

Key Action Steps

The following key indicators will form the basis of annual District Improvement Plan work to implement and achieve the Strategic Plan. The Key Action Steps are arranged by the four improvement areas found in the Strategic Plan Framework to provide a balance of perspectives.

Improvement Area 1:

Fully Implement the International Baccalaureate Programme K-12

- 1.1 IB Planners are developed and implemented in all IB classrooms, K-12.**
- 1.2 Increase the number of IB Diploma graduates by 33% and certificated students by 20%**
- 1.3 Every student and staff member can identify the IB Learner Profile attributes**
- 1.4 Every student completes an innovative exhibition at the conclusion of 6th grade**
- 1.5 Every student completes an innovative personal project by the conclusion of 10th grade.**

Focus Area 2:

Advance Technology to Increase Learning

- 2.1 Every student in grades 5 – 10 has access to personal technology 24-7 to facilitate learning**
- 2.2 Every student and teacher in grades 5-10 can utilize a minimum of 5 technology applications to inform or automate knowledge for learning**
- 2.3 Every student in grades 5-10 can integrate technology to enhance communication and learning.**

Focus Area 3:

Improve Performance Measurement Systems

- 3.1 School and District goals are measurable and benchmarked to best in class**
- 3.2 A central data system will store and organize important data points**
- 3.3 The District will exhibit the characteristics of a culture that uses data in its decision-making**
- 3.4 Employee evaluation measures will be developed, analyzed and modified.**

Focus Area 4: Strengthen Human Capital

- 4.1 Targeted professional development will increase adult capacity and improve student performance**
- 4.2 Hiring and retention practices will be reviewed and improved**
- 4.3 District practices and adult performance will be measured against industry standards or best in class**
- 4.4 Employee APPR systems will be refined and improved**
- 4.5 Every student in Grades 6-12 will maintain a personal plan that outlines interim progress and long-term goals.**

Strategic Plan Metrics

The Administrative Cabinet and District Improvement Team will be responsible for managing and examining strategic plan metrics. Baseline data as well as transitional and outcome targets for the three-year period will be used where appropriate. A Strategic Plan Scorecard will be produced annually to indicate whether targets have been met and whether improvement has been made related to these metrics.

District Improvement Team Report

An annual District Report that includes action steps key indicator results in achieving the Priority Improvement Areas within the Strategic Plan will be presented to the Board of Education. The Administrative Extended Cabinet and District Improvement Team will be responsible for focus areas within the strategic plan. These focus areas may change and will be determined with input from the Superintendent and Board of Education.