

# 2007-2008 BOARD GOALS, OBJECTIVES, AND CABINET TACTICS

## **GOAL #1: All schools will achieve the Board's "Learning for All Objectives."** (Dr. Baker)

**Objective A:** By August 2008, the district will implement strategies to support success of the "Learning for All" plan to increase the percentage of student proficiency in ELA and math over prior year results. (Mr. Swearingen)

Tactic #1: Ensure bell-to-bell instruction occurs from beginning to end of school year (Mr. Swearingen)

Tactic #2: Increase non-fiction writing (Mr. Swearingen)

Tactic #3: Provide support and resources to enhance learning for English Language Learners (Mr. Swearingen)

**Objective B:** By June 2008, the district will create a 3-5 year staff development plan to improve staff (certificated, classified, and administrative) professional expertise where at least 75% of staff who receive training will indicate implementation through follow-up survey. (Mr. Swearingen)

Tactic #1: Implement Leadership Development Plan (Dr. Marsden)

Tactic #2: Identify low-performing administrators and provide intensive intervention (Mrs. Young)

Tactic #3: Support implementation of Quality Tools (Dr. Marsden)

**Objective C:** By June 2008, as a result of the district's implementation of research-based learning strategies to improve student achievement, Student Learning Results (7.1 on VESD Dashboard) will indicate 70% or greater. (Mr. Swearingen)

Tactic #1: Introduce project-based learning to principals (Mrs. Young)

Tactic #2: Implement training aligned to Balanced Instructional Model (Mr. Swearingen)

**Objective D:** By June 2008, as a result of the implementation of the district technology plan with all stakeholders, at least 75% of participants in technology staff development will indicate implementation through follow-up survey. (Mr. Swearingen)

Tactic #1: Develop web-based communication forum (Dr. Marsden)

## **GOAL #2: Create a district based on the principles of quality.** (Dr. Baker)

**Objective A:** By June 2008, implement principles of quality with all stakeholders as evidenced through CAPE process, with overall score summary of 65%. (Dr. Marsden)

Tactic #1: Align district practices to organizational performance excellence (Dr. Marsden)

Tactic #2: Use hiring practices that identify positive problem-solvers (Mrs. Young)

## **GOAL #3: All schools will work to strengthen support from the employees, parents and community.** (Dr. Baker)

**Objective A:** By June 2008, increase public awareness of district effectiveness, evidenced by 90% approval rating on district effectiveness survey. (Dr. Marsden)

Tactic #1: Communicate transition plan to staff, parents and community (Mrs. Young)

Tactic #2: Increase communication with CSEA and VETA (Mrs. Young)

**Objective B:** By June 2008, positive survey results will indicate parent support for student success in answer to the question, "I am aware of or have received a copy of the Parent Basics card" with a return rate of at least 50% (baseline). (Mrs. Miller)

Tactic #1: Activate Parent Basics (Mrs. Miller)

**Objective C:** By June 2008, employee support of VESD Foundation through contributions will increase by 10% of total employees. (Mrs. Young)

Tactic #1: Encourage employee contributions (Mrs. Young)

## **2007-2008 BOARD GOALS, OBJECTIVES, AND CABINET TACTICS (continued)**

### **GOAL #4: Articulate K-12 District Careers Curriculum (Dr. Baker)**

**Objective A:** By June 2008, implement the district Careers Curriculum resulting in 25% of all 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> grade teachers showing evidence of completed student careers portfolios. (Mrs. Miller)

Tactic #1: Energize student “Basics to Success” (Mrs. Miller)

Tactic #2: Energize district Careers Curriculum (Mrs. Miller)

Tactic #3: Expand opportunities for student career choice (Mrs. Miller)

**Objective B:** By June 2008, 95% of students will demonstrate desirable behaviors (7.1.2.2 on Dashboard). (Mrs. Miller)

Tactic #1: Create a plan for an alternative behavior school (Mrs. Miller)

### **GOAL #5: The district will achieve operational excellence (Dr. Baker)**

**Objective A:** By June 2008, 100% of all departments will draft standards for operations. (Mrs. Creason)

Tactic #1: Provide adequate facilities for all schools and employees (Mrs. Creason)

Tactic #2: Train classified managers in Six Sigma to develop standards (Mrs. Betts)