

ST. JOHNS COUNTY SCHOOL DISTRICT

STRATEGIC PLAN

2010-2015

Core Values

We believe that

- Trustworthiness, respect, responsibility, fairness, caring, and citizenship are essential to the well being of individuals and society.
- All individuals have intrinsic value.
- Every individual can contribute something of worth to society.
- Individuals are responsible and accountable for their choices and decisions.
- In order to grow and thrive, individuals need caring relationships and a nurturing environment.
- Supportive family relationships are the foundation of the community.
- High expectations lead to higher performance which, in turn, empowers the individual and strengthens society.
- Continuous learning is a lifelong process that is essential to a productive and enriched life.
- A safe and orderly environment is conducive to learning.

ST. JOHNS COUNTY SCHOOL DISTRICT

STRATEGIC PLAN

2010-2015

Mission

The St. Johns County School District will inspire good character and a passion for lifelong learning in all students, creating educated and caring contributors to the world.

ST. JOHNS COUNTY SCHOOL DISTRICT

STRATEGIC PLAN

2010-2015

Strategic Objectives

- By the year 2015, all students will consistently make choices that reflect district standards of good character.
- By the year 2015, all students will continually seek and share new knowledge and experiences related to their personal interests and goals.
- By the year 2015, each student will master all academic standards set forth by the district.
- By the year 2015, all students will consistently and willingly identify community needs and proactively take action for improvement through service learning.

ST. JOHNS COUNTY SCHOOL DISTRICT

STRATEGIC PLAN

2010-2015

Strategies

- We will improve and institutionalize a process for developing and retaining high quality and enthusiastic personnel who exhibit our Core Values and contribute to our Strategic Objectives and Mission.
- We will refine and institutionalize a process which assures that the district promotes the growth of leaders throughout the system who are trusted to achieve our Strategic Objectives and Mission.
- We will increase our current efforts to influence policy and funding proactively wherever necessary to achieve our Mission and Strategic Objectives.
- We will actively seek community partnerships to provide learning and growing experiences for all students and to build mutually beneficial relationships.

ST. JOHNS COUNTY SCHOOL DISTRICT

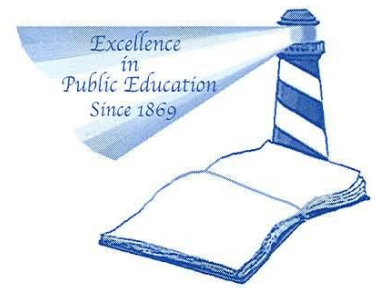
STRATEGIC PLAN

2010-2015

Strategic Delimiters

We will not initiate any new program or service unless:

- It is consistent with and contributes to our mission.
- It is accompanied by the training, staff development, and resources needed to assure its effectiveness.



STAFF DEVELOPMENT AND RETENTION ACTION PLAN RESULTS

Strategy 1: We will improve and institutionalize a process for developing and retaining high quality and enthusiastic personnel who exhibit our core values and contribute to our strategic objectives and mission.

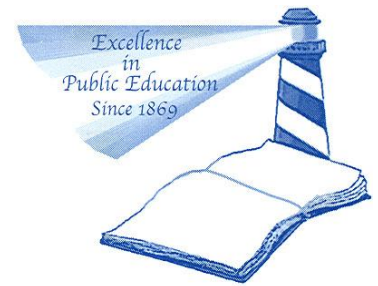
Results:

1. An Induction Program has been *designed* to support administrative, instructional, and non-instructional employees.
2. An Induction Program has been *piloted* to support administrative, instructional, and non-instructional employees.
3. An Induction Program is *in use* across the entire SJCS D to support administrative, instructional, and non-instructional employees.
4. A differentiated professional development model with emphasis on collaboration, feedback, and reflection is in use across the SJCS D to meet the needs of *administrative* employees.
5. A differentiated professional development model with emphasis on collaboration, feedback and reflection is in use across the SJCS D to meet the needs of *instructional* employees.
6. A differentiated professional development model with emphasis on collaboration, feedback and reflection is in use across the SJCS D to meet the needs of *non-instructional* employees.
7. An annual process that includes multiple and various formative assessments *has been designed* to provide feedback, reward, and recognition to all employees while guiding individual professional growth.

8. An annual process that includes multiple and various formative assessments is *in use* across the SJCSO to provide feedback, reward, and recognition to all employees while guiding individual professional growth.

9. Summative appraisals have been *reviewed, revised* as needed, and approved to *align* with our strategic objectives.

10. Summative appraisals aligned with our strategic objectives are *in use* across the SJCSO.



LEADERSHIP ACTION PLAN RESULTS

Strategy 2: We will refine and institutionalize a process which assures that the district supports the growth of leaders throughout the system who are trusted to achieve our strategic objectives and mission.

Results:

1. The SJCSO has adopted The Leadership Through Character emblem which symbolizes character, knowledge, skills, and dispositions defining the guiding principles of and representing the foundation for the leadership development of all students and staff.
2. A comprehensive emergency and long-term succession plan for key positions has been developed, implemented, and publicized to ensure the continuity of commitment to the district's mission.
3. The SJCSO Leadership Through Character Model aligns with and supports the state-approved, competency-based system of professional learning that develops, maintains, and improves the leadership competencies and skills of employees as instructional leaders.
4. A student leadership framework for integrating the core components of the Leadership Through Character model has been implemented to support the strategic objectives and to develop leaders in each of our SJCSO students.
5. A teacher leadership development program congruent with the core components of the SJCSO Leadership Through Character model has been developed and refined.
6. A non-instructional leadership development program congruent with the core components of the SJCSO Leadership Through Character model has been developed and refined.

St. Johns County School District

40 Orange Street

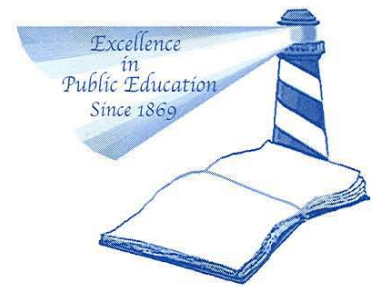
St. Augustine, Florida 32084

(904) 547-7500

www.stjohns.k12.fl.us

Joseph Joyner, Ed. D.

Superintendent



POLICY AND FUNDING ACTION PLAN RESULTS

Strategy 3: We will increase our current efforts to influence policy and funding proactively wherever necessary to achieve our Mission and Strategic Objectives.

Results:

1. The value, benefits and contributions of the SJCS D is being communicated to the community.
2. Legislative decisions in support of SJCS D goals and objectives are actively influenced by the Citizens Action Regarding Education (CARE) Team. (Important caution – be sure of properly placed and use of external groups)
3. A formal process is being used to anticipate SJCS D needs and proactively engage in joint ventures to address those policy and funding needs.
4. Increased diversified funding is being generated in order to achieve the Mission of the SJCS D.

The St. Johns County School District will inspire in all students a passion for lifelong learning, creating educated and caring contributors to the world.

School Board

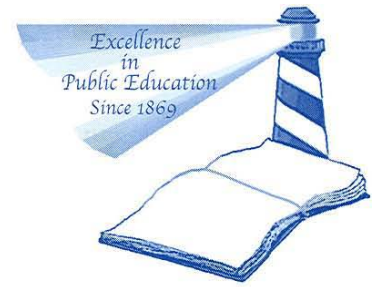
Beverly Slough
District 1

Tommy Allen
District 2

Bill Mignon
District 3

Bill Fehling
District 4

Carla Wright
District 5

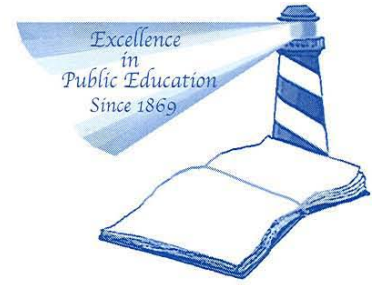


COMMUNITY PARTNERSHIPS ACTION PLAN RESULTS

Strategy 4: We will actively seek community partnerships to provide learning and growth experiences for all students and to build mutually beneficial relationships.

Results:

1. Student learning and growth are positively impacted through engaged community partnerships.
2. Partners are engaged with students in project-based learning activities which enhance learning outcomes.
3. Students continually acquire the necessary knowledge, skills, and character through community experiences using the service-learning model.
4. Successful partnerships are showcased through multiple outlets recognizing community partner involvement, engaging additional partners and informing all key stakeholders throughout SJCS D.



MEASUREMENT ACTION PLAN RESULTS

Results:

By the year 2015:

- All students will continually make choices that reflect district standards of good character.
- All students will continually seek and share new knowledge and experiences related to their personal interests and goals.
- Each student will master all academic standards put forth by the district.
- All students will consistently and willingly identify community needs and proactively take action for improvement through service learning.

List of Results*

1. *SJCSD is using a variety of current assessment tools to report student growth, proficiency and mastery in a uniform manner.*
2. *The design and use of standards-based assessments is being implemented in annual increments.*
3. *District leaders understand the practices, perceptions and preferences of school staff, students, parents and other stakeholders, regarding learning, grading and progress reporting.*
4. *All stakeholders understand the strategic objectives, rubrics and processes for assessing student growth.*
5. *The strategic objectives have been integrated into the SIP process by schools gathering data and developing strategies to support student growth.*
6. *Student portfolios, as a tool for gathering evidence on the strategic objectives, have been developed and are ready for pilot.*
7. *Relevant rubrics, anchored to the strategic objective rubrics, are available at all student levels.*
8. *The methods for collecting data (conference and surveys) to assess student growth have been developed and piloted.*
9. *Student portfolios have been piloted at the high school level.*
10. *A process for aligning mastery of standards with grading and reporting systems has been accepted by the School Board.*
11. *Student growth data are being collected in 4th-12th grade and used to adjust strategies.*
12. *Student portfolios are being implemented district-wide with all 9th graders.*
13. *Parents understand the relationship between letter grades and mastery of standards as measured by standards-based assessments.*
14. *Teachers support and employ a system that uses standards-based assessment, correlated to letter grades from third through twelfth grade.*