

# St. Joseph County ISD Board of Education Strategic Goals 2017-18

District Long Term Strategic Goal #1: Improve student outcomes related to individualized goals.					
Superintendent SMART GOAL #1 Work collaboratively with ISD leadership to improve outcomes for students through targeted system alignment within departments.					
DISTRICT STRATEGIES, SIP	SUPT. STRATEGIES	EVALUATION CHARACTERISTICS	EVIDENCE	DATE PRESENTED	SUFFICIENT
Early Childhood - Increase the overall health and readiness of the children in St. Joseph County to be successful in school and life.	Work collaboratively with Early Childhood leadership to meet needs of Early Childhood, through communication with local superintendents.	<u>4A3</u> : Process, Community Building Factors, Internal and External Stakeholders	Board presentation with changes of system that include: Data to determine location of needs, advertising for services, communication plan with locals and adequate staffing needs. Show update in process for access to services.		
Special Education, Informational, Finance and Transportation - Ensure programs are in place as a continuum of services to maximize support for all students, with input from stakeholders. Ensure consistency in eligibility requirements.	Work collaboratively with SPED Director Transportation and Business Office to ensure alignment between best practices for students and district needs.	<u>3B2</u> : Systems, Processes and Programs  <u>3B3</u> : Fiscal and Material Resource Management	Admin. Meeting agendas, PD Agendas, PLC observation rubrics		

Board Long Term Strategic Goal #2: Improve communication with internal and external stakeholders to support learning.

Superintendent SMART GOAL #2: Gather input from a variety of internal and external stakeholders to inform decision making and support learning at local level.

DISTRICT STRATEGIES, SIP	SUPT. STRATEGIES	EVALUATION CHARACTERISTICS	EVIDENCE	DATE PRESENTED	SUFFICIENT
Develop and utilize communication and problem solving protocols for decision making. Identify how info. gets to various stakeholders: Parents, teachers, admin. etc. with support from Information Services	Introduce protocols for decision making and communication. Provide opportunities to model and practice protocols together. Work with the team to determine when and how protocols might maximize effectiveness of the organization.	<u>4A4</u> : Processes, Community Building Factors and Communication and media relations	Agendas/Minutes, Protocols, Work products on use of protocols		
CTE - Increase knowledge in community of what CTE does and why it is important. Share assessment results that impact overall performance.	Work with CTE leadership / Steering committee to share with stakeholders the importance of CTE to students and community as well as political support for it.	<u>5B1</u> : Capacity Building, Contextual and Political Factors, Contextual and Political Awareness.	Work products showing information to community. Attendance at state events for updates on best practice for CTE Center implementation.		
SPED - Improve two-way communication between ISD staff, LEA staff, students and families. Seek out new and innovative ways to improve processes, based on need.	Work collaboratively with special education leadership to ensure all stakeholders feel heard.	<u>5A3</u> : Capacity Building, Human Development Factors, Adaption and Innovation	ISD Facebook, Survey results, input from subgroups, site visits, seek info. at state and local level on innovation for programs and services.		

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Technology - Use survey results to share what has improved and what we are working on next, based on need. Use survey to optimize effective and reliable operations. Streamline systems to focus on action steps.	Work collaboratively with technology leadership to optimize effectiveness (with a goal of equity), using input from stakeholders.	<u>3B5</u> : Systems Alignment, Safe, Effective, Efficient School Operations, Non-Instructional Technology	Tech survey results, implementation plans, minutes from committee meetings.		
Instruction - Gather input from LEA leadership on needs and organize opportunities that align with the needs assessment as a county. Support implementation of DNA Illuminate and Early Literacy.	Work with instructional leadership to focus on student achievement at a superintendents' meetings. Align resources with instructional needs. Learn more about K-3 literacy law as a support.	<u>3A3</u> : System alignment, High Quality and Reliability Instructional Program, Standard Based Assessment and Feedback	Updates on training and implementation, survey results. Agendas, minutes, PD Plans		

Board Long Term Strategic Goal #3: Positively impact our district’s climate, culture, and safety through strong relationships and support at all levels and to develop a plan to monitor the implementation and impact of each strategy as it related to this goal.

Superintendent SMART GOAL #3 Be visible and present in the community to improve relationships and trust, while working with building leadership to improve communication and safe practices.

DISTRICT STRATEGIES, SIP	SUPT. STRATEGIES	EVALUATION CHARACTERISTICS	EVIDENCE	DATE PRESENTED	SUFFICIENT
Solicit and retain quality staff.	Train leadership team on strategies to retain quality staff. Seek out quality staff through career fairs, etc. Gain a clear understanding of hiring practices and placement decision making.	<u>5A1</u> : Capacity Building, Human Development Factors, Professional Development	Attendance at career fairs, surveys of staff, acknowledgement of great work, ensure appropriate benefits packages, with at target above 50th percentile, minutes and agendas.		
Improve perception data results of ISD from internal and external stakeholders. Information services will intentionally work with districts to share what is done on their behalf and CTE will share accomplishments.	Utilize surveys to seek input from all staff on ways to improve the climate and culture. Be visible, present and accessible. Use opportunities to share personal beliefs around strategies for developing a positive culture.	<u>4A3</u> : Process, Community Building Factors, Internal and External Stakeholders. <u>3B4</u> : System alignment, Safe, Effective, Efficient School <u>2B1</u> : Leadership, Values, Beliefs, Principles, and Diversity, <u>2B2</u> : Leadership, Culture Factors, Language, Traditions, Celebrations and Stories	Surveys of staff, acknowledgement of great work, ensure appropriate benefits packages, with at target above 50th percentile, minutes and agendas.		

DISTRICT STRATEGIES, SIP	SUPT. STRATEGIES	EVALUATION CHARACTERISTICS	EVIDENCE	DATE PRESENTED	SUFFICIENT
Finance and Operations - Ensure ISD leadership understands operations and responsibilities of Finance team to maximize system efficiency.	Work collaboratively with Finance and Operations to understand policies and systems that govern resources at an ISD level.	<u>3B2</u> : System Alignment, Safe, Effective School Operations and Systems, Processes and Programs.	Meeting minutes, attendance at state meetings and trainings related to ISD finance		
Develop and articulate to parents safety plans related to ISD programs.	Work as a “thought partner” with special education leadership on safety plan development and a plan to share with stakeholders.	<u>3B2</u> : System Alignment, Safe, Effective School Operations and Systems, Processes and Programs.	Safety planning notes, parent communication, feedback from staff		