



Draft Strategic Plan 2023-2028

June 20, 2023



Presentation Objectives

- ❖ **Strategic Planning Process**
- ❖ **Stakeholder Input**
- ❖ **Strategic Plan Goals and Structure**
- ❖ **Highlights**
- ❖ **Next Steps**

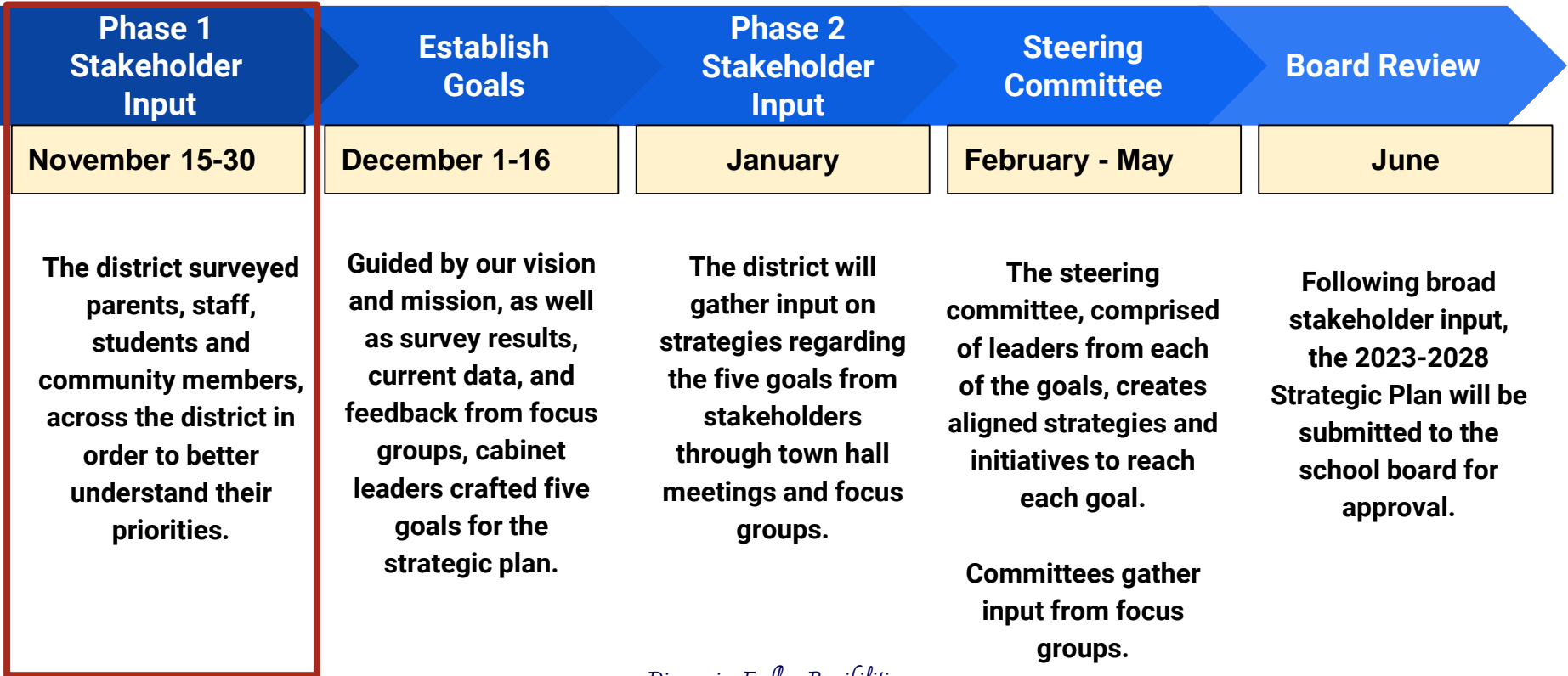


Strategic Plan: What it Is & What it Isn't

A strategic plan <i>is</i>	A strategic plan <i>is not</i> ...
<ul style="list-style-type: none">● A roadmap that reflects how an organization will achieve their mission and vision over the next few years● Targeted towards specific goals● Evidenced-based and aligned with board policy● Focused, specific and measurable● A living document, open to change as needs arise	<ul style="list-style-type: none">● Driven by a single goal or set of perspectives● Reflective of <i>everything</i> an organization does within their mission and vision (e.g. day-to-day operations)● A complete overhaul of an organization; it is built on strengths as well

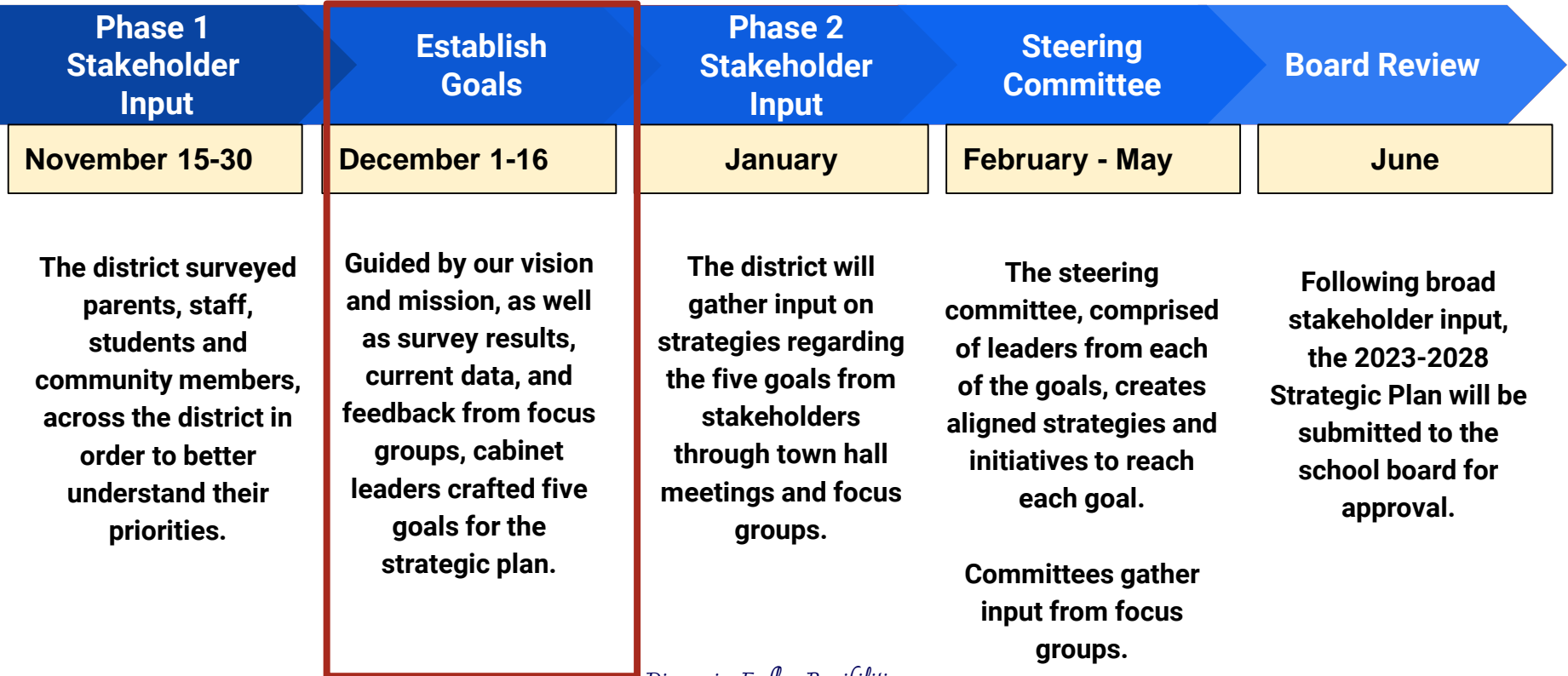


The Strategic Planning Process



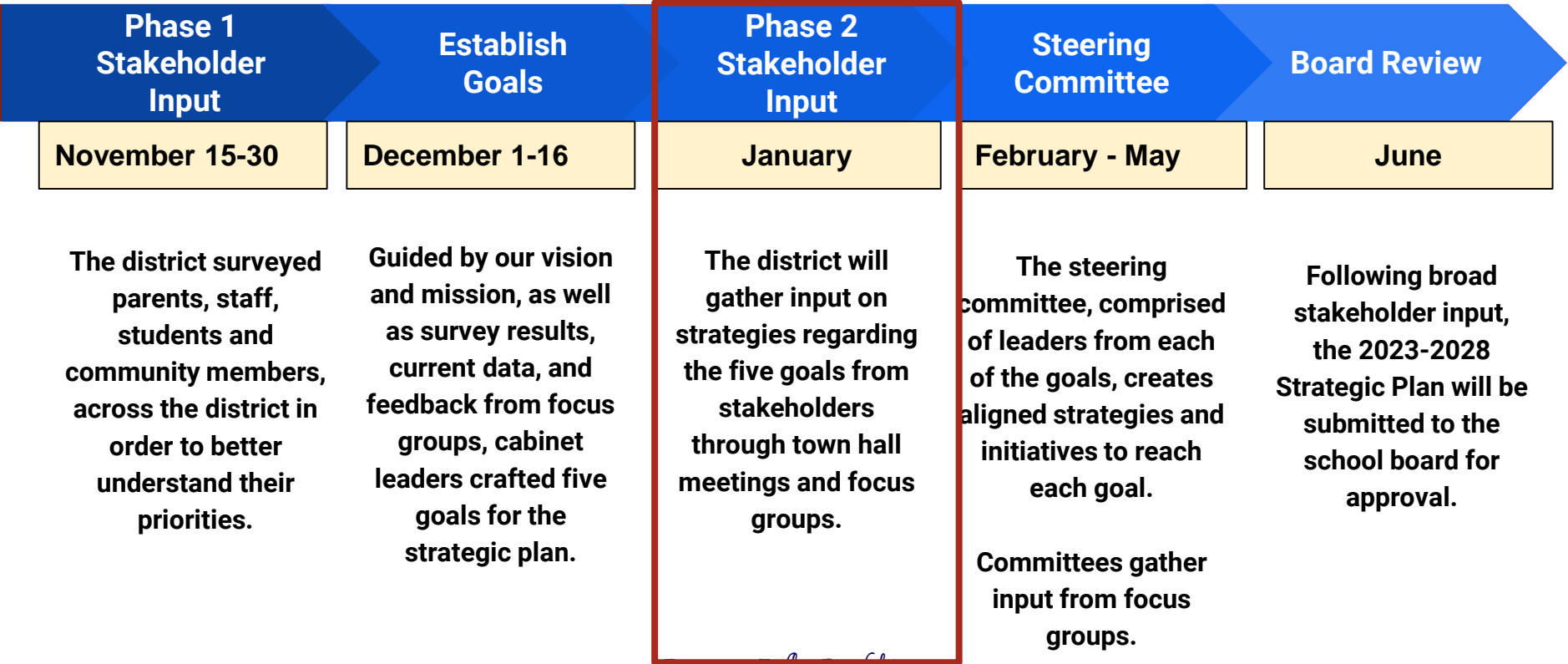


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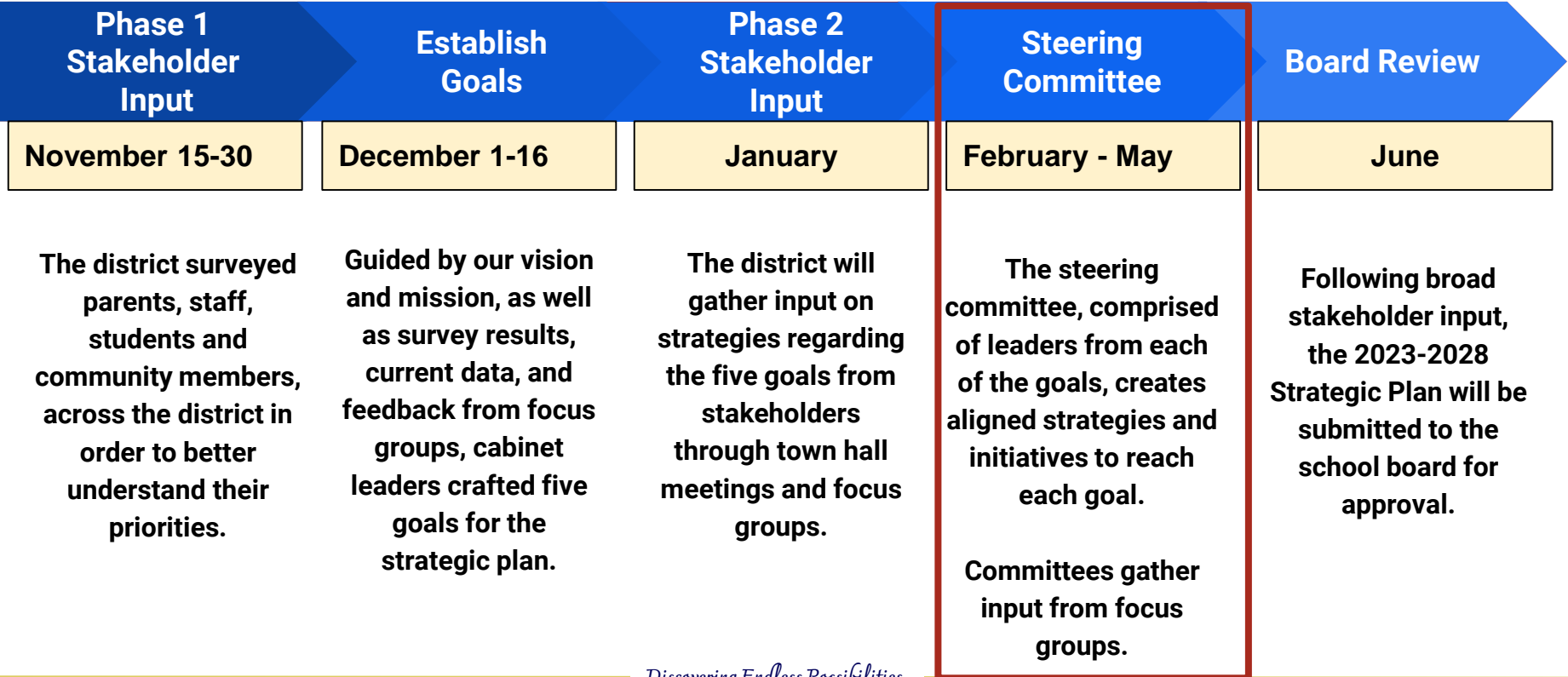


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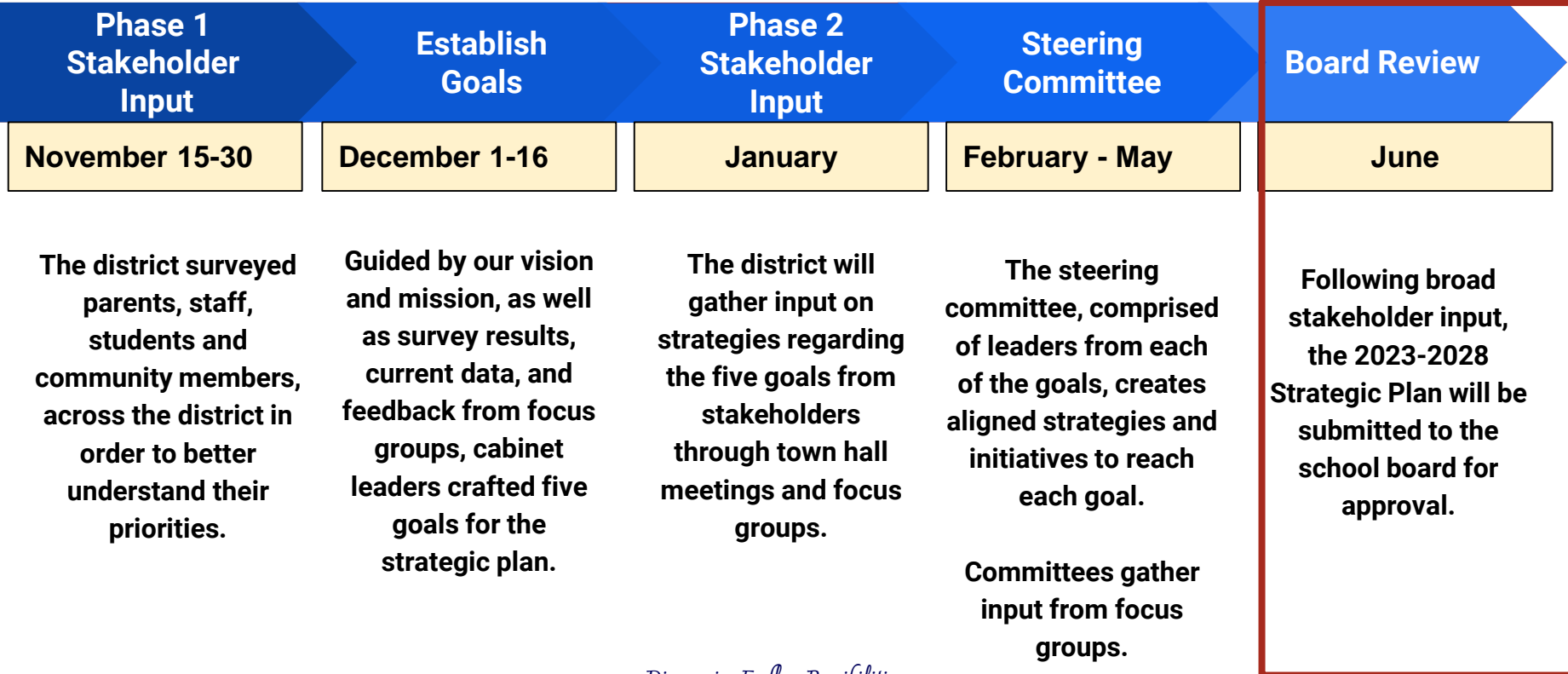


The Strategic Planning Process





The Strategic Planning Process





Goals for the 2023-2028 Strategic Plan

**Student
Success**

**Family and
Community
Engagement**

**Fiscal and
Operational
Efficiency**

**Talent
Recruitment,
Development,
& Retention**

**Safe and
Positive
Learning
Environment**

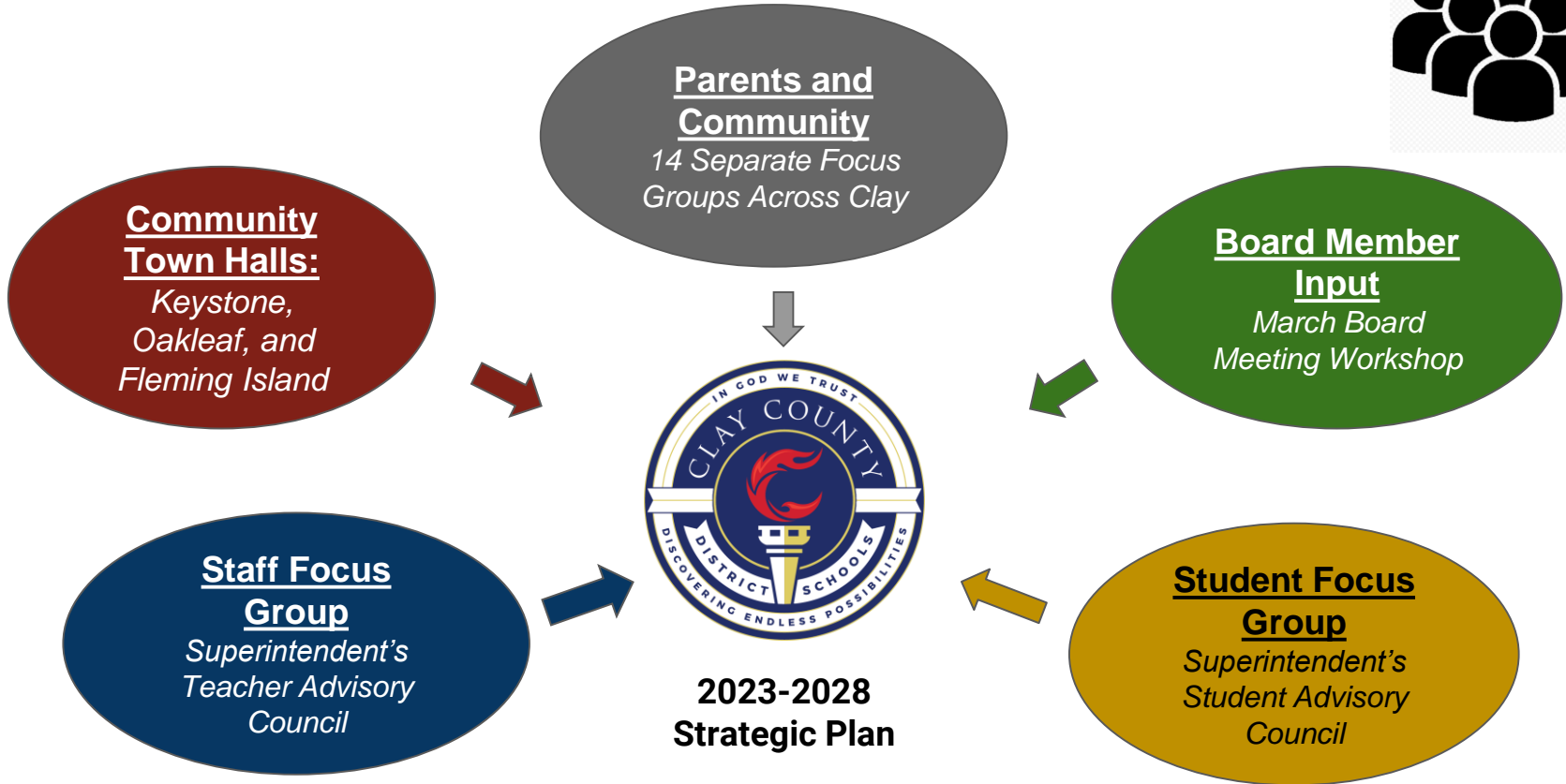


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Stakeholder Input





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Strategic Plan Structure

How does the goal support our district's vision?

Goal
Goal Statement

How will we measure success?

Metrics

Where do we need to focus our efforts?

Strategies

Strategies

Strategies

What projects do we need to begin or continue to realize our goals?

Key Activity

Key Activity

Key Activity

Key Activity

Key Activity

Key Activity

Key Activity

Key Activity

Key Activity



Presentation Objectives

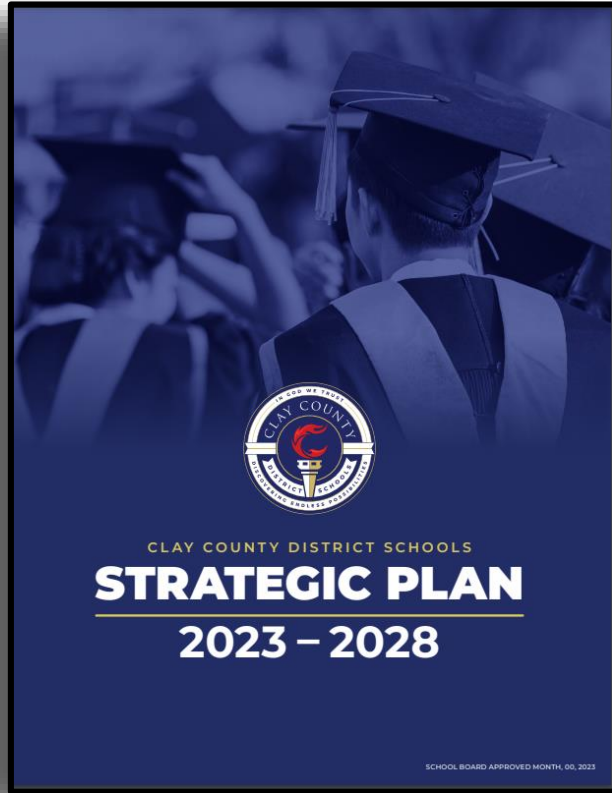
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Board Input on Clay's 2023-2028 Strategic Plan



What is your top priority as a potential item within one of the five established goals?



Clay County District Schools

DRAFT

Strategic Plan for 2023-2028



Goal 1: Student Success

Engage all students to attain the necessary skills and knowledge to be future-ready graduates.

- **Strategy 1:** Strengthen our high-quality instructional system through increased alignment to state standards, with an emphasis on literacy
- **Strategy 2:** Provide evidence-based academic opportunities with differentiated support for all students.
- **Strategy 3:** Graduate students who are ready to enroll, enlist or be employed in the workforce.



Goal 1: Student Success

Engage all students to attain the necessary skills and knowledge to be future-ready graduates.

- **Increased support for early literacy**
 - Goal 1 addresses the multi-dimensional aspects of supporting teacher capacity to deliver high quality instruction, particularly in literacy
- **Increased support for classroom teachers so they can be effective**
 - Key activity 2.3 provides for “innovative coaching and mentoring support”
 - Plans to develop demonstration classroom model that will allow experienced teachers to earn supplements and will provide job-embedded professional learning for teachers and leaders throughout the district.
- **Increase student engagement**
 - Key activity 2.2 provides for instructional practices that promote student engagement
 - Focus for 2023-2024 school year = Student Engagement
 - Student engagement will be the focus of PD and monitored in walkthroughs



Goal 2: Talent Recruitment, Development, and Retention

Enact a highly effective recruitment and professional development plan along with opportunities for growth and career development to ensure all students have access to a world class education to become lifelong learners for success in a global and competitive workplace and in acquiring applicable life skills.

- **Strategy 1:** Recruit highly qualified leaders, faculty, and staff who represent the diversity of our community and value the uniqueness of our students.
- **Strategy 2:** Develop highly effective leaders, faculty, and staff who foster a safe and inclusive learning environment and build upon student strengths.
- **Strategy 3:** Retain employees through opportunities for growth and career development leading to high satisfaction and increased student outcomes



Goal 2: Talent Recruitment, Development, and Retention

Enact a highly effective recruitment and professional development plan along with opportunities for growth and career development to ensure all students have access to a world class education to become lifelong learners for success in a global and competitive workplace and in acquiring applicable life skills.

- **Provide experienced and novice teachers continued training to develop current pedagogical skills with opportunities to learn by example**
 - *Key activity 2.1 provides for “strategic partnerships with organizations and universities” while key activity 2.3 provides for the expansion of “professional learning and job specific training for all employees”*
 - Project PREP partnership with UNF to provide a pipeline of support and development for teachers at all experience levels.
 - Plans to develop demonstration classrooms, in conjunction with Goal #1



Goal 3: Family and Community Engagement

Engage families and the community in the educational process to create robust learning opportunities and partnerships that support and prepare students to be successful throughout the K-12 educational experiences, leading to graduation and beyond.

- **Strategy 1:** Expand community partnerships to increase student learning and extracurricular opportunities.
- **Strategy 2:** Collaborate with parents and community partners to increase stakeholder participation within our district.
- **Strategy 3:** Communicate information quickly, clearly, and accurately to families, community members, and employees across the district.



Goal 3: Family and Community Engagement

Engage families and the community in the educational process to create robust learning opportunities and partnerships that support and prepare students to be successful throughout the K-12 educational experiences, leading to graduation and beyond.

- **Increase parent involvement**

- *Create a district-wide specialist to identify and lead parent and community involvement and partnerships for school and district events.*
- *Create a streamlined digital process for registering and tracking parent volunteers at all schools.*
- *Create a recognition program to publicly recognize parent and community volunteers at the end of each school year for their service and impact on student learning.*
- *Establish a Superintendent's Parent Advisory Council to collaborate quarterly with parents from each school to the superintendent.*
- *Establish professional development for communication best practices for teachers to increase parent and guardian communication to support student learning experiences and outcomes.*



Goal 4: Safe and Positive Learning Environment

Strengthen the overall physical and emotional environment fostering a sense of safety and belonging for students, staff, and all stakeholders.

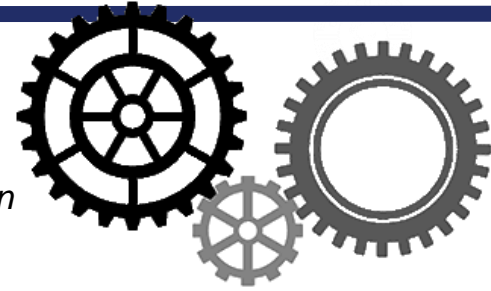
- **Strategy 1:** Enhance supports surrounding student mental health and wellness
- **Strategy 2:** Cultivate and sustain a climate and culture that demonstrates resilience, respect and positive behavior through student-centered, evidence-based practices by providing training that builds the capacity of schools, leaders, and staff to implement supportive strategies.
- **Strategy 3:** Attain Police Department Accreditation



Goal 4: Safe and Positive Learning Environment

Strengthen the overall physical and emotional environment fostering a sense of safety and belonging for students, staff, and all stakeholders.

- **Ensure that the CCSPD is accredited**
 - Strategy 3, Key Activities 3.1, 3.2, 3.3, 3.4, and 3.5 address this process
- **Address student discipline**
 - Strategy 2, Key activities 2.1 and 2.4 provides for the proactive training of students and staff in classroom behavioral expectations, rules and routines, while also addressing student discipline issues to ensure a safe classroom environment



Goal 5: Fiscal and Operational Efficiency

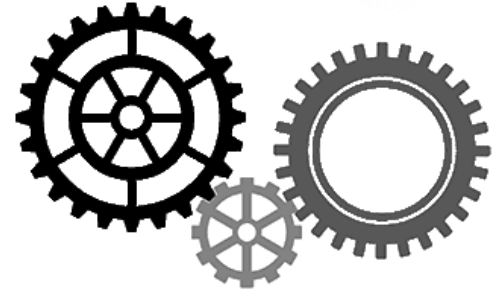
Ensure fiscal responsibility through the effective management of district operations in an effort to maximize available resources necessary to provide a safe, efficient, and conducive learning environment.

- **Strategy 1:** Improve efficiency and reliability of operations to all district stakeholders.
- **Strategy 2:** Promote fiscal transparency and communication.
- **Strategy 3:** Pursue additional funding to support needs and priorities.
- **Strategy 4:** Enhance fiscal practices that enable the district to maximize effectiveness and efficiency.
- **Strategy 5:** Enhance the technology infrastructure in all school and district spaces to support teaching, learning, communications, and operations.



Goal 5: Fiscal and Operational Efficiency

Ensure fiscal responsibility through the effective management of district operations in an effort to maximize available resources necessary to provide a safe, efficient, and conducive learning environment.



- **Decrease portables**
 - Key activity 1.2 provides for a “portable reduction strategy” to include “increasing permanent classroom space additions” and decreasing portables used for non-instructional purposes

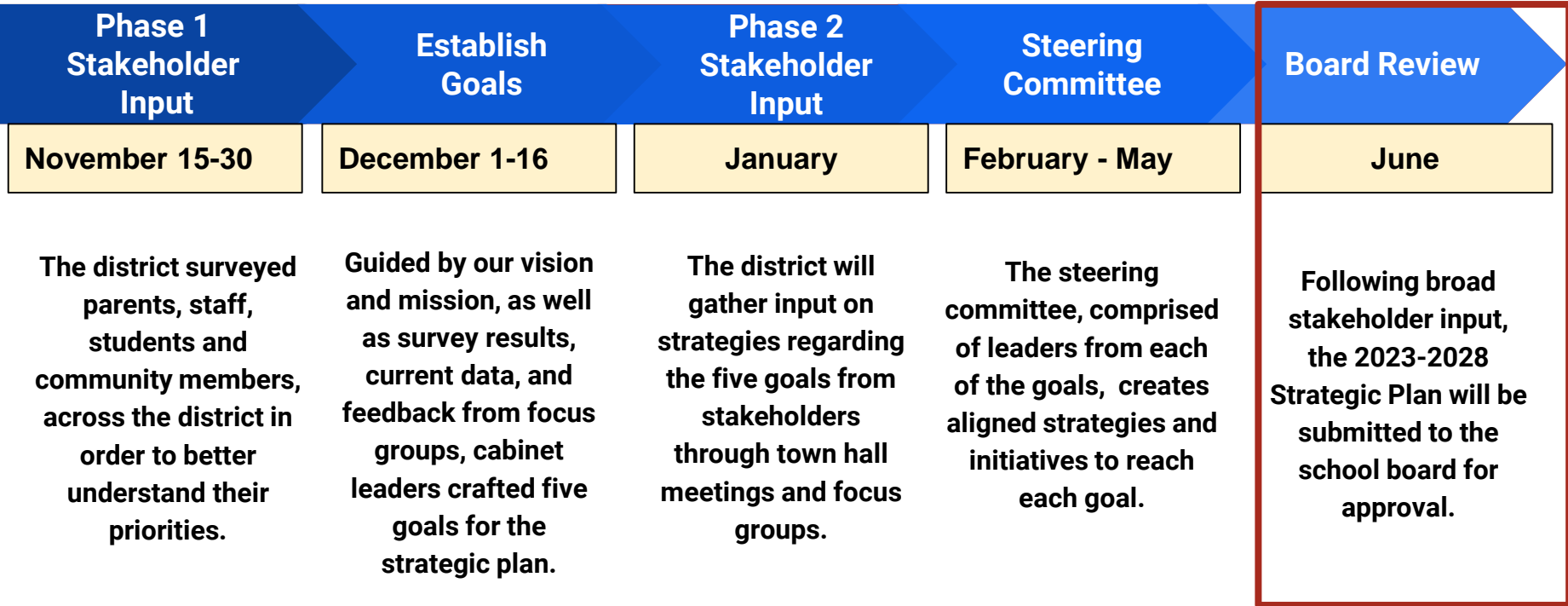


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The Strategic Planning Process





Strategic Plan: Next Steps

- ★ Departments will begin creating long-range plans to tackle the strategies and key activities
- ★ District will partner with key stakeholders to implement the best possible plans
- ★ The district will use data and feedback to monitor and adjust course, as needed
- ★ The district will publish an annual report detailing the progress made within each of the goals

