CHRISTIAN COUNTY
— PUBLIC SCHOOLS —
engage inspire succeed
A Community Committed to Phenomenal Schools

District Strategic Plan Scorecard Goals
2021 -2026

Pillars	Student Achievement	High Quality Employees	Parents & Community	Resources and Facilities	Operational Efficiency
Commitments	*To ensure meaningful learning experiences that empower all students to reach their fullest potential.*	*To ensure all staff are engaged and valued as we unite to support student success.*	*To encourage and sustain partnerships among all shareholders and with the Christian County Community.*	*To provide the tools, resources, and facilities for preschool to post-graduation success by uniting all shareholders to embrace a shared vision.*	*To ensure efficient and effective school processes and operations to maximize human and fiscal potential.*
Key work we will accomplish	Reading and Math Proficiency- ● Implement a strategic and consistent process to teach and monitor reading and math skills so all students are on grade level at transition points. (Accountability at transition points). ● Increase the percent of students entering school ready to learn by providing preschool to all 4-year-olds regardless of income or disability. ● Implement a co-teaching model with interventionists and special education	Recruit, Hire, Engage, and Retain Quality and Diverse Staff ● Implement a recruitment, hiring and onboarding process for all positions with priority on diversity and shortage areas. ● Implement a Grow Your Own program for teaching positions and leader succession planning. Competitive Salary/Benefits for Certified and Classified Staff ● Ensure that the pay	Parent Education to Support Student Learning ● Implement a plan to provide community based (community/church partnership) parent education around supporting student learning. ● Implement virtual parent education support options to include parent/student conferencing. Early Childhood Learning (B-5)	Facilities and Building Projects ● Implement the district facility plan, with the priority on the High School facilities and restructuring, to ensure facilities support the scope of needs to prepare students for career and life success. Instructional Resources and Infrastructure ● Resource sharing fair for school teams to	Process development for key systems: Communication: ● Implement a concise communication process to include message development and delivery for internal and external shareholders. ● Implement a Key-Communicator Advocate Group to facilitate two-way clear, open, and transparent communication.

teachers, providing intentional small group focus with at-risk students. • Implement and monitor the district Response to Intervention process at all levels for consistency of identification, data collection, and documentation. College/Career/Life Ready – • Implement Profile of a Graduate competencies that require students to demonstrate key skills to be life ready. (student accountability) • Increase dual credit and elective opportunities and extracurricular experiences that align to college and career pathways, employability, and community needs. • Integrate real-life CTE opportunities K-12 for career exploration to connect relevance to learning. • Create personalized pathways that merge with the ILP for all middle and high school students that incorporates evidence of content competencies and profile experiences. (student accountability) • Implement an individualized junior/senior planning process to ensure all students graduate with a "Day after Graduation" plan. Equitable High Quality Core Instruction for All	structure and benefits for all positions is in the top 3 as compared with districts in the region. • Create an incentive bonus system for high quality teachers providing additional services to students and improvement efforts. • Create an Incentive support system to help fund the cost of continuing education for hard to fill positions, dual credit teachers, teaching assistants filling shortage areas. Value and Respect for Proven Employees • Implement a system of continuous feedback using staff voice to drive improvement. • Implement a monthly employee reward and recognition program that cascades from the school to district level. • Provide exceptional customer service and support to all staff. • Develop an advisory committee representing each school to review ways to improve district processes and reduce data collection that does not result in measurable results. (efficiency) Grow Your Own System - Teacher, Leader, and Staff	• Partner with Community Early Childhood Council, Literacy Council, daycares (and others) to strengthen school readiness and increase the percent of students entering school ready to learn. • Strengthen partnership with hospitals and pediatricians on early language development – home visiting programs with community agencies – United Way. Community Partnerships (Government, Businesses, Military, etc.) • Expand community partnerships with the focus on supporting engagement in student success. Partnership focus to include support for expanded parent education, student career opportunities, technology infrastructure expansion. • Open schools to community-based education programs. • Create and implement a military family support plan that meets the unique needs of military connected students.	demonstrate quality resources used in their school that have had the greatest impact on student learning. • Expand infrastructure and devices to support 1:1 technology and advance future technology opportunities. Support School Safety • Ensure school facilities are designed with safety structures and safety technology supports. • Strengthen relationships, partnerships, and communication processes with safety agencies to support ongoing collaboration. • Ensure technology infrastructure and internal and external communication protocols are in place to support safety plans in the schools and district.	• Identify district advocates and implement a plan for monitoring policies and procedure and effectively communicating expectations to all shareholders. • Audit, align, and monitor school websites to promote consistent look and functionality across the organization. Human and Material Resource Management • Implement a system to manage resource inventory, distribution, and usage. • Develop a system to monitor return on investment outcomes before purchases/hires are approved and after the resource has been implemented. • Audit district level positions to eliminate duplication and align responsibility and job descriptions. Energy Efficiency Management • Expand the energy management process to include education

	• Prioritize professional development opportunities to ensure training and continuous coaching of teachers and leaders to improve core instruction. • Implement and monitor the Racial Equity Plan actions (school culture, curriculum and instruction, parental involvement, diverse staff). • Implement and monitor course opportunities, content alignment and scope and sequence delivery for equitable access to all core subjects and seamless transition P-12. • Implement a process to equitably balance the percent of students per school that qualify for free and reduced-lunch services. Social and Emotional Learning and Mental Health • Implement a mentoring system of support so all students have a personal connection with an adult. • Implement a Transition Communication System between home school and facilities (Cumberland Hall, Rivendale, Pennyroyal Center) for school personnel to understand what treatment is/has occurred.	Support/Growth • Implement a new teacher induction and mentoring program. Open sessions to teachers in years 2-5 that struggle. • Invest in leadership development for all administrators on supporting positive culture, employee engagement strategies and professional coaching to build teacher capacity and accountability. • Implement an aspiring leader program to support a system of succession planning in the district. • Implement professional growth opportunities for classified employees wishing to advance to other positions in the district and/or enter the teacher profession.			and engagement of students and staff.
Measures How will we know we are	• Increase the % of students performing on grade level in reading by the end of grade 3 (5, 8). • Increase % of students	• Increase in employee engagement survey data (engage/retain). • Increase in district service survey data	• Increase in parent satisfaction survey data and feedback. • Increased participation in parent virtual sessions.	• Completion of priority list outline on district facility plan. • District facility plan.	• Survey communication data and comments on Employee and Parent survey.

making progress?	entering school ready to learn based on Brigance Readiness Test. • Decrease in achievement gap. • Decrease in failures. • Decrease in Tier 2/3 intervention and special ed referral. • Decrease in discipline referrals and occurrences. • Increase in graduation rate. • Set the baseline and increase the number of dual credit offerings that will equate to an AA degree. • Increase in the number of personalized pathways for high school students. % graduating college or career ready • Increase in the number of students that show a successful transition to work/college (check with counselors). • Increase in co-op and job shadowing opportunities for seniors. • Increase in mean score on aligned items of student effectiveness survey. • Increase in attendance and success of students that are able to remain in their home school setting.	(engage/retain/serve). • Increase employee retention for certified and classified staff. • Decrease in job area shortage. • Increase in minority hires. • Increase attendance of certified and classified employees. • Salary schedule deliverable. • Increase in number of applicants teacher and leader positions. • Longitudinal data from EE and DSS • EE questions on 2-way community to measure use of feedback. • Data on new teacher retention	• Decrease in percent of students not ready to enter KDG (Brigance). • Increase in partnerships aligned to career pathways and internships. • Increase in agency partnerships to assist parents with home support.		