



**FY16 STRATEGIC PLAN MID-YEAR REVIEW
EXECUTIVE SUMMARY**

Implementation of the district's Strategic Plan began in the 2014-2015 school year. All of the district's work for continuous improvement continues to be aligned to the five strategic goal areas. They include:

- Student Success with Equity and Access
- Stakeholder Engagement
- Staff Efficacy and Excellence
- Internal and External Communication
- Organizational Effectiveness and Efficiency

The Strategic Planning FY15 Comprehensive Review was presented at the Board of Education Work Session on October 5, 2015. This presentation provided the Board with a detailed view of the performance measures and targets for each goal area, the FY15 annual progress data, FY16 actions, and an overview of the communication plan for both internal and external stakeholders. In addition, the Balanced Scorecard, located on eBOARD, was updated, providing a transparent way to track and communicate performance levels against district goals.

FY15 end-of-the-year data were used to inform the division plans for the 2015-2016 school year. The performance measures, targets, initiatives, and actions steps for FY16 were examined and refined to ensure they were inclusive of all strategic priorities. Some new initiatives for FY16 include: Curriculum, Instruction, Assessment, and Accountability (CIA²), District Effectiveness (Opportunity School District), Title I Intervention, Exceptional Education Reconstruction, My Brother's Keeper, Compensation/Comparability (with other school districts), Central Office Restructuring/Reorganization, External Audits, and School Flexibility Options.

The FY16 quarterly strategic planning sessions for each division were held on October 6, 2015. The following guiding questions were utilized in each session, providing focus and direction:

- Do your Continuous Improvement Plans reflect the work you will be doing to reach your performance targets?
- Are your initiatives inclusive of all district initiatives and priorities?
- Are your performance measures the metrics needed to determine if you are getting the desired results?
- Are your performance targets rigorous?
- What performance measures will be reported quarterly/annually?

Data from the quarterly monitoring cycle were collected on November 4, 2015. The data from this monitoring cycle are attached. These data will serve as a checkpoint to evaluate progress and make mid-course corrections as needed. The Strategic Improvement Planning FY16 Mid-Year Review session will be held on November 18, 2015. During this session, each division will have the opportunity to report on:

- Progress on FY16 initiatives to date
- Progress on FY16 performance measures (SMART Goals) to date

- Successes, challenges, and next steps

Additionally, the Strategic Plan Progress Check, built on the plan-do-check-act (PDCA) cycle for improvement, served as a checkpoint to evaluate progress. This tool was revised to include the following probing questions:

- **Plan:** Review the goal area, performance objective, initiative(s), performance measures, and actions steps that you are working on for this particular area. What have you completed? What can you celebrate?
- **Do:** Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and actions steps.
- **Check:** Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?
- **Act:** What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?

The FY16 Mid-Year Review will be presented during the Board of Education Work Session scheduled for December 7, 2015. Ongoing strategic planning sessions for all divisions will be conducted throughout the school year. In addition, the Strategic Plan webpage and Balanced Scorecard will continue to be updated to communicate the district's progress to all stakeholders.