	Kemp	1
2.2.3	Develop and implement a plan to communicate and acquire School Board approval for redistricting plan to accommodate Discovery Oaks Elementary School.	Kemp	1
2.2.4	Restructure leadership in the transportation department.	Kemp	1
2.2.5	Increase the number of buses retrofitted with air conditioning.	Kemp	1
2.2.6	Develop and propose new recruiting plan for hiring, training, and retaining bus drivers.	Kemp	1
2.2.7	Acquire and implement new work order system for Maintenance Division to improve efficiency of services.	Kemp	1

Strategy 2.3: Improve security and safety of all district and school buildings.			
StratID	**Initiative**	**Lead**	**Initiative Progress**
2.3.1	Increase the number of campuses with camera surveillance.	Kemp	1
2.3.2	Increase the number of campuses with front office access controls.	Kemp	1
2.3.3	Develop and implement a plan to install security systems at all schools.	Kemp	1
2.3.4	Develop and implement School Safety Plans.	McAuley	1
2.3.5	Develop and implement a plan for Code Red Drills.	McAuley	1

Strategy 2.4: Ensure effective and efficient use of resources for fiscal stability.			
StratID	**Initiative**	**Lead**	**Initiative Progress**
2.4.1	Design and implement fiscal practices and policies that enable the district to maximize efficiency.	Legutko	1
2.4.2	Raise the school district's reserve fund balance above 5% threshold.	Legutko	1
2.4.3	Implement new business systems to meet the school district's financial needs including human resources and position control requirements.	Legutko	1
2.4.4	Maintain open communication by publishing the school district budget, monthly and annual financial reports, and annual audit reports on the school district's website.	Legutko	1
2.4.5	Identify new sources of revenue for the school district from federal, state, and local levels.	Legutko	1
2.4.6	Work to reduce audit findings annually and eliminate repeat findings.	Legutko	1
2.4.7	Improve the school district's overall bond rating.	Legutko	1
2.4.8	Provide quarterly financial updates and an annual budget workshop for the School Board.	Legutko	1

Goal 3: Establish a respectful climate and culture that provides equity and access to all.			

Strategy 3.1: Engage stakeholders to strengthen and build a collaborative and constructive environment that encourages high expectations for all.			
StratID	**Initiative**	**Lead**	**Initiative Progress**
3.1.1	Develop an onboarding training session to review Code of Ethics and introduce best practices.	Broskie	1
3.1.2	Develop and implement communication protocol between all stakeholders using internal and external social media	McAuley & Snyder	1
3.1.3	Engage primary stakeholders in discussions around programing and curriculum implementation.	All	1
3.1.4	Develop and implement interactive data dashboard for internal and external review.	McAuley	1

StratID	Initiative	Lead	Initiative Progress
3.1.5	Provide personalized customer service to all employees to assist in achieving a higher rate of retention.	Broskie	1
3.1.6	Develop and launch new interactive website.	Snyder	1
3.1.7	Develop and implement marketing plan for district and all schools.	Snyder	1

	Strategy 3.2: Develop systems and processes that focus on developing the whole child.		
StratID	**Initiative**	**Lead**	**Initiative Progress**
3.2.1	Develop a district-level school behavior health program to coordinate all nursing, mental health, and social and emotional needs of students.	McAuley	1
3.2.2	Develop and implement MCUSA programming in all Junior High Schools for motivational coaches.	McAuley	1
3.2.3	Develop and implement Community School Partnership with key stakeholders.	McAuley	1
3.2.4	Develop a plan for YMHFA for teachers, staff, and school-based leaders.	McAuley	1
3.2.5	Develop and implement a Bullying Hotline.	McAuley	1
3.2.6	Develop and implement an Early Warning System for students.	McAuley	1
3.2.7	Develop and coordinate a consistent use of character education programming embedded into general curriculum.	McAuley	1
3.2.8	Develop a partnership with the Boselli Foundation to deliver vaccinations and wellness checks to eligible students.	McAuley	1

	Strategy 3.3: Address the needs of all students with multiple opportunities for enrichment.		
StratID	**Initiative**	**Lead**	**Initiative Progress**
3.3.1	Provide and implement Art, Media, Music, and PE in all Elementary Schools.	Davis	1
3.3.2	Develop and implement an operable mobile food truck program to support student learning.	Kemp	1
3.3.3	Develop PITSCO labs in Elementary Schools and increase hands-on learning.	Stahlman & Kemp	1
3.3.4	Reimagine and support the role of the Media Specialist and Technology Teachers.	McAuley	1
3.3.5	Develop Acceleration programs in all High Schools to support higher learning.	Connor	1
3.3.6	Develop All County Sports Team from all sports and host an event to recognize.	Connor	1

Goal 4: Create effective data systems and train individuals to leverage information.			

	Strategy 4.1: Identify and construct data structures for use in dashboards for school improvement.		
StratID	**Initiative**	**Lead**	**Initiative Progress**
4.1.1	Identify an efficient data warehousing method.	McAuley	1
4.1.2	Identify and implement an analytics tool for district and school-based dashboards.	McAuley	1
4.1.3	Tailor analytics and data norms to meet needs for school improvement planning and implementation.	McAuley	1
4.1.4	Integrate existing data structures with new data warehouse.	McAuley	1

	Strategy 4.2: Facilitate and provide professional development to key staff on use of data.		
StratID	**Initiative**	**Lead**	**Initiative Progress**
4.2.1	Train teachers, leaders, and district staff on how to interact with I-Ready, Achieve, and LLI learning platforms.	Stahlman and Connor	1
4.2.2	Train teachers, leaders, and district staff on how to interact with new data warehouse for analytics and problem	McAuley	1
4.2.3	Host monthly meetings with district and school-based staff to review progress monitoring data.	Davis	1
4.2.4	Develop and implement Leading Efficiently by Continuous Analysis and Data Driven Decisions (LEAD) meetings with school Principals.	Davis	1

Goal 5: Develop and support great educators, support personnel, and leaders.			
Strategy 5.1: Recruit, screen, hire, and retain top candidates that reflect the diversity of each school, our district, and community.			

StratID	Initiative	Lead	Initiative Progress
5.1.1	Recruit and retain highly skilled, qualified, and diverse educators, leaders, and support staff.	Broskie	1
5.1.2	Develop a strategic plan for recruiting, hiring, and retaining minority candidates.	Broskie	1
5.1.3	Review current pay structures with the intent to improve the salary schedule through the collective bargaining	Broskie	1
5.1.4	Design and implement national recruiting calendar and hire qualified candidates early.	Broskie	1
5.1.5	Provide training to Principals on how to hire highly qualified and skilled employees.	Broskie	1
5.1.6	Development monthly Champion of Change from the classroom to highlight at School Board meetings.	Connor, Moeller, and	1
5.1.7	Develop succession management shadowing opportunity with cabinet level and senior staff.	Moeller	1
Strategy 5.2: Provide on-going training and support for teachers, support staff, and leaders.			
StratID	Initiative	Lead	Initiative Progress
5.2.1	Design and implement summer training calendar that offers professional development for new curriculum initiatives.	Moeller & Stahlman	1
5.2.2	Develop district-wide professional calendar and plan for each school year.	Moeller & Stahlman	1
5.2.3	Develop and provide training on technology competencies for teachers and leaders.	McAuley	1
5.2.4	Develop support staff training schedule.	Broskie	1
5.2.5	Partner with TNTP to assist with building leadership capacity and develop Leadership Institute.	Moeller & Stahlman	1
5.2.6	Redesign the Principal and Assistant Principal pipeline to attract and develop instructional leaders.	Moeller	1
5.2.7	Implement New Leaders for Level II certification and pathway to Principalship to ensure a rigorous preparation	Moeller	1
5.2.8	Partner with and implement UF Lastinger Center's Instructional Coaching Training for Principals.	Moeller	1
5.2.9	Develop and implement New Teacher Training and redesign the two day Beginning Teacher Orientation.	Moeller	1
5.2.10	Redesign the BEST New Teacher Support Program and create Professional Learning Facilitators.	Moeller	1
5.2.11	Develop a schedule for instructional rounding to calibrate lens, identify trends, and determine professional development needs.	Connor, Moeller, and Stahlman	1
5.2.12	Provide school-based coaches to all schools to better support implementation of curriculum and build capacity of	Stahlman & Connor	1
5.2.13	Design a scope and sequence for beginning teacher support to build consistency and continuity.	Moeller	1
5.2.14	Redesign the role of the Academy Coaches to become College Career Coaches.	Connor	1
Strategy 5.3: Engage teachers, support staff, and leaders to determine overall effectiveness of the organization.			
StratID	Initiative	Lead	Initiative Progress
5.3.1	Survey participants after every professional development to determine overall effectiveness.	Connor, Moeller, and	1
5.3.2	Host Dialogue with Davis sessions with school and district-based personnel monthly to identify action steps to improve systems and processes.	Dennis and Snyder	1
KEY			
**1: Not Started	2: Off Track	3: On Track	4: Completed**			