VISION STATEMENT
All students will be well-rounded and prepared for the future.

MISSION STATEMENT
Educational excellence for all students.

CORE BELIEFS
- Students are our first priority;
- Our principals and teachers make the critical difference in student achievement;
- Respectful partnerships among students, staff, parents, and the community are integral to student success;
- All students and staff deserve a safe, positive, and supportive environment;
- Success is based on high expectations for our students, parents, and school system staff; and
- Lifelong learning is essential in a diverse and changing world.

GOALS, PERFORMANCE OBJECTIVES, & INITIATIVES
- **Goal Area 1:** Student achievement and success.
  - **Performance Objective 1:** Improve student mastery of standards.
    - **Initiative 1:** Increase instructional capacity of teachers in all classrooms.
    - **Initiative 2:** District-wide classroom management support.
  - **Performance Objective 2:** Increase opportunities for students to demonstrate success.
    - **Initiative 1:** Identify district-wide measures that reflect the district’s vision of a graduate.
    - **Initiative 2:** Increase opportunities and participation in co-curricular and extracurricular activities.
  - **Performance Objective 3:** Increase the graduation rate.
    - **Initiative 1:** Implement the No Place for Hate program, district-wide.
    - **Initiative 2:** Improve implementation of the RTI process to include support for behaviors that impact learning and reflect PBIS strategies.
• **Goal Area 2: High-quality workforce.**
  
  o **Performance Objective 1:** Improve recruitment process to identify and hire high-quality staff.
    - **Initiative 1:** Develop a recruitment campaign.
    - **Initiative 2:** Conduct an analysis of salaries, benefits, and pay incentives of comparable school districts.
  
  o **Performance Objective 2:** Increase capacity of staff to deliver and support high-quality instruction.
    - **Initiative 1:** Provide employees with relevant training to improve and enhance performance and productivity.
    - **Initiative 2:** Increase capacity of staff to deliver and support high-quality instruction.
  
  o **Performance Objective 3:** Improve retention rate of high-performing personnel.
    - **Initiative 1:** Identify which characteristics keep high-quality employees in the district.
    - **Initiative 2:** Retain high-quality personnel by cultivating and supporting staff.

• **Goal Area 3: Culture, climate, and communication.**

  o **Performance Objective 1:** Provide equitable and inclusive learning and work environments at all levels of the district.
    - **Initiative 1:** Assess and provide equitable services to subgroups.
    - **Initiative 2:** Continue poverty training/initiative.
    - **Initiative 3:** Plan cultural sensitivity and responsiveness training.
  
  o **Performance Objective 2:** Improve the quality of two-way communication with all stakeholders.
    - **Initiative 1:** Build capacity of staff to work with parents and students as equal partners.
    - **Initiative 2:** Monitor implementation of lessons learned in customer service training.
  
  o **Performance Objective 3:** Increase effective community partnerships.
    - **Initiative 1:** Assess gaps based on end-of-year partner in education principal survey results.

• **Goal Area 4: Organizational and operational effectiveness.**
Performance Objective 1: Ensure a systemic culture of safety.
  - Initiative 1: Assess, develop, and deploy a safety awareness support program for schools.
  - Initiative 2: Improve emergency communication systems.

Performance Objective 2: Provide high-quality operational and instructional supports.
  - Initiative 1: Assess quality and responsiveness of technology support requests.
  - Initiative 2: Implement software that integrates core business functions (e.g. finance, payroll, & human resources).

Performance Objective 3: Increase the quality and presence of professional learning communities to improve performance and ensure continuous improvement.
  - Initiative 1: Provide support to schools and district departments to ensure high-performing PLCs.
  - Initiative 2: Improve access to and utilization of data by PLCs.

  - Initiative 1: Develop effective performance management system to include evaluations, goal setting, and coaching.
  - Initiative 2: Expand leadership development opportunities for staff.