

GOAL 1						
OBJECTIVE	ACTION STEPS	PERSONNEL	MONITORING PROCESS	COSTS	EVALUATION CRITERIA	COMPLETION DATE
1	Develop Elem Art Schedule	Principals; Gerardi	Weekly content selection	?	Embed in Master Schedule	Oct-16
2	Form Master Schedule committee at elementary level	Miller; Lensman	Monthly meeting minutes; OPEs growth plan goals; OTEs growth plan goals	\$1,000	Schedule Plan Recommendations for expanded programming presented to Superintendent	Apr-17
3	Identify PD Vehicle for Differentiated Instruction methods	Koennecke; Gerardi	Vendor contract specs	\$10,000	Fulfillment of contract specs	Annual review in February
4	Create a Literacy Foundation	Koennecke; Gerardi; Community Partners	Advisory Board to monitor full implementation		Increase in Pre-K readers; Increase in K-5 Reading achievement; Decrease in Intervention needs Grades 4-6	October 2016; Ongoing
5	Identify viable character education model through book study and site visits	Koennecke; Gerardi; Principals	OPES Growth Plan goals	\$500	Presentation to Superintendent and Board	Mar-17
6	Identify k-8 Math programs through research and site visits	Gerardi; Principals; Dept. Leads	OPES Growth Plan goals; OTEs Growth plan goals	\$500	Presentation to Superintendent and Board	Jan-17
7	Form a committee at GHS to study intentional expansion of college and career readiness programming	Hurst; faculty	OPES, SOAR Goals	\$4,000	Schedule Plan Recommendations for expanded programming presented to Superintendent	Mar-17
8	Implement an intentional career readiness counseling program at GMS, GHS	Hurst, Zigler, counselors, Gerardi, Koennecke	Vendor study; event planning sessions	\$16,000	Selection of counseling tool, events	Jun-17
GOAL 2						
OBJECTIVE	ACTION STEPS	PERSONNEL	MONITORING PROCESS	COSTS	EVALUATION CRITERIA	COMPLETION DATE
1	Select and launch new web site	Burley; Koennecke	Strategic Communication Plan	\$3500 annual	Hits; Community Survey response	Aug-17
2	Produce Tele-Graham Newsletter	Koennecke; DSC Staff; Principals	Strategic Communication Plan	\$15600 annual	Budget Audit Objectives	May-17
3	Hire SRO	Burley; Sheriff	Annual meeting and evaluation	\$30000 annual	Personnel Evaluation	Annual

4	Develop Strategic Communication Plan	Koennecke; Burley; Board Members	Annual Review of template		Staff survey; Community Survey; Superintendent Grid	Sep-16
5	Hire Technology Instructional Coach	Koennecke; Burley	OTES Evaluation	\$55000 annual	Principal Evaluation	Apr-17
6	Contract One Call phone system	Burley	Attendance indicators	\$2500 annual	Contract specs	Annual review in February
GOAL 3						
OBJECTIVE	ACTION STEPS	PERSONNEL	MONITORING PROCESS	COSTS	EVALUATION CRITERIA	COMPLETION DATE
1	Study change to PT conference Calendar	Koennecke; GEA	Parent attendance	\$0	Attendance to event	Aug-16
2	Create Family Night/Sport Pass theme events	Principals; AD; LF	Attendance		Culture Survey; Attendance	
3	Study creation of Supply Closets for clothing drive	Burley; Community Partners; Teacher Leader	Clothing/Supplies Volume cost associated		Volume	
4	Study changes to pre-school schedule	Koennecke; Burley; Board Members	Site Visits and research on 3 models		Koennecke Presentation to BOE	Apr-17
5	Hire Ed Support Provider for community engagement and education efforts	Koennecke; Burley	Annual Evaluation goals		Annual Evaluation	Jan-17
6	Study reduction of cost in Latch-Key programming	Koennecke; Burley	Attendance; Budget Audit		Plus/Delta audit; Community Survey	Apr-17
7	Study Homework reduction methods	Principals; AD; Teacher Leaders			Community Survey 3 levels	
8	Implement a mentoring program for students	Koennecke; Gerardi; Principals	Program Outline	\$60,000 Staff Coordinator	Program Report Annual to Superintendent	
GOAL 4						
OBJECTIVE	ACTION STEPS	PERSONNEL	MONITORING PROCESS	COSTS	EVALUATION CRITERIA	COMPLETION DATE
1	Investigate comparable benefits models through research and ESC contacts	Koennecke; Geers	Research and data collection from 3 counties and 3 similar districts outside county		Superintendent and Treasurer presentation to Board	Jan-17

2	Provide high quality professional development aligned to strategic plan	Koennecke; DSC Staff	Selection of vendors/vehicles process	\$15000 Annual	Vendor specs; Staff PD Feedback	Aug-16
3	Create a climate survey template	Principals; Koennecke	Response Data and Baseline Data		Data Collected	Apr-17
4	Provide a program of orientation and mentorship for all staff	Koennecke; Principals; Gerardi; Special Education	Event plan/Program outline		Annual attendance; Staff Climate Survey data; Increase in staff attendance; Decrease in staff attrition rate	
GOAL 5						
OBJECTIVE	ACTION STEPS	PERSONNEL	MONITORING PROCESS	COSTS	EVALUATION CRITERIA	COMPLETION DATE
1	Identify Budget wants/needs through district inventory worksheets	Staff	Worksheet data collection		DSC Staff alignment grid with strategic plan; Principals and Directors present to DSC; Superintendent, Treasurer present to BOE	Feb-17
2	Communicate current financial picture in comparison to other districts to staff and community	Koennecke; Geers; Burley; BOE Members	Points of contact grid		Community data	Oct-16
3	Seek new/alternative revenue sources through grant exploration, vendor presentations ,and hiring of Grant Writer	Koennecke; Geers; Burley; DSC Staff	Vendor selection criteria; Grant application volume		Vendor contracts; Grant Status; Budgetary Savings comps	Jan-17
4	Survey and educate the community on district financial picture	Koennecke; Geers; Burley; DSC Staff	Points of contact grid		Community Data	Oct-16
5	Request additional funds with Levy	Board of Education; DSC Staff; All Staff	Campaign Outline		Passage Rate	2017
6	Implement a Levy Campaign	Koennecke; Geers; BOE	Campaign Outline		Passage Rate	Oct-16
7	Re-Evaluate current expenses and vendor contracts	Koennecke; Geers; Directors	Budget Audit Tool		Alignment to strategic plan	Feb-17