



2010-2011 Strategic Goals and School Board Priorities

Draft Language

Goal	1	Prepare all students to succeed as members of a global community and in a global economy
<i>Proposed Priority</i>		<i>Develop Lifelong-Learner (LLL) competencies in all students.</i>
	<i>Proposed Strategy</i>	<i>Improve academic choice and reduce time/place barriers for students through increased access to high-quality virtual learning opportunities.</i>
	<i>Proposed Strategy</i>	<i>Promote the design and use of contemporary learning spaces to enhance classroom communication, student engagement, inquiry, self-directed learning, and effective use of instructional groups as outlined in the Teacher Performance Appraisal (TPA) and through facilities planning.</i>
Goal	2	Eliminate the Achievement Gap
<i>Proposed Priority</i>		<i>Prepare students for workforce and/or college readiness</i>
	<i>Proposed Strategy</i>	<i>Develop and implement an assessment model to determine whether students are acquiring the integrated knowledge and skills necessary to graduate workforce and/or college ready.</i>
	<i>Proposed Strategy</i>	<i>Develop and implement a professional development plan to support teachers and administrators in the integration of a rigorous approach to assessing workforce and/or college readiness.</i>
Goal	3	Recruit, retain, and develop a diverse cadre of the highest quality teaching personnel, staff, and administrators
<i>Proposed Priority</i>		<i>Improve the organization's capacity to build and maintain a high-quality workforce.</i>
	<i>Proposed Strategy</i>	<i>Develop and implement a comprehensive recruitment plan to attract the highest quality teaching personnel, staff, and administrators (Recruit)</i>
	<i>Proposed Strategy</i>	<i>Conduct employee climate surveys to determine workforce engagement and satisfaction(Retain)</i>
	<i>Proposed Strategy</i>	<i>Gather and analyze exit survey data to inform employee retention efforts. (Retain)</i>

Proposed Strategy Implement a professional development system to promote a wide variety of growth opportunities for classified staff, teachers, and administrators. (Develop)

Goal 4 Achieve recognition as a world-class educational system

Proposed Priority Promote strategic alignment with the Vision, Mission, and Goals throughout the organization.

Proposed Strategy Develop and implement a plan to increase understanding and ownership of Vision, Mission, and Goals throughout the organization.

Proposed Strategy Establish a process to include stakeholder input and involvement in the integration of the Baldrige Criteria for Performance Excellence as the foundation for the Division's continuous improvement model.

Proposed Strategy Develop and implement a professional development plan designed to increase stakeholder understanding and ownership of the Baldrige Criteria for Performance Excellence in Education as an approach to continuous improvement.

Proposed Strategy Develop a process to review the validity of the Balanced Scorecard performance indicators and their alignment with strategic planning.

Goal 5 Establish efficient systems for development, allocation, and alignment of resources to support the Division's vision, mission, and goals

Proposed Priority Identify opportunities for improved efficiencies in operational departments and instructional programs.

Proposed Priority Expand two-way communication with and outreach to our stakeholders.

*Proposed Strategy Implement the Division's Student Information System (SIS) and Parent Portal. (**Move to DART - Monitor through Balanced Scorecard (BSC) and Division Project Management Oversight Committee (PMOC))*

Proposed Strategy Establish a program evaluation system to promote the ongoing review of operational departments and instructional programs.

Proposed Strategy Develop a process to review, analyze, and improve communications with Division stakeholders and to gauge their level of satisfaction.