
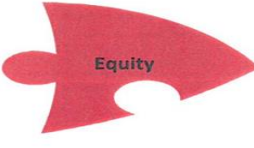




BELIEFS	GOALS ~ ACTION STEPS ~ MEASURES				
<p>LEADERSHIP....WE BELIEVE leadership is collaborative action that empowers stakeholders to promote improvement.</p> 	<p style="text-align: center;">FUTURE-READY STORY</p> <p>GOAL: We will utilize traditional, live, and digital media platforms and branding to engage stakeholders and reclaim and advance our story. (Reclaim and advance our story)</p> <p>ACTION: To do this we will....</p> <ul style="list-style-type: none"> ▪ Develop a consistent brand through story concepts, themes, media platforms, and visual aesthetic design ▪ Design communication plans which inform stakeholders of changes which support the District's future-ready vision ▪ Utilize various media platforms to showcase successful implementation of future-ready initiatives ▪ Design and implement a plan which empowers staff to use communication platforms to showcase positive stories ▪ Implement procedures to strategically, consistently, and timely communicate with stakeholders. ▪ Implement procedures to proactively and timely communicate with stakeholders regarding urgent issues ▪ Improve accessibility and transparency of information to internal and external stakeholders via the website and other media platforms ▪ Implement strategies to influence the content and timing of stories presented by traditional media ▪ Develop and execute a plan to redesign the CRCSD website ▪ Ensure ADA compliant access to CRCSD digital media <p>MEASURES: Success will be measured by....</p> <p>2017-2018:</p> <ul style="list-style-type: none"> ▪ High Reliability Schools Level 1 Safe and Collaborative Culture Assessment baseline ▪ Employee engagement survey results for specific questions in the Shared Values driver (current baseline: 89% agree they are familiar with the mission/vision, 78% agree they know how to support the mission/vision) ▪ Increase number of official CRCSD social media pages from 18 to 32 (Facebook), 18 to 32 (Twitter), 1 to 32 (Instagram). ▪ Increase number of followers from 3,505 to 4,000 (Facebook), 4,257 to 4,800 (Twitter), 23 to 100 (Instagram). ▪ Increase number of positive events and stories intentionally presented to external audiences. <p>2018-2019 and beyond:</p> <ul style="list-style-type: none"> ▪ Complete website re-design ▪ Develop a measure for our brand recognition ▪ Feedback on Employee Engagement Survey in relation to internal communication 	<p style="text-align: center;">FUTURE-READY WORKFORCE</p> <p>GOAL: We will align workforce and workforce programs around vision & goals and build a high performance culture. (Build a highly engaged workforce)</p> <p>ACTION: To do this we will....</p> <ul style="list-style-type: none"> ▪ Define and operationalize employee engagement and develop a plan to drive higher levels of engagement ▪ Develop and implement a diverse hiring strategy ▪ Develop cultural norms and behavior expectations aligned to vision ▪ Develop leadership capacity (autonomy and accountability) ▪ Develop a workforce system that drives high levels of performance, engagement, and student outcomes (hire, evaluate, reward, develop) ▪ Create an internal talent pipeline for future employment <p>MEASURES: Success will be measured by....</p> <p>2017-2018:</p> <ul style="list-style-type: none"> ▪ Increase participation in employee engagement survey ▪ Completed plans for increased diversity in the workforce and internal talent pipeline ▪ 100% of School and District Leaders will demonstrate growth on the Marzano School and District Leader Professional Growth Continuum ▪ Number of listening sessions held and number of attendees <p>2018-2019 and beyond:</p> <ul style="list-style-type: none"> ▪ 100% of Teachers will have attended the Marzano Institute training ▪ Cultural norms and behavior expectations defined ▪ Increase diversity of workforce – current baseline – 4% ▪ Increase employee attendance ▪ Internal candidates identified for future employment ▪ Employee engagement has increased 	<p style="text-align: center;">FUTURE-READY LEARNING</p> <p>GOAL: We will define, align and operationalize future ready outcomes and measures.</p> <ul style="list-style-type: none"> ▪ (Future ready learning and measures) <p>ACTION: To do this we will....</p> <ul style="list-style-type: none"> ▪ Engage stakeholder groups to provide input into defining community and workforce ready competencies and skills ▪ Synthesize data gathered from stakeholder groups to identify future-ready outcomes for all students (SIAC recommend to Board) ▪ Identify future-ready content outcomes for all students at strategic transition points ▪ Communicate and operationalize the framework for delivering on the future-ready and content outcomes ▪ Design and provide curriculum and professional learning on the integration of future-ready competencies ▪ Develop a data system for data collection, organization and analysis ▪ Identify and track measures for student outcomes on future-ready competencies ▪ Ensure students have access to multiple pathways for post-secondary success ▪ Integrate the Kuder career planning tools into the existing instructional program ▪ Develop a technology plan focused on personalized learning in a digitally rich environment <p>MEASURES: Success will be measured by....</p> <p>2017-2018:</p> <ul style="list-style-type: none"> ▪ Development of the profile of a graduate (workforce/community future-ready competencies) with rubrics, scales, and evidences ▪ Student proficiency and growth rates by sub-group on District assessment (baseline) ▪ Staff, schools, and District have access to student data through a common system ▪ Increase opportunity and participation in post-secondary pathways ▪ All 8-12 grade students have an individualized Career and Academic Plan (ICAP) ▪ Robust board approved technology plan <p>2018-2019 and beyond:</p> <ul style="list-style-type: none"> ▪ Student achievement toward the profile of a graduate ▪ Number of students future-ready at strategic transition points ▪ Clearinghouse data/ post-secondary readiness student data ▪ Completion of workplace ready curriculum and integration of workplace ready competencies ▪ Implementation of rubrics to support workplace ready competencies 	<p style="text-align: center;">FUTURE-READY INTERCULTURAL MINDSET</p> <p>GOAL: We will embrace and value the diversity of all learners; students, staff and families. (Grow intercultural capacity)</p> <p>ACTION: To do this we will....</p> <ul style="list-style-type: none"> ▪ Build a quality equity and Culture/Climate Transformation team ▪ Identify our current state of intercultural awareness (IDI) ▪ Develop, resource and implement an intercultural development learning road-map ▪ Pilot integrated intercultural development practices ▪ Support growth mindset through professional learning ▪ Develop a system that assures <u>all</u> students have equity of voices, resources, opportunities, and expectations as defined by the High Reliability Schools framework <p>MEASURES: Success will be measured by....</p> <p>2017-2018:</p> <ul style="list-style-type: none"> ▪ Identified groups will have completed IDI assessment and individuals will have received their results ▪ Pilot Schools will have completed their learning roadmaps ▪ At least 50% of Support Staff will have participated in intercultural mindset training ▪ Student proficiency and growth rates by sub-group on District assessment (baseline) ▪ Decrease in the disparity between student sub-groups related to social, emotional, and behavioral development <p>2018-2019 and beyond:</p> <ul style="list-style-type: none"> ▪ Engagement survey Cultural Responsiveness Dimension ▪ Student participation rates in courses and programs in which they are traditionally under-served 	<p style="text-align: center;">FUTURE-READY FACILITIES</p> <p>GOAL: We will re-imagine, re-envision, and re-invest in our facilities. (Re-imagine, Re-envision, Re-invest)</p> <p>ACTION: To do this we will....</p> <ul style="list-style-type: none"> ▪ Build Facilities Master Plan options ▪ Update Board on Facilities Master Plan options ▪ Conduct public input forums through meetings and surveys ▪ Update Board on public forums ▪ Refine Facility Master Plan options, building consensus, and finalize recommendations ▪ Update Board on refined options and recommendations ▪ Receive feedback from Board on recommendations ▪ Hold public forums to gain input and feedback on issues with recommendations ▪ Update Board on refined options and recommendations ▪ Receive feedback from Board on recommendations ▪ Hold third and final round of public forums to gain input and feedback on recommendations ▪ Finalize recommendations for Board consideration ▪ Gain approval from Board on the adoption of the Facilities Master Plan <p>MEASURES: Success will be measured by....</p> <p>2017-2018:</p> <ul style="list-style-type: none"> ▪ Well-defined , Board approved Facilities Master Plan
<p>EQUITY....WE BELIEVE equity of voices, resources, opportunities, and expectations is critical for the current and future success of every student.</p> 					
<p>INNOVATION....WE BELIEVE innovative educational experiences foster creativity, promote personalized learning, and connects students' passions to their future world.</p> 					
<p>STUDENT LEARNING.... WE BELIEVE all students deserve high quality instruction which provides academic, social, and emotional learning to prepare for a successful future.</p> 					
<p>CULTURE/CLIMATE.... WE BELIEVE all school community members are valued and thrive in a safe, diverse, engage, and growth oriented culture/climate while exhibiting respect for the well-being of self, others, and the learning environment.</p> 					
<p>STUDENT OWNERSHIPWE BELIEVE students are empowered to take ownership when they engage as partners in their learning.</p> 