

2016-2021 Strategic Plan

2017-2018 - Tactics (Goals)

Tim Forson, Superintendent

Brennan Asplen, Deputy Superintendent for Academic and Student Services

Cathy Mittelstadt, Deputy Superintendent for Operations

June 19, 2017



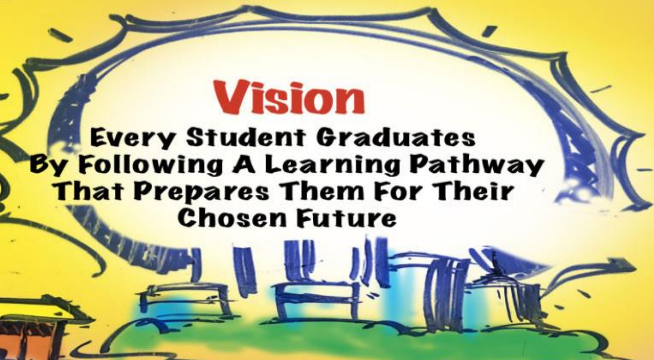


COLLEGE CAREER READINESS
Students Graduating With The Skill-set To Be Successful

FLEX LEARNING GOALS
Have The Flexibility To Customize The Learning Experience

WELL ROUNDED STUDENTS
Explore Interest While Strengthening Leadership, Character

GROWTH MANAGEMENT SUCCESS
Proactively Manage Systemic Growth



Vision
Every Student Graduates By Following A Learning Pathway That Prepares Them For Their Chosen Future

Administrators

Faculty

Parents

Guidance

Instruction

Teach How To Learn & Think

Whole Student Customized Learning

Individual Learning Path

Testing

Stress

Accountability

Constructive Feedback

PERSONAL SUCCESS RIVER

College Career Ready

College

Career

PLAN PATHWAY

GRADUATING WITH A PLAN

KEYS TO SUCCESS

STRATEGIES

ACADEMIC STUDENT SERVICES

- Life Skills
- K-12 STEM
- School Guidance Model

OPERATIONS

- K-12 Continuum Of Technology
- Design Schools To Handle Growth

HUMAN RESOURCES

- Hire The Best
- Support Employees

COMMUNITY RELATIONS

- Communicate With Parents
- Character Counts
- Expand Community Partnerships

SUPERINTENDENT & SCHOOL BOARD

- Support Best Interest Of Students
- Reduce Testing
- Continue Culture

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.

Vision

All students will choose a learning path that leads to a well-rounded graduate who demonstrates good character and leadership.



Core Values 2016-2021

- ▶ 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.



Core Values 2016-2021

- ▶ 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.



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



2016-2021 Strategic Plan Goals

▶ Goal A: College and Career Readiness Student Success Goal for 2021:

All students will graduate with a skill set prepared for college or a career.

▶ Goal B: Flexible Learning and Success Goal 2021:

All students will have the choice and flexibility to customize their learning path.

▶ Goal C: Well-Rounded Student Success Goal 2021:

All students will have the opportunity to demonstrate leadership and character, strengthen their life skills and participate in service to the community.

▶ Goal D: Growth Management Success Goal 2021:

St. Johns County School District will proactively manage systemic growth.



Academic and Student Services

Champion

Brennan Asplen

Team Members

Dawn Sapp

Scott Sherman

Charles Moseley

Carole Gauronskas

Kyle Dresback

Chris Force

Kim Dixon



2017-2018

Academic and Student Services

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goals A, C and D)					
Create opportunities that empower students to build good character, life, social, and leadership skills.					
1.1. Establish a Pursuing Victory with Honor Student-Athlete District-wide Advisory Council	Senior Director for School Services	Council formed	Staff	August 2017	June 2018
1.2. Implement Schoology as the learning management system for middle and high schools	Chief Information Officer Associate Supt. For Curriculum and Instruction	Staff and student usage report	Three year funding commitment	August 2017	June 2018



2017-2018

Academic and Student Services

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goals A, C and D) Create opportunities that empower students to build good character, life, social, and leadership skills.					
1.3. Develop and implement a continuum of transition services for our students with disabilities ages 18-22 (LifeWorks and Project Search)	Associate Supt. for Accountability and Intervention Services	Documentation re: number of students enrolled and number of students employed at competitive pay	Staff funded through FTE and grants; IDEA funding for materials, supplies (uniforms, travel costs, etc.)	August 2017	June 2018



2017-2018

Academic and Student Services

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goals B & D) - Develop and implement a PreK-12 initiative to fully integrate STEM concepts.					
2.1 Expand STEM opportunities for PreK-12	Associate Supt. for Curriculum and Instruction	Increase participation in STEM courses, Science Fair, Math Invitational, STEM Fairs and develop integrated STEM projects	Funding	August 2017	June 2018
2.2 Complete the Model STEM School initiative at Sebastian Middle School	Associate Supt. for Curriculum and Instruction	Lastinger Center certification process complete	Funding	August 2017	June 2018
2.3. Increase community partners in middle and elementary STEM projects	Associate Supt. for Curriculum and Instruction	Increase in the numbers of community partners	Time and staff	August 2017	June 2018



2017-2018

Academic and Student Services

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 3: (Goals A, C & D) – Build literacy skills that empower students to communicate effectively.					
3.1. Expand access to early learning through private programs and parent education/parent involvement	Associate Supt. for Accountability and Intervention Services	Documentation of meetings with area Day Care and parents along with curriculum resources provided	Funding and staff	August 2017	June 2018
3.2. Monitor progress of students with disabilities – increase growth/achievement; provide training for school staff to identify conditions such as dyslexia; utilize WIDA data to serve ELL students.	Associate Supt. for Accountability and Intervention Services	Training and monitoring notes along with end of the year data that shows the gap in closing	Funding and staff	August 2017	June 2018



2017-2018

Academic and Student Services

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 3: (Goals A, C & D) – Build literacy skills that empower students to communicate effectively.					
3.3. Implement new assessment/diagnostic tool; use timely data to inform instruction/interventions and identify needed Professional Development; provide ongoing support in best practices for literacy instruction	Associate Supt. for Curriculum and Instruction Associate Supt. for Accountability and Intervention Services	Successful completion of the diagnostics used to both inform instruction (K-8) and calculate (K-3) teacher student data score for evaluation	Funding and Staff	August 2017	June 2018



2017-2018

Academic and Student Services

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 4: (Goals B, C & D) Build capacity to fully support the academic, wellness and safety needs of all students.					
4.1. Reduce student out of school suspensions district-wide	Senior Director for School Services	Monthly discipline reports	Staff and training	August 2017	June 2018
4.2. Increase professional development and resources for mental, social and emotional issues	Associate Supt. for Student Support Services	Site trainings and promotion of internal and external resources	Funding and community agencies	August 2017	June 2018



2017-2018

Academic and Student Services

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 4: (Goals B, C & D)					
Build capacity to fully support the academic, wellness and safety needs of all students.					
4.3. Analyze monthly health activity data of all middle, high and K8 schools to determine the acuity level of students and medical conditions	Associate Supt. for Student Support Services	Comprehensive database of students with medical conditions formulated into acuity levels 1, 2 and 3 based on complexity	Funding, training and staff	August 2017	June 2018
4.4. Explore collaboration with local health agencies to increase resources for student wellness and safety	Associate Supt. for Student Support Services	Working partnerships with surrounding hospitals and the pediatric community	Staff, time, Community agencies	August 2017	June 2018



2017-2018

Academic and Student Services

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 4: (Goals B, C & D)					
Build capacity to fully support the academic, wellness and safety needs of all students.					
4.5. Continue to implement the SJCSO Comprehensive School Counseling Plan	Associate Supt. for Student Support Services	School-based counselors implementation of Phase II and the model/observation and evaluation data	Staff	August 2017	June 2018
4.6. Promote the use of students' individual learning plan tools	Associate Supt. for Curriculum and Instruction Associate Supt. for Student Support Services	Increase MS & HS counselor Florida Shines tool-proficiency Increase student use of planning tools Increase information availability	Staff	August 2017	June 2018



2017-2018

Academic and Student Services

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 4: (Goals B, C & D) Build capacity to fully support the academic, wellness and safety needs of all students.					
4.7 Provide Professional Development for district and school-based administrators related to Social Emotional Learning and Professional Learning Communities (PLCs)	Associate Supt. For Curriculum and Instruction Associate Supt. For Student Support Services	District and school-based administrator training provided	Funding and staff	August 2017	June 2018



Operations

Champion

Cathy Mittelstadt

Team Members

Nicole Cubbedge

Mike Degutis

Paul Rose

Bruce Patrou

Dwala Willis



2017-2018 Operations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goals A, B and D) – Develop a K-12 continuum of technology integration, including necessary network infrastructure, to ensure teachers are well equipped to implement technology in the classroom.					
1.1. Upgrade classroom AV equipment (Teacher Sound, Project/ Display and Document Cameras) at 34 schools	Chief Information Officer	Project complete at 34 schools	Funding, Time and Staff	Summer 2017	Summer 2018
1.2. Continue to implement infrastructure upgrades to meet the growing network needs	Chief Information Officer	Project completed at identified sites	Funding, Time and Staff	Summer 2017	Summer 2018



2017-2018 Operations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goals A, B and D) – Develop a PreK-12 continuum of technology integration, including necessary network infrastructure, to ensure teachers are well equipped to implement technology in the classroom.					
1.3. Evaluate and acquire new computers for teachers (existing machines will be refurbished to add student computers in 2018)	Chief Information Officer	New teacher machines ready for distribution	Funding, Time and Staff	Summer 2017	Summer 2018



2017-2018 Operations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goal D) – Continue to design and construct schools that accommodate growth while maintaining high quality programming with an intentional student-focused environment.					
2.1. Utilize updated school design to build two new K-8 schools “KK” and “LL”	Executive Director Facilities and Operations	New schools ready to open in August 2018	Funding, Time and Staff	Continued from 2016/2017	Summer 2018
2.2. Equip two new schools and summer relocatables (2017) with network switching, wireless access points, classroom technology and computers	Chief Information Officer	New schools and relocatables equipped	Funding, Time and Staff	Continued from 2016/2017	Summer 2018



2017-2018 Operations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goal D) – Continue to design and construct schools that accommodate growth while maintaining high quality programming with an intentional student-focused environment.					
2.3. Implement dining expansions at SPMS and POA	Executive Director Facilities and Operations	Dining expansions complete	Funding, Time and Staff	Fall 2017	Summer 2018
2.4. Evaluate the impact of legislative changes as it applies to building new schools, expansions and additions	Executive Director Facilities and Operations Executive Director of Planning and Governmental Relations	Revise or develop new prototypes for building new schools, expansions and additions	Funding, Time and Staff	Fall 2017	Summer 2018



2017-2018 Operations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 3: (Goal D) – Continue to improve district-wide safety and security measures.					
3.1. Implement single point of entry security upgrades at identified schools	Executive Director Facilities and Operations	Security upgrades complete	Time, Funding and Staff	Continued 2016/2017	Summer 2018
3.2. Evaluate and propose implementation of bus GPS system	Executive Director Facilities and Operations	GPS system implemented	Time, Funding and Staff	Summer 2017	Summer 2018



2017-2018 Operations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 4: (Goal D) – Continue to improve and upgrade operation systems and services to better meet the needs of students and staff.					
4.1. Implement BusPlanner integration with eSchool-PLUS	Chief Information Officer	Integration complete	Time, Funding and Staff	Summer 2017	Fall 2017
4.2. Go-Live with GovConnection in the BusinessPLUS Punch Out module	Chief Information Officer	Punch Out operational with GovConnection	Time and Staff	Summer 2017	Summer 2018



2017-2018 Operations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 4: (Goal D) – Continue to improve and upgrade operation systems and services to better meet the needs of students and staff.					
4.3. Analyze student growth to establish and revise the attendance zones for the new K-8 school "KK"	Executive Director for Planning and Government Relations	Attendance zones created	Time and Staff	Summer 2017	Winter 2017
4.4. Analyze student growth to establish and revise the attendance zones for the new K-8 school "LL"	Executive Director for Planning and Government Relations	Attendance zones created	Time and Staff	Summer 2017	Winter 2017



Community Relations

Champion

Christina Langston

Team Members

Jenielle Billy

Hank Samuels

Zachary Villaverde



2017-2018 Community Relations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goal D) – We will continue to embrace technology to effectively communicate with families, students, employees and community members by researching and seeking the best available communication methods.					
1.1. Create native apps for all schools	Chief of Community Relations and Team	<ul style="list-style-type: none"> Number of downloads User surveys 	Funding to purchase software	August 2017	October 2017
1.2. Research additional social media platforms for communication purposes	Chief of Community Relations and Team	<ul style="list-style-type: none"> Number of followers Site metrics and analytics Best practices 	Internal/External users and experts	August 2017	Ongoing



2017-2018 Community Relations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goal D) – We will continue to embrace technology to effectively communicate with families, students, employees and community members by researching and seeking the best available communication methods.					
1.3. Generate multi-media online content to further engage the user	Chief of Community Relations and Team	<ul style="list-style-type: none"> Number of followers Site metrics and analytics 	Internal/External users and experts	August 2017	Ongoing
1.4. Assist in marketing efforts for FCTC including video production and integration	Chief of Community Relations and Team	<ul style="list-style-type: none"> Number of newly enrolled students 	Funding for marketing purposes	July 2017	Ongoing



2017-2018 Community Relations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goal C) – We will continue to build a culture of character by further integrating CHARACTER COUNTS! initiatives and related programs throughout the St. Johns County School District while expanding into the community at large.					
2.1. Highlighting CHARACTER COUNTS! through public involvement	Chief of Community Relations and Team	<ul style="list-style-type: none"> Number of businesses and community partners integrating or highlighting CC! Number of CC! trainings with outside entities 	<ul style="list-style-type: none"> Commitment and feedback from businesses and community partners Training materials 	August 2017	Ongoing
2.2. Expand advocacy, awareness and practice of CHARACTER COUNTS!	Chief of Community Relations and Team	<ul style="list-style-type: none"> Annual surveys/ number of activities Participation in trainings offered Integration of classroom lessons 	<ul style="list-style-type: none"> CHARACTER COUNTS! Advocates at each school Support of school administrators and staff Development and training of teachers 	August 2017	Ongoing



2017-2018 Community Relations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goal C) – We will continue to build a culture of character by further integrating CHARACTER COUNTS! initiatives and related programs throughout the St. Johns County School District while expanding into the community at large.					
2.3. Increase acquisition of programming for SEA TV from vendors, internal and student-led projects integrating CHARACTER COUNTS! with a social/emotional focus.	Chief of Community Relations and Team	Increased program library	Funding, participation from students, teachers and administration	August 2017	Ongoing



2017-2018 Community Relations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 3: (Goals A, B & C) – We will continue to seek and expand business and community partnerships to provide more opportunities for students.					
3.1. Provide community members information regarding school district needs and opportunities to become involved	Chief of Community Relations and Team	<ul style="list-style-type: none"> • Number of needs fulfilled • Develop metrics for partnerships • Number of events 	<ul style="list-style-type: none"> • Business Partners, Community members, Students and Parents 	August 2017	Ongoing
3.2. Schools partnering with schools to provide support or needs	Chief of Community Relations and Team	<ul style="list-style-type: none"> • Number of partnerships • Amount of financial and in-kind support • Build and maintain inventories 	<ul style="list-style-type: none"> • PTO representatives, School administrators, Community Relations Department 	August 2017	Ongoing



2017-2018 Community Relations

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 3: (Goals A, B & C) – We will continue to seek and expand business and community partnerships to provide more opportunities for students.					
3.3. Expand weekend food bag distribution to students in need through community organizations	Chief of Community Relations and Team	<ul style="list-style-type: none"> Number of schools where implemented Number of students served 	<ul style="list-style-type: none"> Commitment of community organizations such as Blessings in a Backpack and Hugs Across the County 	August 2017	Ongoing



Human Resources

Champion

Cathy Hutchins

Team Members

Michelle Dillon

Jewel Johnson



2017-2018

Human Resources

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goals A, C & D) – Using a comprehensive recruitment approach, Human Resources will recruit high quality personnel in all employee groups (Administrative, Teachers, and Non-Instructional).					
1.1. Continue to refine strategies to recruit new employees including social media and virtual fairs	Associate Supt. for Human Resources Director of Instructional and Non-Instructional Personnel	List of fairs and social media utilized	Personnel, Time, Funding	July 2017	June 2018
1.2. Continue to refine our practices to increase number of recruit employees that are representative of the diversity of our school district	Associate Supt. for Human Resources Director of Instructional and Non-Instructional Personnel	Increase in diversity recruitments hired	Personnel, Time, Funding	May 2017	May 2018



2017-2018

Human Resources

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goals A, C & D) – Using a comprehensive recruitment approach, Human Resources will recruit high quality personnel in all employee groups (Administrative, Teachers, and Non-Instructional).					
1.3. Continue to recruit new employees needed in critical need areas that are in demand	Director of Instructional Personnel	Critical need areas filled with certified teachers	Personnel, Time, Funding	Sept. 2017 March 2018	March 2018
1.4. Provide opportunities for hiring authorities to interact with qualified candidates for possible early hiring	Director of Instructional Personnel Associate Supt. For Human Resources	List of screened and qualified candidates	Personnel, Time, Funding	Sept. 2017	June 2018



2017-2018

Human Resources

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goals A, C & D) – Using a comprehensive recruitment approach, Human Resources will recruit high quality personnel in all employee groups (Administrative, Teachers, and Non-Instructional).					
1.5. Identify career and technical needs for schools (FCTC & Academies)	Associate Supt. for Human Resources Director of Instructional Personnel	Plan of action to assist with obtaining CET needs	Personnel, Time, Funding	Sept. 2017 March 2018	March 2018



2017-2018

Human Resources

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goals A, B & C) – Align all professional development opportunities so all employees can grow professionally while performing at their highest potential.					
2.1. Assist in coordination of Professional Development efforts for all employee groups.	Director of Leadership Development	List of PD offerings/schedules	Personnel, Time, Funding	July 2017	June 2018
2.2. Develop New Teacher Leader Cadre	Director of Leadership Development	List of cadre members, dates met, year plans developed and implemented	Personnel, Time, Funding	June 2017	May 2018



2017-2018

Human Resources

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goals A, B & C) – Align all professional development opportunities so all employees can grow professionally while performing at their highest potential.					
2.3. Continue to provide and expand professional learning opportunities for all employee groups in leadership development	Director of Leadership Development	List of multiple sessions with multiple employee groups	Time, Funding, Personnel	June 2017	June 2018
2.4. Develop professional learning in classroom discipline and management for all instructional personnel	Director of Instructional Personnel Director of Leadership Development Evaluation Specialist	Module developed for online learning Number of participant completions	Time, Funding, Personnel	Sept. 2017	May 2018



2017-2018

Human Resources

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goals A, B & C) – Align all professional development opportunities so all employees can grow professionally while performing at their highest potential.					
2.5. Develop professional learning opportunities in communication skills for all instructional personnel	Director of Non-Instructional Personnel Employee Specialist Teacher Leaders	Module developed for online learning Number of participant completions	Time, Funding, Personnel	Sept. 2017	May 2018



2017-2018

Human Resources

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 3: (Goals C, D) – Provide ongoing ethics and professional conduct training to all employee groups.					
3.1. Identify specific focus areas related to ethical conduct for employees to view annually	Associate Supt. For Human Resources Employee Specialist Director for Risk Management Teacher Leaders	List of focus areas, online module created with quiz	Time, Personnel, Funding	Oct. 2017	May 2018
3.2. Identify the best strategy to educate all employees on our district's core values, culture and high expectations	Associate Supt. for Human Resources Director for Instructional and Non-Instructional Personnel Teacher Leaders Employee Specialist	Strategy identified, module developed and is offered to employees to view at the beginning of the school year	Time, Personnel, Funding	Nov. 2017	June 2018



Superintendent and School Board

Champion

Tim Forson

Patrick Canan

Team Members

Lynn Gabrielsen

Nigel Pillay

Jack Leonard

Beth Sweeny



2017-2018 Superintendent & School Board

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 1: (Goals A, B, C & D) – Align all decision-making in the best interest of students.					
1.1. Integrate FCTC into SJCSO through all activities and functions	Superintendent	FCTC is part of the SJCSO		July 2017	June 2018



2017-2018

Superintendent & School Board

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goals A, B, C & D) – Continue to influence state legislation and set policy at the local level to further the mission, vision and goals of the school district.					
2.1. Educate and engage local delegation members on the needs of the School District	Coordinator, Governmental Relations	100% of local delegation is knowledgeable on the needs of the School District Increase invitations to District and school events Develop marketing materials		July 2017	June 2018



2017-2018

Superintendent & School Board

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goals A, B, C & D) – Continue to influence state legislation and set policy at the local level to further the mission, vision and goals of the school district.					
2.2. Educate and utilize parents, community members, students and administrators to proactively advocate for legislative changes	Coordinator, Governmental Relations	<p>Create and execute a plan to educate and involve all stakeholders</p> <p>Correspondence with PTO presidents about invites to delegation members</p> <p>PTOs have a legislative liaison position</p> <p>Supervisor of Election invited to new employee orientation</p>		July 2017	June 2018



2017-2018

Superintendent & School Board

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goals A, B, C & D) – Continue to influence state legislation and set policy at the local level to further the mission, vision and goals of the school district.					
2.3. Proactively propose legislative changes and funding requests to further the mission of the School District	School Board members Coordinator, Governmental Relations	Create and execute a proactive legislative platform		July 2017	October 2017



2017-2018 Superintendent & School Board

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
Strategy 2: (Goals A, B, C & D) – Continue to influence state legislation and set policy at the local level to further the mission, vision and goals of the school district.					
2.4. Proactively engage community leaders in support of advocacy efforts	School Board members Superintendent Coordinator, Governmental Relations	A list of targeted leaders and meetings initiated is created		July 2017	June 2018



2017-2018

Superintendent & School Board

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
<p>Strategy 3: (Goals A, B, C & D) – Maintain a nurturing and supportive environment by continuing a culture that fosters teamwork and collaboration that emphasizes shared valued, integrity and loyalty.</p>					
<p>3.1. Continue to emphasize Master Board Training</p>	<p>School Board Members</p> <p>Superintendent</p>	<p>100% participation</p>			



2017-2018

Superintendent & School Board

Strategies / Tactics	Champions	Success Metrics	Resources Needed	Start Date	Completion Date
<p>Strategy 3: (Goals A, B, C & D) – Maintain a nurturing and supportive environment by continuing a culture that fosters teamwork and collaboration that emphasizes shared valued, integrity and loyalty.</p>					
<p>3.2. Annual Leadership Retreat for School Board and Superintendent</p>	<p>School Board Members</p> <p>Superintendent</p>				

