



**Mission:**  
The Ultimate Educational  
Experience for Every Child  
Every Day

**Vision:**  
An Innovative School District  
Focused on Learning Without  
Boundaries

**Core Values:**  
Integrity  
Leadership  
Commitment  
Service

## Foundations for Academic Success:

- Student Excellence
- Workforce Excellence
- Infrastructure Excellence
- Financial Excellence
- Community Support Excellence
- Internal Processes Excellence

### Achieve Student Excellence:

**Goal 1:** Achieve 92nd percentile performance on the Kentucky state report card measures by end of school year 2018, and 95th percentile performance on the Kentucky state report card measures by end of school year 2020.

**Objective 1.1:** Increase average overall score and satisfaction results on Student Voice to 85% by end of school year 2016, and 93% by end of school year 2018.

**Objective 1.2:** Improve ACT overall scores to 19.5 by end of school year 2018, and 20.5 by end of school year 2020. Increase number of students reaching ACT benchmarks to 47.4% by 2018 and 52% by 2020.

**Objective 1.3:** Increase college career readiness target scores to 69.9 by 2018 and 70.9 by 2020.

**Objective 1.4:** Increase graduation rate to 96.6% by 2018 and 96.9% by 2020.

**Objective 1.5:** By 2018, the district will increase the number of students earning industry certifications by at least 20 percent as a means to equip students with the job skills necessary to compete in today's technological economy.

### Achieve Workforce Excellence:

**Goal 2:** Achieve 90th percentile performance on all key workforce measures.

**Objective 2.1:** Increase teacher engagement and satisfaction results on Tell Kentucky survey from 94<sup>th</sup> percentile to 96<sup>th</sup> percentile by the end of the 2018 school year.

**Objective 2.2:** Achieve a baseline ratio of accomplished or highly effective teachers to 80% by end of the 2018 school year.

**Objective 2.3:** By June 2018, improve classified workforce engagement and satisfaction survey results by at least 10% from baseline data established in the 2016-2017 school year.

**Objective 2.4:** Continue JC Leadership Academy for aspiring school and district leaders.

**Objective 2.5:** Initiate employee mentorship program for all new hires.

**Objective 2.6:** Maintain or increase district ranking on statewide median educator pay scale.

**Objective 2.7:** By 2018 Johnson County will increase minority recruitment efforts with outreach to universities through participation in job fairs, networking etc.

### Achieve Infrastructure Excellence:

**Goal 3:** Upgrade facilities, technology and safety infrastructure to "state-of-the-art" levels by 2020.

**Objective 3.1:** Initiate one to one instructional technology program by end of year 2020, including wireless infrastructure to support "Bring Your Own Device" and hardware to meet instructional requirements.

**Objective 3.2:** Enhance facility security by installation of upgrades, such as cameras, latches, doors, and paving by end of school year 2018.

**Objective 3.3:** Enhance transportation security by full implementation of bus cameras increased by 5% annually.

### Achieve Financial Excellence:

**Goal 4:** Achieve long-term financial sustainability.

**Objective 4.1:** Maintain 10% or higher contingency fund.

**Objective 4.2:** Reduce energy consumption by 25% by end of school year 2020 when compared to energy consumption in 2012 (water, electricity, natural gas, fuel).

**Objective 4.3:** Achieve \$10,000 financial savings by end of school year 2018 resulting from Process Improvement/ Performance Excellence projects.

**Objective 4.4:** Establish a foundation by 2018 to attract funds and support from the community to use for all programs.

**Objective 4.5:** Increase attendance percentage to 95% in 2018.

**Objective 4.6:** Increase grant revenue by 20% by 2020 for the purpose of suppling technology and other instructional resources.

### Achieve Community Support Excellence:

**Goal 5:** Achieve a positive Net Promoter Score by 2018, annual improvement of 5% NPS by 2020.

**Objective 5.1:** Determine and capitalize upon critical success factors related to satisfaction / engagement.

**Objective 5.2:** Maintain and expand virtual and dual credit offerings with colleges and cooperatives.

**Objective 5.3:** Develop and implement district wide student social and emotional learning process by 2018.

**Objective 5.4:** Increase the number of active volunteer hours from 18,372 to 20,000 by end of the 2020 school year.

**Objective 5.5:** Increase school leadership involvement/participation in civic organizations by 10% annually beginning with the 2016-17 school year.

**Objective 5.6:** Initiate and increase virtual/on-line course offerings to meet the needs of home school students with focus on 10% increase in participation by 2020 and decreasing students requiring GED.

**Objective 5.7:** Initiate and increase preschool community partnerships with focus on school readiness, increasing percent of school ready kindergartners to 60% by 2020.

### Achieve Internal Processes Excellence:

**Goal 6:** Design/redesign internal systematic approaches to ensure efficient, effective, and economical internal operational processes.

**Objective 6.1:** All principals will demonstrate progress toward receiving an overall rating of "accomplished" on PPGES by the end of school year 2018.

**Objective 6.2:** Design and deploy an annual strategic and action planning process resulting in a 4 year rolling plan by end of school year 2016.

**Objective 6.3:** Develop and implement departmental surveys to obtain baseline scores by 2017.

**Objective 6.4:** Improve satisfaction rating on baseline data for each department by 5% annually.

**Objective 6.5:** Achieve District Accreditation by 2020.



## Student Excellence

Goal 1: Achieve 92<sup>nd</sup> percentile performance on the Kentucky State Report Card measures by end of school year 2018 and 95<sup>th</sup> percentile performance by end of school year 2020.

Objective 1.1: Increase average overall score and satisfaction results on student voice to 85% by 2016 and 93% by EOY 2018.

Objective Leaders: DPP, Principal, Teachers

### Strategies:

1. Increase stakeholder knowledge of student voice.
2. Increase teacher awareness of how student voice impacts learning and teaching.

### Initiatives:

1. Communicate and educate intent and use of student voice in relation to the culture of Johnson County Schools.
2. Assure school level review of survey questionnaire by grade level including difficult terminology within 1<sup>st</sup> week of school.
3. Initiate and assure PLC review of student voice data for local educator growth.

Metrics: Chart Student Voice data growth for each school. Set school improvement goals to be reported to the board.

## Student Excellence

Goal 1: Achieve 92<sup>nd</sup> percentile performance on the Kentucky State Report Card measures by end of school year 2018 and 95<sup>th</sup> percentile performance by end of school year 2020.

Objective 1.2: Improve ACT overall scores to 19.5 by end of school year 2018 and 20.5 by end of school year 2020. Increase number of students reaching ACT benchmarks to 47.4% by 2018 and 52% by 2020.

Objective Leaders: HS Principal, HS Assessment Team, HS Liaison

### Strategies:

1. Provide opportunity for every sophomore student to take and receive the ACT and test information release during the June administration free of charge.
2. Provide NTI flexibility to permit high school use of NTI days as ACT short course.

### Initiatives:

1. Initiate communication and contract to all sophomores and their guardians regarding the free ACT opportunity.
2. District wide NTI survey.

### Metrics:

1. Percentage of students participating in ACT opportunity.
2. Analyze NTI survey results.

## Student Excellence

Goal 1: Achieve 92<sup>nd</sup> percentile performance on the Kentucky state report card measures by end of school year 2018, and 95<sup>th</sup> percentile performance on the Kentucky state report card measures by end of school year 2020.

Objective 1.3: Increase college and career readiness target scores to 69.9 by 2018 and 70.9 by 2020.

Objective Leaders: HS Principal, CTE Coordinator, HS Assessment Team, HS Liaison

### Strategies:

1. Review the number of students who have achieved college and/or career ready status with the high school and CTE leadership to set a new goal for the next year.

### Initiatives:

1. Ongoing calculations will be made during the school year to chart the progress of students toward both college and career ready status.
2. Multiple exams will be offered to students to help them achieve both college readiness and career readiness.
3. Personalized learning opportunities will be provided to students to help them improve needed skills to achieve college and/or career readiness.

### Metrics:

1. The CCR rate will be calculated for the next year with feedback provided to all stakeholders through the state report card and data analysis meetings.

## Student Excellence

Goal 1: Achieve 92<sup>nd</sup> percentile performance on the Kentucky State Report Card measures by end of school year 2018 and 95<sup>th</sup> percentile performance by end of school year 2020.

Objective 1.4: Increase graduation rate to 96.6% by 2018 and 96.9% by 2020.

Objective Leaders: DPP, HS Principal, HS Counselors, HS Liaison

### Strategies:

1. Develop communication and education plan to support and assist high school engagement of sophomores for student success.

### Initiatives:

1. Schedule meeting between district leadership and school leadership to engage students.

### Metrics:

1. Number of initiatives and survey data

## Student Excellence

Goal 1: Achieve 92<sup>nd</sup> percentile performance on the Kentucky state report card measures by end of school year 2018, and 95<sup>th</sup> percentile performance on the Kentucky state report card measures by end of school year 2020.

Objective 1.5: By 2018, the district will increase the number of students earning industry certifications by at least 20 percent as a means to equip students with the job skills necessary to compete in today's technological economy.

Objective Leaders: HS Principal, CTE Coordinator, HS Liaison

### Strategies:

1. Review the number of students who have earned industry certifications with the CTE Principal and set a new goal for the next year.

### Initiatives:

1. CTE staff will examine new offerings of state recognized industry certifications for the next year and adjustments will be made annually.
2. Advisory committees will provide input on needed changes to teachers in each program area, and teachers will adjust instruction to help students earn industry certifications.

### Metrics:

1. Industry certifications will be calculated for the next year with feedback provided to all stakeholders through the state report card and data analysis meetings.

## Workforce Excellence

Goal 2: Achieve 90<sup>th</sup> percentile performance on all key workforce measures.

Objective 2.1: Increase teacher engagement and overall satisfaction results on TELL KY survey from 94<sup>th</sup> to 96<sup>th</sup> percentile by 2020.

Objective Leaders: Tell Coordinator, Principal, School Liaison

Strategies:

1. Increase stakeholder knowledge of TELL KY survey.
2. Identify and prioritize areas for growth by school or program.

Initiatives:

1. Institute TELL KY Survey planning team.
2. Develop and communicate TELL KY education plan.

Metrics:

1. Sign in and participation logs

## Workforce Excellence

Goal 2: Achieve 90<sup>th</sup> percentile performance on all key workforce measures.

Objective 2.2: Achieve a baseline ratio of accomplished or highly effective teachers of 80% by end of year 2018.

Objective Leaders: PGES Coordinator, Principal, Instructional Supervisors

Strategies:

1. Annual review, update, and communication of CEP to all stakeholders.

Initiatives:

1. Schedule annual meeting of CEP planning team and 50/50 committee.
2. Survey teachers on implementation of CEP.
3. Update plan based on stakeholder feedback, policy changes, and legislative requirements.

Metrics:

1. Sign in and participation logs



## Workforce Excellence

Goal 2: Achieve 90<sup>th</sup> percentile performance on all key workforce measures.

Objective 2.3: By June 2018, improve classified workforce engagement and satisfaction survey results by at least 10% from baseline data established during 2016-17 school year..

Objective Leaders: HR Director, Program Coordinators, Principal

Strategies:

1. Improve school culture through the role and impact of every stakeholder.

Initiatives:

1. Institute classified planning team for workforce performance measures.
2. Educate workforce on performance measures & employee attitudes.
3. Survey stakeholders on implementation of workforce measures.
4. Update plan based on stakeholder feedback.

Metrics:

1. Sign in and participation logs
2. Baseline survey data
3. 2<sup>nd</sup> year data – Baseline Data

## Workforce Excellence

Goal 2: Achieve 90<sup>th</sup> percentile performance on all key workforce measures.

Objective 2.4: Continue and expand JC Leadership Academy for aspiring school and district leaders.

Objective Leaders: Superintendent

Strategies:

1. Grow leadership capabilities of future administrators.

Initiatives:

1. Identify and select potential candidates.
2. Schedule monthly professional growth seminars in Policy, Finance, Communications, Facilities, Community Relations, Assessment and Accountability.

Metrics:

1. Sign in and participation logs

## Workforce Excellence

Goal 2: Achieve 90<sup>th</sup> percentile performance on all key workforce measures.

Objective 2.5: Initiate employee mentorship program for all new hires.

Objective Leaders: Superintendent, HR Director

Strategies:

1. Orientation and growth of skills necessary for success in every position.

Initiatives:

1. Education of entire workforce on mentorship program.
2. Application process for identification and selection of potential mentors by job category..

Metrics:

1. Assignment of mentor in conjunction with supervisor.

## Workforce Excellence

Goal 2: Achieve 90<sup>th</sup> percentile performance on all key workforce measures.

Objective 2.6: Maintain or increase district ranking on statewide educator pay scale.

Objective Leaders: Superintendent, Finance Director, HR Director, Board

Strategies:

1. Maintain a competitive advantage with regional and neighboring school districts.

Initiatives:

1. Annual review of salary data from KDE and Consortiums.

Metrics:

1. Comparative analysis of regional schedules.

## Workforce Excellence

Goal 2: Achieve 90<sup>th</sup> percentile performance on all key workforce measures.

Objective 2.7: By 2018, Johnson County Schools will increase minority recruitment efforts with outreach to universities through job fairs, networking, etc.

Objective Leaders: Superintendent, HR Director

Strategies:

1. Increase educator diversity to introduce students to ever changing world.

Initiatives:

1. Initiate global presence for all job postings and applications.
2. Identify and contact all educational training institutions within 150 mile radius for educator recruitment.
3. Attend career fairs at identified institutions at least every other year.

Metrics:

- 1.

## Infrastructure Excellence

Goal 3: Upgrade technology and safety infrastructure to “state of the art” levels by 2020.

Objective 3.1: Initiate a one-to-one instructional technology project by end of year 2020 including network infrastructure to support “BYOD” and hardware to meet instructional requirements.

Objective Leaders: Superintendent, DTC, Principal, Board

### Strategies:

1. Expand opportunities for students with a blended learning model to support post secondary and lifelong learning.

### Initiatives:

1. Leverage all district funding sources to achieve program goals.
2. Establish device standards/protocols/purchasing awareness to support BYOD
3. Explore/pursue grant opportunities.

### Metrics:

1. Measurement of student to computer ratio.
2. BYOD usage reports.

## Infrastructure Excellence

Goal 3: Upgrade technology and safety infrastructure to “state of the art” levels by 2018.

Objective 3.2: Enhance facility security by installation of upgrades, such as cameras, latches, doors and paving by end of year 2020.

Objective Leaders: Superintendent, Facilities Director, Safe Schools Director, Principal, Board

Strategies:

1. To increase safety and security of district stakeholders 24/7/365.

Initiatives:

1. Establish requirement and design standards for cameras, latches, and doors.
2. During renovations, new facilities, or local upgrades, all key measures of safety will be met in accordance with established standards.

Metrics:

1. Budget (safety and security).

## Infrastructure Excellence

Goal 3: Upgrade technology and safety infrastructure to “state of the art” levels by 2018.

Objective 3.3: Enhance transportation security by full implementation of bus cameras increased by 5% annually.

Objective Leaders: Superintendent, Transportation Director, Board

Strategies:

1. To increase safety and security of district stakeholders during transportation 24/7/365.

Initiatives:

1. Establish bus standards for all new purchases to include cameras.
2. All new purchases of buses will include cameras.

Metrics:

1. Measurement ratio of cameras to buses.



## Financial Excellence

Goal 4: Achieve long term financial sustainability.

Objective 4.1: Maintain 10% or higher contingency fund.

Objective Leaders: Superintendent, Finance Director, Board

Strategies:

1. Provide financial stability through a healthy fund balance to combat against unfunded mandates, mid-year funding cuts, or sequestration of funds.

Initiatives:

1. Establish and maintain finance team to review and analyze monthly finance reports.

Metrics:

1. Annual Financial Report

## Financial Excellence

Goal 4: Achieve long term financial sustainability.

Objective 4.2: Reduce energy consumption by 25% by end of year 2020 compared to baseline data of 2012.

Objective Leaders: Superintendent, Energy Manager, School Energy Teams, Facilities Director, Principal

Strategies:

1. Maintain energy efficiency throughout all Johnson County Schools properties.

Initiatives:

1. Establish energy usage database charting monthly usage by facility.
2. Energy teams analyzing data quarterly.
3. Targeting replacement or nonuse of increased energy consumers by leveraging AEP or other grant opportunities.

Metrics:

1. Energy usage reports

## Financial Excellence

Goal 4: Achieve long term financial sustainability.

Objective 4.3: Achieve \$10,000 financial savings by end of year 2018 resulting from PIPE projects.

Objective Leaders: Superintendent, Program Directors, Principal

Strategies:

1. Realize financial savings available for recollection from process improvement and management.

Initiatives:

1. Publish RFP fro PIPE Projects.
2. Identify and award projects base on best results.
3. Partner with AEP for continued energy improvements.
4. Negotiate rates of energy providers.

Metrics:

1. Budget analysis/energy analysis.

## Financial Excellence

Goal 4: Achieve long term financial sustainability.

Objective 4.4: Establish a foundation by 2018 to attract funding sources from past alumni and community partners.

Objective Leaders: Superintendent, Community Liaison

Strategies:

1. Provide educational enhancement funding sources above and beyond capabilities of regular funding revenue streams such as federal, state, and local tax dollars.

Initiatives:

1. Establish foundation team.
2. Team will identify and communicate foundation plans to alumni.
3. Target alumni with various funding options.
4. Build alumni database.

Metrics:

- 1.

## Financial Excellence

Goal 4: Achieve long term financial sustainability.

Objective 4.5: Improve attendance percentages to 95% in 2018.

Objective Leaders: DPP, Attendance Clerks, Principal

### Strategies:

1. Improve student attendance to enhance learning opportunities across the curriculum and the acquisition of life-long skills.
2. Recognize the impact of participation on life for post secondary transition.

### Initiatives:

1. Establish elementary diversion program at each school to educate students/parents on importance of regular and consistent attendance.
2. Establish school teams to routinely check individual student attendance and make personal contact with absent students; report monthly to DPP.
3. Implement individual tracking and set annual attendance goals for all students.
4. Revisit district attendance policies to improve student attendance.

### Metrics:

1. Individual , school, and district attendance logs.

## Financial Excellence

Goal 4: Achieve long term financial sustainability.

Objective 4.6: Increase grant revenue by 20% by 2020 for the purpose of supplying technology and other instructional resources.

Objective Leaders: Superintendent, Innovation Coordinator

Strategies:

1. Build upon resources outside of the normal funding stream.

Initiatives:

1. Discussion with educational cooperatives concerning opportunities for grant writer.
2. Expand our relationships with individuals who have access to grant opportunities and expertise in securing grants.

Metrics:

1. Logs of meetings.
2. Annual listings of all grants and amounts of awards.

## Community Support Excellence

Goal 5: Achieve a positive Net Promoter Score by 2018

Objective 5.1: Determine and capitalize upon critical success factors related to satisfaction/engagement.

Objective Leaders: Superintendent, Program Coordinators

Strategies:

1. Enhance the core values of Johnson County Schools by educating all stakeholders on the importance of their roles and reasons for their responsibilities.

Initiatives:

1. Identify and define the standards associated with each department.
2. Create department specific surveys.

Metrics:

1. Survey results by department.
- 2.

## Community Support Excellence

Goal 5: Achieve a positive Net Promoter Score by 2018.

Objective 5.2: Maintain and expand virtual and dual credit offerings with colleges and cooperatives.

Objective Leaders: HS Principal, CTE Coordinator, HS Counselor, HS Liaison

Strategies:

1. Expand and enhance instructional opportunities for all students.

Initiatives:

1. Annual meeting with regional partners to explore expansion of dual credit offerings.
2. Develop application process for virtual/online class enrollment.

Metrics:

1. Lists of student participation in virtual/dual credit courses.
2. Lists of expanded course offerings.
3. Applications submitted for online courses.
4. Agendas/sign-ins of annual meetings with regional partners.



## Community Support Excellence

Goal 5: Achieve a positive Net Promoter Score by 2018.

Objective 5.3: Develop and implement district wide student social and emotional learning process by 2018.

Objective Leaders: DPP, School Counselors

Strategies:

1. Continued enhancement and expansion of student leadership and soft skill development.

Initiatives:

1. Explore grant opportunities to fund processes such as The Leader in Me and LEAD.
2. Assure high school development of student mentorship program.
3. Continue community support of initiatives that develop leadership and soft skill development.

Metrics:

1. Grant applications.
2. Logs of meeting agendas, sign-ins, etc. with community partners and district administration.
3. Documentation of programs offered at each school.

## Community Support Excellence

Goal 5: Achieve a positive Net Promoter Score by 2018.

Objective 5.4: Increase the number of active volunteer hours from 18,372 to 20,000 by the end of the 2020 school year.

Objective Leaders: Community Liaison, Principals, FRYSC Directors

Strategies:

1. Improvement of target specific volunteering that impacts student learning and preparation.

Initiatives:

1. Development of parent leadership volunteer academy to prepare parents to effectively and efficiently volunteer.

Metrics:

1. Lists of volunteers, hours, and targeted services provided.

## Community Support Excellence

Goal 5: Achieve a positive Net Promoter Score by 2018.

Objective 5.5: Increase school leadership involvement/participation in civic organizations by 10% annually beginning with the 2016-17 school year.

Objective Leaders: Superintendent, Principal, Board

Strategies:

1. Expand school/district relationships with community organizations and stakeholders.

Initiatives:

1. Modify district policy to promote leadership participation in local civic organizations.
2. Invite civic leaders to participate in district leadership meetings.

Metrics:

1. School/district participation rates in civic organizations.

## Community Support Excellence

Goal 5: Achieve a positive Net Promoter Score by 2018.

Objective 5.6: Initiate and increase virtual/online course offerings to meet the needs of home school students with focus on 10% increase in participation by 2020 and decreasing students requiring GED.

Objective Leaders: DPP, HS Principal, CTE Coordinator, HS Liaison

Strategies:

1. Provide high quality educational opportunities to provide high school diploma and enable students to successfully transition to post-secondary life.

Initiatives:

1. Target home school student population with communication and education plan for opportunities to graduate with high school diploma.
2. Pursue funding opportunities to support non-traditional student acquisition of high school diplomas in lieu of GED.

Metrics:

1. Number of home school students completing.
2. Number of non-traditional students completing.
3. Funding for non-traditional students.

## Community Support Excellence

Goal 5: Achieve a positive Net Promoter Score by 2018.

Objective 5.7: Initiate and increase preschool community partnerships with focus on school readiness, increasing percentage of school ready Kindergartners to 60% by start of year 2020.

Objective Leaders: DAC, Preschool Coordinator, Head Start Director

Strategies:

1. Increase Kindergarten Readiness Skills.

Initiatives:

1. Free public training for pre-school providers.
2. Develop and provide educational training videos and manipulatives to community partners.

Metrics:

1. Percentage of Kindergarten students who are rated as "Ready" based on a Kindergarten Screener.

## Internal Processes Excellence

Goal 6: Design/redesign internal systematic approaches to ensure efficient, effective, and economical internal operational processes.

Objective 6.1: All principals will demonstrate progress toward receiving an overall rating of “accomplished” on PPGES by the end of school year 2018.

Objective Leaders: Superintendent, PGES Coordinator, HR Director, Liaison

Strategies:

1. Increase or maintain school leadership proficiency of the accomplished or exemplary level.

Initiatives:

1. Review KY Tell results and VAL Ed results with district leadership focusing on weak areas.

Metrics:

1. Increase in VAL Ed and KY Tell Survey Results.

## Internal Processes Excellence

Goal 6: Design/redesign internal systematic approaches to ensure efficient, effective, and economical internal operational processes.

Objective 6.2: Design and deploy an annual strategic and action planning process resulting in a four year rolling plan by end of school year 2016.

Objective Leaders: Superintendent, Strategic Plan Team, Policy Director, Board

### Strategies:

1. Synergizing all district resources for the common goal of ensuring performance processes are focused on producing well rounded college/career ready students.

### Initiatives:

1. Establish and formalize Strategic Planning Team.
2. Set calendar to provide for annual review and update of plan, communications to stakeholders, and metrics analysis.

### Metrics:

1. Board minutes of approval of adopted/updated plan.
2. Administration meeting minutes.

## Internal Processes Excellence

Goal 6: Design/redesign internal systematic approaches to ensure efficient, effective, and economical internal operational processes.

Objective 6.3: Develop and implement departmental surveys to obtain baseline scores by 2017.

Objective Leaders: Superintendent, Program Coordinators, Strategic Plan Team

### Strategies:

1. Survey and analyze data from all stakeholders in all areas of school operations for the purpose of grants, improvements, and efficiencies in performance and process management.

### Initiatives:

1. Establish responsible policies/teams.
2. Develop surveys.
3. Administrative surveys.
4. Review/analyze data.

### Metrics:

1. Survey data
2. Implementation, modifications, and adjustments.



## Internal Processes Excellence

Goal 6: Design/redesign internal systematic approaches to ensure efficient, effective, and economical internal operational processes.

Objective 6.4: Improve satisfaction rating on baseline data for each department by 5% annually.

Objective Leaders: Superintendent, Program Coordinators, Strategic Plan Team

### Strategies:

1. Survey and analyze data from all stakeholders in all areas of school operations for the purpose of grants, improvements, and efficiencies in performance and process management.

### Initiatives:

1. Use identified weaknesses from 6.3 to implement process/performance modifications.
2. Future surveys.

### Metrics:

1. Comparison of future surveys to previous year data.

## Internal Processes Excellence

Goal 6: Design/redesign internal systematic approaches to ensure efficient, effective, and economical internal operational processes.

Objective 6.5: Achieve District Accreditation by 2020.

Objective Leaders: Superintendent, Instructional Supervisors, Principal, Board

Strategies:

1. Survey and analyze data from all stakeholders in all areas of school operations for the purpose of grants, improvements, and efficiencies in performance and process management.

Initiatives:

1. Establish planning team.
2. Identify accrediting agencies and qualifications.
3. Present information to the Board of Education.
4. Determine or pursuit of accrediting agencies.

Metrics:

- 1.