

District Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

Problem Solving Key

G = Goal

B =
Barrier

S = Strategy

1 = Problem Solving Step  **S123456** = Quick Key

Strategic Goals Summary

- G1.** Staff district and school leadership positions with high-performing leaders desiring to be life-long learners, committed to the district's vision, and exhibit cutting-edge, visionary leadership.
- G2.** To provide a safe and secure campus.
- G3.** To introduce career opportunities, provide exemplary CTE programs, and prepare students to enter the workforce and/or postsecondary education.
- G4.** To create an environment in which effective teachers are recruited and retained, create a relevant learning environment, and provide curriculum that is relevant.
- G5.** Achieve financial stability through efficiencies, maximizing revenues through grant applications, all the while using benchmarks to measure outcomes.
- G6.** Align and coordinate federal programs to ensure continuous improvement in the 5 Domains known to drive student outcomes in schools and districts

Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), resources available to support movement toward the goal, barriers to achieving the goal, and the plan for monitoring progress toward the goal

G1. Staff district and school leadership positions with high-performing leaders desiring to be life-long learners, committed to the district's vision, and exhibit cutting-edge, visionary leadership. 1a

 G050975

Targets Supported 1b

Focus	Indicator	Year	Target
District-Wide	4-Year Grad Rate (Standard Diploma)		100.0

Resources Available to Support the Goal 2

- leadership pool
- Principal Leadership Academy
- Summer Leadership Academy
- Administrative team
- NEFEC

Targeted Barriers to Achieving the Goal 3

- anticipated leadership retirements

Plan to Monitor Progress Toward G1. 8

Monitoring of leadership evaluation data and school grades

Person Responsible

Schedule

Evidence of Completion

Schedule of meetings with leadership to review evaluation data

G2. To provide a safe and secure campus. 1a

G050972

Targets Supported 1b

Focus	Indicator	Year	Target
District-Wide	4-Year Grad Rate (Standard Diploma)		100.0

Resources Available to Support the Goal 2

- School Resource Officer
- Truancy Officer
- Dean / Additional AP at secondary level
- secure campuses
- some cameras
- emergency procedures
- trained staff (AED, CPR, First Aid, seizure, other health related)
- school health

Targeted Barriers to Achieving the Goal 3

- increased unpredictability of human behavior

Plan to Monitor Progress Toward G2. 8

Instructional team review of risk management data

Person Responsible

Schedule

Evidence of Completion

instructional team agendas

G3. To introduce career opportunities, provide exemplary CTE programs, and prepare students to enter the workforce and/or postsecondary education. 1a

G050971

Targets Supported 1b

Focus	Indicator	Year	Target
District-Wide	4-Year Grad Rate (Standard Diploma)		100.0

Resources Available to Support the Goal 2

- community and business support
- existing career programs
- certified / qualified instructors
- STEM Scholars program

Targeted Barriers to Achieving the Goal 3

- limited exposure to advanced careers

Plan to Monitor Progress Toward G3. 8

Analyze CTE STEM program data

Person Responsible

Patricia Powers

Schedule

Evidence of Completion

Data submitted to DOE (Performance Indicator data)

G4. To create an environment in which effective teachers are recruited and retained, create a relevant learning environment, and provide curriculum that is relevant. 1a

G050969

Targets Supported 1b

Focus	Indicator	Year	Target
District-Wide	Effective+ Teachers		100.0

Resources Available to Support the Goal 2

- professional growth opportunities
- districts experts
- funding resources
- teacher support and embedded PD
- time resources - scheduled opportunities
- deliberate practice

Targeted Barriers to Achieving the Goal 3

- need to establish formal human capital management system

Plan to Monitor Progress Toward G4. 8

Visioning committee chairs will monitor progress toward goal of 75% retention rate.

Person Responsible

Ronda Parrish

Schedule

Evidence of Completion

Meeting agendas

G5. Achieve financial stability through efficiencies, maximizing revenues through grant applications, all the while using benchmarks to measure outcomes. 1a

G050967

Targets Supported 1b

Focus	Indicator	Year	Target
District-Wide	4-Year Grad Rate (Standard Diploma)		100.0

Resources Available to Support the Goal 2

- District-level expert
- Policies and procedures that support goal
- School board and staff support
- grant dollars
-

Targeted Barriers to Achieving the Goal 3

- unfunded mandates

Plan to Monitor Progress Toward G5. 8

Superintendent, Board, and Finance Director will monitor progress toward maintaining financial stability

Person Responsible

Schedule

Evidence of Completion

Board reports

G6. Align and coordinate federal programs to ensure continuous improvement in the 5 Domains known to drive student outcomes in schools and districts **1a**

 G050879

Targets Supported **1b**

Focus	Indicator	Year	Target
District-Wide	AMO Math - All Students		81.0
District-Wide	AMO Reading - All Students		79.0
District-Wide	FCAT 2.0 Science Proficiency		75.0

Resources Available to Support the Goal **2**

- Funding
- Common Vision / Direction
- Internal Experts
- State Guidance
-

Targeted Barriers to Achieving the Goal **3**

- Communication about project requirements

Plan to Monitor Progress Toward G6. **8**

Performance Matters progress monitoring data will be analyzed after mid-year assessment period

Person Responsible

Patricia Powers

Schedule

Daily, from 2/2/2015 to 2/27/2015

Evidence of Completion

Mid-Year AMO Update PowerPoint Presentation

District Action Plan for Improvement

Problem Solving Key

G = Goal

B =
Barrier


S = Strategy

1 = Problem Solving Step  S123456 = Quick Key

G1. Staff district and school leadership positions with high-performing leaders desiring to be life-long learners, committed to the district's vision, and exhibit cutting-edge, visionary leadership. 1

 G050975

G1.B2 anticipated leadership retirements 2

 B127987

G1.B2.S4 Provide opportunities for potential school leaders to attend rigorous trainings covering relevant and essential topics related to the expectations of the school leader's position. 4

 S140118

Strategy Rationale

Action Step 1 5

Provide job-embedded opportunities

Person Responsible

Schedule

Evidence of Completion

Instructional team agendas

Plan to Monitor Fidelity of Implementation of G1.B2.S4 6

Principals will monitor through observations

Person Responsible

Schedule

Evidence of Completion

Tasks will be completed that are indicative of this monitoring occurring.

Plan to Monitor Effectiveness of Implementation of G1.B2.S4 7

Evaluation of instructional team report


Person Responsible

Schedule


Evidence of Completion

Instructional Team Reports


G2. To provide a safe and secure campus. 1

 G050972

G2.B5 increased unpredictability of human behavior 2

 B127980

G2.B5.S4 Conduct mandatory planned in-service for all school personnel at the beginning of the school year 4

 S140113

Strategy Rationale

to ensure trained staff

Action Step 1 5

Ongoing In-Service training

Person Responsible

Schedule

Evidence of Completion

Sign-In Sheets and In-Service Points

Plan to Monitor Fidelity of Implementation of G2.B5.S4 6

Superintendent will monitor that trainings take place

Person Responsible

Schedule

Evidence of Completion

Superintendent reports to the School Board continuously

Plan to Monitor Effectiveness of Implementation of G2.B5.S4 7

Superintendent will evaluate the decreases in significant incidences

Person Responsible

Schedule


Evidence of Completion

discipline data, risk management data


G3. To introduce career opportunities, provide exemplary CTE programs, and prepare students to enter the workforce and/or postsecondary education. 1

 G050971

G3.B2 limited exposure to advanced careers 2

 B127971

G3.B2.S3 Expose students to STEM and STEM programs, such as STEM Scholars 4

 S140103

Strategy Rationale

To overcome the small, rural environment limited exposure to STEM.

Action Step 1 5

Offer elementary and middle school career days that showcase STEM careers

Person Responsible

Schedule

Evidence of Completion

Career Day programs

Action Step 2 5

Provide elementary Science Fair to include STEM guest speakers and judges

Person Responsible

Wendy Osteen

Schedule

Evidence of Completion

Science Fair program

Plan to Monitor Fidelity of Implementation of G3.B2.S3 6

Analysis of participation in STEM programs

Person Responsible

Patricia Powers

Schedule

Evidence of Completion

Data on STEM participation

Plan to Monitor Effectiveness of Implementation of G3.B2.S3 7

evaluate STEM Program completion rates

Person Responsible

Patricia Powers

Schedule

Evidence of Completion

Data submitted to DOE

G4. To create an environment in which effective teachers are recruited and retained, create a relevant learning environment, and provide curriculum that is relevant. 1

 G050969

G4.B4 need to establish formal human capital management system 2

 B127963

G4.B4.S2 Provide individualized professional development to meet teachers' needs 4

 S140094

Strategy Rationale

ensure professional growth and learning

Action Step 1 5

Provide opportunities for professional growth through various trainings linked to needs

Person Responsible

Wendy Osteen

Schedule

Evidence of Completion

MIP and In-Service Point Reports

Action Step 2 5

Create a school calendar that ensures additional PD opportunities

Person Responsible

Wendy Osteen

Schedule

Evidence of Completion

School Calendar (Board Approved)

Plan to Monitor Fidelity of Implementation of G4.B4.S2 6

HR collection and submission of documents

Person Responsible

Wendy Osteen

Schedule

Evidence of Completion

State report of in-service points earned

Plan to Monitor Effectiveness of Implementation of G4.B4.S2 7

HR evaluation of teacher retention rate

Person Responsible

Schedule

Evidence of Completion

report of %age of teachers that are retained from year to year

G5. Achieve financial stability through efficiencies, maximizing revenues through grant applications, all the while using benchmarks to measure outcomes. 1

 G050967

G5.B1 unfunded mandates 2

 B127954

G5.B1.S3 Establish elements for comparisons with other districts and report periodically to the Board.

4

 S140083

Strategy Rationale

ensure the reasonable nature of costs

Action Step 1 5

Research financial comparisons with other districts and report to Board

Person Responsible

Schedule

Evidence of Completion

Board agenda and financial plan/documents

Plan to Monitor Fidelity of Implementation of G5.B1.S3 6

Superintendent will ensure financial reporting annually for compliance

Person Responsible

Schedule

Evidence of Completion

comparison report presented to Board

Plan to Monitor Effectiveness of Implementation of G5.B1.S3 7

Superintendent and finance director will analyze reserve fund balance

Person Responsible

Schedule


Evidence of Completion

Annual evaluation of reserve fund balance (report)

G6. Align and coordinate federal programs to ensure continuous improvement in the 5 Domains known to drive student outcomes in schools and districts 1

 G050879

G6.B6 Communication about project requirements 2

 B127602

G6.B6.S2 Meeting with applicable staff to improve knowledge of federal program goals, requirements, and resources available. 4

 S139737

Strategy Rationale

Improved knowledge of federal program goals, requirements, and resources available will promote better alignment and coordination for student learning.

Action Step 1 5

Hold collaborative meeting to share information about federal program goals, requirements, and resources available.

Person Responsible

Patricia Powers

Schedule

Evidence of Completion

Agenda, Sign-In Sheets

Plan to Monitor Fidelity of Implementation of G6.B6.S2 6

DOE monitoring of program coordination

Person Responsible

Patricia Powers

Schedule

Daily, from 11/3/2014 to 11/28/2014

Evidence of Completion

DOE self-monitoring process will document compliance with coordination and integration efforts

Plan to Monitor Effectiveness of Implementation of G6.B6.S2 7

Director of federal programs will monitor the effectiveness of this strategy

Person Responsible

Patricia Powers

Schedule

Daily, from 2/2/2015 to 2/27/2015

Evidence of Completion

Mid-Year Data Analysis