



## 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.*

## Beliefs

*Continuous learning is a lifelong process that is essential to a productive and enriched life.*

### Stakeholder Communication and Engagement

#### Objective

Provide a guaranteed and sustainable framework for communication.

#### Critical Initiatives

- Perform an assessment of current communication modes at each school and department.
- Develop a framework for communication.
- Communicate the framework for communication.
- Evaluate the effectiveness of the communication framework and modify as needed.

#### Key Measures

- staff and student surveys
- focus group interviews
- community and parent surveys
- pulling input from the data
- SAC survey data
- PD feedback

### Teacher and Staff Recruitment and Retention

#### Objective

Provide supports to hire, retain, and coach teachers and staff.

#### Critical Initiatives

- Provide a menu of individualized options for administrators to choose from to recruit, retain, and coach.
- Prepare administrators with a toolbox of resources and skills to be able to build positive and effective workplace relationships.
- Provide a customizable, high quality and relevant professional learning model/plan for staff that supports their individual needs.

#### Key Measures

- student progress
- surveys/climate surveys
- HR retention data
- staff attendance reporting
- classroom observations, eleot
- staff professional learning
- needs assessment
- employee interviews

### Student Voice

#### Objective

Provide students with expectations, guidance, resources, and opportunities to develop their voice to become self-directed, life-long learners.

#### Critical Initiatives

- Define student voice.
- Establish student outcomes.
- Embed opportunities for teachers to learn high-yield strategies to teach "student voice."
- Implement interest inventories.
- Increase student engagement in their learning.

#### Key Measures

- definition of student voice
- framework of measures with outcomes
- classroom observations, EEE, eleot
- SAC survey data
- interest inventories
- acceleration
- completed college and career plans

### Student Academic Growth

#### Objective

Provide and implement personalized learning and student supports.

#### Critical Initiatives

- Analyze multiple sources of student data to determine actions and supports.
- Develop and communicate a framework for faculty and families to understand personalized learning and student supports.
- Develop a framework for faculty and staff to identify and implement effective instructional strategies for personalized learning and student supports.
- Create a process to monitor implementation of student supports and progress.

#### Key Measures

- master schedule
- staff and student surveys
- classroom observations
- student progress
- MTSS data
- state and district data

### Technology

#### Objective

Provide students with relevant learning experiences using a variety of technology.

#### Critical Initiatives

- Assess, research, and evaluate to acquire the best technology-based tools to support instruction.
- Develop and integrate technology-based tools and activities into the curriculum maps.
- Train Staff on relevant learning activities integrating technology.
- Monitor classroom technology integration and adjust, as needed.

#### Key Measures

- classroom observations
- curriculum maps
- staff professional learning
- staff and student surveys