

Strategic Initiatives and Outcomes 2016-2017

Strategic Pillar	Major Strategic Initiatives	Outcomes 2016-2017	Primary Responsibility
Academic Excellence and Character Development	High quality instruction -- supported by coaching, professional development, and data -- to ensure that every student gains knowledge and skills to thrive.	All schools engaged in meaningful coaching cycles with clear action steps and opportunities for practice.	CAO
		Increase the percentage of teachers who are fully implementing the instructional model from BOY to EOY by 10%.	CAO
	Guarantee common outcomes to ensure that all students achieve grade-level benchmarks and the knowledge and skills to thrive in a changing world.	Increase teacher leadership of content teams to increase staff ownership of common assessments.	CAO
		Establish consistent practices with data analysis, including student work protocols, to improve instruction.	Data Analyst, Director of Technology
		Launch common critical thinking assessments in science and social studies.	CAO
	Create an intentional culture of character in which habits of a scholar flourish and all students are members of a crew.	Establish a district-wide crew leadership team to increase teacher ownership and fidelity to the model in each school.	District Crew Coordinator
		Establish process for schools to self-assess on school culture, habits of a scholar, engagement and belonging.	CAO, Superintendent
		Teach character (habits of a scholar) throughout the school day as evidenced by a 10% increase in character development on the instructional model learning walks.	CAO, Superintendent
	Increase project-based, experiential learning opportunities.	10% of teachers engage in exploratory professional development in project-based learning.	Superintendent
		5% of seniors will complete pilot capstones projects. (Full implementation of capstones is planned for all graduates in class of 2018).	Superintendent; Capstones Project Manager
	Use technology to support strategic goals.	Achieve a 1:1 student to device ratio in grades 4-12 to increase student engagement and achievement.	Technology Integration Facilitator, Director of Technology
		Decrease the digital divide by providing out-of-school Internet access to 500 families.	COO, Director of Technology
		Increase data integrity and accessibility in order to provide stakeholders with timely actionable data reports to inform/improve instruction, target differentiated supports and improve student learning.	Technology Integration Facilitator, Director of Technology
Provide the necessary supports to ensure that all students plan for and are prepared for college.	Create a three-year plan for college and career counseling in the district, including discovery class, college counseling, and individual career planning.	Director of Precollegiate Program	
Talent Development	Recruit the best teachers and leaders.	Improve recruitment efforts so that all positions are filled with qualified candidates.	Director of HR
	Develop and support strong leaders in every school and department.	All principals and directors receive regular support from a "network partner" in goal-setting, progress monitoring, and coaching to improve practice and increase outcomes.	CAO, Superintendent
		All schools complete and execute strategic plans to align with district mission and priorities.	CAO, Superintendent
		Enhance professional development in all schools through principal training and coaching so that all principals receive a PD evaluation score of 3.5 or higher.	CAO
		Implement a multi-tiered discipline system that is consistent, transparent, and responsive to student and staff needs in order to foster learning and develop positive school culture.	Assistant Principals
		Develop an induction program for classified supervisors.	Dir. HR
		All staff members consider themselves to be part of a crew.	Superintendent, Executive Team
Strategic Use of Resources	Optimize budget to increase staff compensation and provide for other strategic initiatives and priorities.	Begin two-year process to evaluate and develop creative solutions to increase teacher compensation.	Dir. HR, CFO
		Develop competitive and equitable compensation strategies for school and department leaders.	Dir. HR, CFO
		Develop competitive and equitable compensation strategies for (classified) staff.	CFO
		Provide budgetary flexibility and autonomy, balanced with accountability, to maximize use of resources at the school/program/project level.	Dir. HR, CFO

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		Determine strategic commitments for summer programming, including Summer Advantage, Kindergarten Jumpstart, Middle School, and High School Summer Programs.	Senior Project Manager
	Ensure that operations and facilities contribute to a positive learning environment.	Complete design and begin construction of Phase I-III bond-funded school construction projects.	COO, CFO
		Commit \$15 million dollars to projects in all three communities to begin construction on 45-60 units of staff housing.	COO
		Amend facilities use policy to maximize use of facilities as district and community resources.	COO
		Develop a plan to get students and staff to school during bridge construction.	COO, Dir. Transportation, PIO
	Work with the Board of Cooperative Educational Services (BOCES) during their restructuring to ensure that we provide the comprehensive educational services students most need.	Work with BOCES through their restructuring to ensure that we provide the educational services students most need, avoid duplication, and strategically utilize district resources.	BOCES Board Liaison, Superintendent
	Plan a new school.	Develop and implement a comprehensive plan to prepare for opening in 2017.	Principal and Executive Team
Community Partnership	All children will have access to early childhood education and full-day kindergarten.	Board of Education engage in a public information campaign in partnership with other community leaders and organizations to educate the public about the merits of early childhood education.	Board of Education
	Develop a plan and infrastructure for community engagement and partnership.	Formalize partnerships with strong community organizations to provide services and resources to students and families.	Director of Family and Community Engagement
		Develop plan for the Carbondale Creative District that entails programmatic opportunities for all schools in Carbondale.	Chief Academic Officer, Carbondale school leaders
		Build and implement a streamlined registration process in order to provide increased access to services and resources for all students and families.	Superintendent, Director of Family and Community Engagement
		Update district communications plan with 1- and 3-year targets (also below).	PIO
		Revive the Roaring Fork Public Education Foundation and expand the role of the Family Resource Center as a means to improved fundraising and fund management on behalf of students and schools.	Director of Family and Community Engagement
	Create reciprocal and responsive modes and methods of family engagement that foster enhanced communications, welcoming school environments, and family support.	Develop a community engagement plan to diversify outreach and engage parents.	Director of Family and Community Engagement
		Create and implement a parent survey to determine and respond to community wishes and needs.	Director of Family and Community Engagement
		Develop standard operating procedures to enhance a welcoming school environment that embraces cultural responsiveness.	Director of Family and Community Engagement
	Improve quality and expand reach of communications by improving existing methods and exploring new methods.	Update district communications plan with 1- and 3-year targets.	PIO
		Develop ongoing strategies for creating effective two-way communication with parents and their community.	Director of Family and Community Engagement and PIO