

**Fleming County Schools**

*District Strategic Goals (Draft 11.12.2014)*

**TEACHING AND LEARNING:** Promote teaching that prepares students to be college/career ready who are lifelong learners and competitive in the 21<sup>st</sup> century global economy.

*Objective No.1: Improve academic achievement for all.*

<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>• By January 2015, implement a district-wide K-6 spelling list.</li> <li>• By August 2015, implement processes, procedures, and strategies for K-3 early interventions.</li> <li>• By August 2015, implement strategies to improve learning among overall GAP group.</li> <li>• By April 2015, develop 7-12 a district-wide vocabulary list.</li> <li>• By April 2015, develop a district-wide summer reading list by grade level.</li> <li>• By August 2016, begin district-wide SACS accreditation process.</li> </ul>		

*Objective No. 2: Implement effective an instructional program aligned to the common academic standards.*

<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>• By August 2015, implement a pre-school program located at a centralized location within the district.</li> <li>• By August 2015, implement a district-wide K-12 curriculum for all core subjects (such as EngageNY).               <ul style="list-style-type: none"> <li>○ During the 2014-2015 school year, work with teachers to receive necessary training.</li> </ul> </li> <li>• By August 2017, start a full-day kindergarten program with certified teachers.</li> <li>• By August 2016, implement a pre-AP program focused on STEM at Simons Middle School.</li> <li>• By August 2018, create AP pathways at Fleming County High School.</li> <li>• By August 2015, provide strategic professional development to teachers targeting the use of district-wide K-12 curriculum.</li> </ul>		

**Fleming County Schools**

District Strategic Goals (Draft 11.12.2014)

<i>Objective No.3: Intervention – Implement tiered academic and behavioral intervention programs for students with identified needs.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>• By August 2015, develop and implement a district-wide framework/model for providing strong and intensive intervention services – RtI, Tiers.</li> <li>• By August 2015, develop and implement protocols for monitoring student progress – data rooms, data walls, data boards.</li> <li>• By August 2015, develop protocols to identify and address K-12 students with chronic behavior issues, such as Positive Behavior Intervention Support (PBIS).</li> </ul>		
<i>Objective No.4: Technology – Provide access to 21<sup>st</sup> century technology to support teaching and learning.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>• By August 2015, develop plan for annual technology upgrades.</li> <li>• By August 2015, revise model for professional development in instructional technology.</li> <li>• By August 2017, improve technology infrastructure to include wireless network.</li> </ul>		
<i>Objective No.5: Programs – Provide strategic programs to supplement the teaching and learning environment.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>• By August 2015, revise strategies for student attendance.</li> <li>• By January 2016, implement school-based student program, aligned with the district’s behavior plan.</li> <li>• By August 2016, identify strategies to improve student wellbeing and achievement - Lifeline.</li> </ul>		

**Fleming County Schools**

District Strategic Goals (Draft 11.12.2014)

<b>FISCAL: Develop systems to ensure sound fiscal management designed to support effective teaching and learning.</b>		
<i>Objective No.1: Provide the resources necessary to accelerate the use of technology to support teaching and learning</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By January 2015, maximize bandwidth potential by replacing the core router.</li> <li>By April 2015, revise network infrastructure plan.</li> <li>By June 2016, provide wireless network saturation in all schools.</li> <li>By June 2015, develop plan for desktop replacement.</li> </ul>		
<i>Objective No.2: Implement a plan that ensures each school site is conducive to the teaching and learning process.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By April 2015, revise school facilities plan.</li> <li>By June 2015, create a 3,5, and 10-year plan of all school facilities needs.</li> </ul>		
<i>Objective No.3: Implement deferred maintenance and routine maintenance programs which will extend the life of all buildings and prevent premature capital outlay for replacement.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By August 2015, implement new maintenance procedures for electronic work orders.</li> <li>By August 2015, implement electronic work order system for maintenance requests.</li> </ul>		
<i>Objective No.4: Implement a well-balanced food and nutritional program in all schools.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By August 2015, expand the current Community Eligibility Provision (CEP) to all schools.</li> <li>By April 2015, design a summer feeding program.</li> <li>By November 2015, complete labor and engagement analysis.</li> </ul>		
<i>Objective No.5: Implement a financial system that fully monitors the district's payroll, purchase orders, accounting procedures and budget.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By January 2015, implement an e-Stub payroll system.</li> <li>By August 2015, implement an electronic timesheet software system.</li> </ul>		

**Fleming County Schools**

*District Strategic Goals (Draft 11.12.2014)*

<ul style="list-style-type: none"><li>• By November 2014, implement a fleet card system for fuel management.</li><li>• By January 2015, revise all policies and procedures relating to financial management.</li></ul>		
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--

**Fleming County Schools**

District Strategic Goals (Draft 11.12.2014)

<b>COMMUNICATION: Improve content, frequency and transparency of communication with and among stakeholders to enhance teaching and learning.</b>		
<i>Objective No.1: Improve internal and external communication accuracy in a timely manner.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By August 2015, implement a systematic process for conducting stakeholder surveys.</li> <li>By December 2014, revise the district’s communication plan and present it to the school board.</li> <li>By January 2015, finalize communication plan and post it online.</li> </ul>		
<i>Objective No.2: Improve two-way communication with stakeholders.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By August 2015, develop professional development to include website communication training.</li> <li>By January 2015, implement monthly staff meetings to include all district staff.</li> <li>By April 2015, establish annual centralized school-based management council session.</li> </ul>		
<i>Objective No.3: Improve quality of communication with students.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By August 2015, establish monthly plan to meet with student representatives from all schools.</li> <li>By August 2015, include student representation at monthly school board meetings.</li> <li>By January 2015, include specific strategies to communicate with students in the district’s communication plan.</li> </ul>		
<i>Objective No.4: Improve usage of the district’s website by all stakeholders.</i>		
<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By January 2015, evaluate district website for usability and accessibility.</li> <li>By August 2015, develop professional development to include website communication training.</li> <li>By April 2015, develop training for parent organizations on how to access and use the district’s website.</li> <li>By August 2015, develop district-wide</li> </ul>		

**Fleming County Schools**

*District Strategic Goals (Draft 11.12.2014)*

plan to update and maintain the district's and schools' website.		
------------------------------------------------------------------	--	--

**CULTURE: Promote a culture where all stakeholders are valued and high expectations are shared.**

*Objective No.1: Engage and collaborate with groups inside and outside of the district community for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity.*

<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>• By November 2014, develop a community engagement plan for Spring 2015 and the 2015-2016 school year.</li> <li>• By April 2015, organize and host the Fleming County Education and Economic Summit.</li> <li>• By January 2015, implement the Fleming County School District Strategic Plan.</li> <li>• By January 2015, revise and implement the Fleming County Communication Plan.</li> </ul>		

*Objective No.2: Study and evaluate trends of the annual TELL survey.*

<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>• By November 2014, review the 2013 TELL survey data and develop a plan to address areas of concern.</li> <li>• By July 2015, review the 2015 TELL survey data and develop a plan to address areas in need of improvement.</li> </ul>		

*Objective No.3: Develop annual achievement goals.*

<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>• By November 2015, develop achievement goals based on school and student growth from the 2015 school report cards and individual student profiles.</li> <li>• By September 2015, develop student performance targets based on MAP.</li> <li>• By February 2015, review the student voice survey results and develop a plan to address areas in need of improvement.</li> <li>• By September 2015, develop teacher professional growth goals based on multiple sources of data.</li> <li>• By July 2015, implement and evaluate</li> </ul>		

**Fleming County Schools**

District Strategic Goals (Draft 11.12.2014)

the Fleming County Strategic Plan based on multiple sources of data.		
----------------------------------------------------------------------	--	--

**ACCOUNTABILITY:** Develop a comprehensive district-wide accountability framework that ensures and evaluates the effectiveness of the district systems and the teaching and learning process.

*Objective No.1: Develop a district-wide assessment system to measure student learning.*

<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By August 2014, implement a district-wide benchmark system in the areas of reading, English and math.</li> <li>By January 2015, implement the Fleming County Schools Assessment Plan.</li> </ul>		

*Objective No.2: Develop a model to monitor and measure systems for quality.*

<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By December 2014, implement the Fleming County Schools' District Leadership Walk-through Process and Tools.</li> <li>By December 2014, implement the Fleming County Schools' PLC Implementation Framework.</li> <li>By July 2015, calibrate the sources of data to determine levels of quality.</li> </ul>		

*Objective No.3: Develop a process to analyze and report systems data.*

<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By December 2014, provide monthly data overviews to the Fleming County Board of Education.</li> <li>By March 2015, post data reports on the Fleming County website.</li> </ul>		

*Objective No.4: Analyze system data.*

<b>Definitions of Success</b>	<b>Source of Data</b>	<b>Progress</b>
<ul style="list-style-type: none"> <li>By January 2015, implement the Fleming County District-wide Assessment Plan.</li> <li>By March 2015, implement regular monthly principal professional learning communities (PLCs) to analyze data.</li> <li>By August 2015, include data specific training in the 2015-2016 Professional Development Plan.</li> </ul>		