

## Strategic Plan Sample Goals and Indicators

### Student Achievement

- 1) Students will demonstrate academic and social growth to become productive and responsible citizens.
- 2) Suffolk Public Schools students will show mastery of content and skills necessary to become productive citizens in society.
- 3) Suffolk Public Schools students will achieve in the classroom, and become productive and responsible digital citizens.

### Indicators

- 1) Increase the percentage of students scoring advanced proficiency on state tests.
- 2) The graduation rate for each cohort will be 90% or higher.
- 3) Emphasize the 5C's-Critical Thinking, Communication, Creativity, Collaboration, and Citizenship - in all instructional, social, and advancement expectations for all students.

### Climate and Culture

- 1) Suffolk Public Schools will create a positive learning and work environment that is caring, nurturing, and supportive of staff, students, and the school community.
- 2) Suffolk Public Schools will build a sustainable climate and culture that is based on care, school safety, and support of students and staff.
- 3) Suffolk Public Schools will develop a safe and supportive learning and work environment that focuses on the morale and safety of students and staff.

### Indicators

- 1) Increase the number of students participating in clubs, organizations, and/or athletics.
- 2) Increase all stakeholders' satisfaction with the overall achievement, climate, safety, operations, and outcomes of Suffolk Public Schools.
- 3) Decrease the number of safety concerns, disciplinary actions, and student and staff incidences impacting student achievement and organizational climate, by 5% annually.

### Human and Fiscal Resources

- 1) Suffolk Public Schools will develop processes and strategies for the hiring and retention of quality instructional and non-instructional staff.
- 2) Suffolk Public Schools will attract, develop and retain a highly diverse and qualified staff in all areas of employment and division operations.
- 3) Suffolk Public Schools will maintain efficient, effective, and transparent quality management of operations and resources.
- 4) Suffolk Public Schools will develop efficient and innovative methods for the quality management of operations and resources.

### Indicators

- 1) Create more opportunities for staff professional advancement and growth through internal, community, and organization partnerships.

- 2) Increase staff retention and position fill rates.
- 3) Improve all fiscal and operational processes for greater efficiency and transparency increasing stakeholder involvement and considerations.

#### Community Engagement and Communication

- 1) Suffolk Public Schools will increase engagement opportunities for families, the school community, and business partnerships through annual outreach activities and events.
- 2) Suffolk Public Schools will develop methods of communication with families to include in-person and virtual events, as well as incentives to community members for engagement.
- 3) Suffolk Public Schools will maintain the ability to engage the community through social media, website development, and direct messages in order to promote a consistent community message.

#### Indicators

- 1) Broaden family outreach and community engagement opportunities to impact student success.
- 2) Enhance proactive and transparent communication with all stakeholders to foster greater trust and collaboration.
- 3) Increase the division's visibility and communication methods to broaden the SPS footprint and story.