



School Board Work Session

Strategic Plan Goals and Indicators Sample Data Sources

June 9, 2022

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2018-2023 Strategic Plan Focus Areas, Goals, and Indicators

- Student Academic Growth, Skills, and Citizenship
- Safe and Nurturing Environment
- Management of Operations and Resources
- Attract and Retain Quality Staff
- Family Engagement and Community Investment

2018-2023 Strategic Plan Goals and Indicators

GOAL 1: Ensure all students demonstrate academic growth and acquire skills to become productive citizens

- Increase percentage of students achieving proficiency and/or growth on English, math and science SOLs
- Increase the percentage of students meeting SAT and ACT college readiness benchmarks
- Increase advanced proficiency rate on SOL assessments
- Increase the number of Industry Credentials earned
- Decrease the achievement gaps in Reading and Math
- Increase the percentage of students with disabilities graduating with a Standard or Advanced diploma
- Decrease the high school dropout rate
- Increase the number of students enrolled in advanced courses

GOAL 2: Ensure all students learn in a supportive, safe and nurturing environment

- Decrease number of students receiving office referrals per year
- Decrease number of students receiving OSS per year
- Decrease safety concerns generated in annual safety audits
- Decrease number of bullying incidents
- Increase number of students participating in at least one club or organization

- Decrease the chronic absenteeism rate

GOAL 3: Maintain efficient, effective and accountable management of operation and resources

- Decrease time between submission and fulfillment of requests for maintenance, technology assistance, and supply orders
- Fully implement replacement cycles and increase collection of pertinent data/decrease staff support time to accurately complete all state, federal, and local reporting
- Increase use of technology by all staff by conducting monthly, annual, and biannual meetings, preparing videos, and online learning opportunities for all staff
- Provide multi-media mechanisms through which dialog can be created to increase transparency and provide clear and concise data to stakeholders
- Increase use of data collection to improve and control costs and increase competition for bids

GOAL 4: Attract, develop and retain high quality and diverse staff

- Increase staff satisfaction with professional development opportunities
- Increase retention of effective employees
- Increase participation in the wellness program
- Increase staff job satisfaction
- Increase position fill rates
- Increase staff morale

GOAL 5: Strengthen family engagement and community investment

- Increase number of volunteer hours and partnerships with local organizations
- Increase percentage of parents participating in annual perception survey
- Increase participation in the wellness program
- Increase staff job satisfaction
- Increase position fill rates
- Increase staff morale

2023-2023 Strategic Plan Focus Areas and Sample Data Sources

- Student Achievement
- Climate and Culture
- Human and Fiscal Resources
- Community Engagement and Communication

Sample Data Sources

Student Achievement

[2022 PALS Spring Summary Report](#)
[2021-2021 VKRP Spring Summary](#)
[SPS Discipline Report 05122022](#)

Climate and Culture

[2021 Division-wide All Staff Survey Summary](#)
[2021 Instructional Staff Survey Summary](#)
[2021 Parent Survey Summary](#)
[2021 Student Survey Summary](#)

Human and Fiscal Resources

[2022-2023 SPS Proposed Budget Presentation](#)
[Human Resources Recruiting 2020-2021 and 2021-2022](#)

Community Engagement and Communication

[Communication/Community Engagement Stats 2020-2021 vs 2021-2022](#)

Strategic Plan Work Session - Goals and Indicators Development

Focus Area	Goal(s)	Indicator(s)
Student Achievement		

Focus Area	Goal(s)	Indicator(s)
Climate and Culture		

Focus Area	Goal(s)	Indicator(s)
Human and Fiscal Resources		

Focus Area	Goal(s)	Indicator(s)

Community Engagement and Communication		