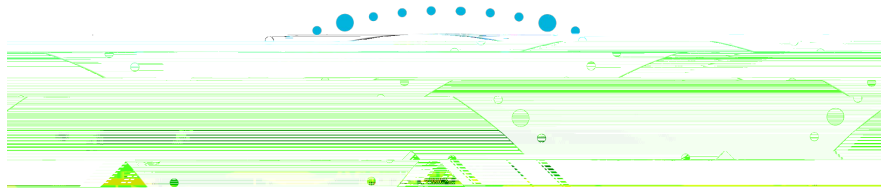


Guiding Principles

MISSION

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STRATEGY

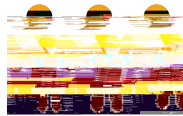
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PILLARS OF EXCELLENCE



Academic Excellence

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People Excellence

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Operational Excellence

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Engagement Excellence

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Strategic Plan Overview

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Goals

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Improved Early Literacy in Grades K-2	Improved Literacy Skills in Grades 3-8	Strengthened Mathematics Performance	Post-Grad Readiness
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Guardrails

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V @ ^ • ^ Áæ! ^ Á } [cÁ [~ c] ~ c • È ä ~ c Á , æ ^ • Á [- Á à ^ ä } * Áæc Á Ö @ æ! | [cc ^ È T ^ & \ | ^ } à ~ ! * Á Ü & @ [|] • È

Equity over Equality	Safety & Security	Attending to the Whole Child	High Quality Teachers
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Pillars of Excellence

Academic Excellence Ò { } [, ^ ! Áæ & æ ä ^ { ä & • ~ & ^ • • Á Á	People Excellence Ò } æ ä ^ Áæ ä c @ ! ä ç ä } * , [\ - [& ^ Á Á	Operational Excellence Ö ^ ä ç ^ ! Á ^ ~ ä & ä ^ } c [] ^ ! æ c ä [] • Á	Engagement Excellence Ø [! * ^ Á • c! [] * Á & [{ { ~ } ä c ^] æ! c } ^ ! • @ ä] • Á
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People Excellence



Pillar: People Excellence

Improving the employee experience inclusive of enhancing recruiting, retention, and training opportunities.

<p>PRIORITY Pe2:</p>	<p>Develop the workforce with high-quality, rigorous professional learning that is competency-based.</p>
<p>STRATEGY Pe 2.005: Develop and implement a succession planning process for the district that includes talent planning.</p>	
<p>Wildly Important Goal</p>	<p>Q}&!^æ•^Ác@^Áã•c!ã~cá [}Á [-ÁæÁ}^^á•Áæ••^•• { ^}cÁ•~!ç^Á-! [{ Á€ÃÁ c [ÁF€€ÃÁ [-Áã•c!ã&cÁá^] æ!c { ^}c•Áà^ÁR~ }^ÁG€G ÍÈÁ</p>
<p>Key Levers</p>	<p>CE••^••Á&~!!^}cÁ•cæc^Á [-Á^ {] [^^^Á•~&&^••ã [}Á] æ} }ã} *Áà^Á •~!ç^ã} *Áã•c!ã&cÁá^] æ!c { ^}c•Á Qá^}cã~^Á&~!!^}cÁ^ {] [^^^Ác!æã}ã} *Áæ} áÁá^ç^ [[] { ^}cÁ æ!ã* } { ^}cÁc [Áá^] æ!c { ^}cÁ}^^á•Á- [!Á [] * [ã} *Ácæ ^}cÁ] æ} }ã} *</p>
<p>Performance Measure(s)</p>	<p>P~ { à^!Á [-ÁÖ^] æ!c { ^}c•Á!^&^ãçã} *ÁæÁ•~!ç^</p>
<p>Collaborating Departments</p>	<p>Ô [{ { ~}ã&æcá [] • Ü^&!~ác { ^}cÉÁÜ^c^}cá []Áæ} áÁVæ ^}cÁÖ^ç^ [[] { ^}c V^&@} [[] * ^</p>

Pillar: People Excellence

Improving the employee experience inclusive of enhancing recruiting, retention, and training opportunities.

Department	Benefits and Risk Management
WIG(s)	<p>Q { } [] [ç ^ Á æ } á Á æ ä * } Á à ^ } ^ - ä c • Á æ } á Á í ä • \ Á { æ } æ * ^ { ^ } c Á] ; [& ^ • • ^ • Á æ } á Á] ; [& ^ á ~ ! ^ • Á , @ ä ^ Á { æ á } c æ ä } ä } * Á } [c ä - ä & æ c ä [] • Á , ä c @ ä } Á H Á c [Á í Á à ~ • ä } ^ • • Á ä æ ^ • Á - [! Á \ ^ Á] ; [& ^ • • ^ • Á ! ^ æ c ^ á Á c [Á { [á ^ !] ä : æ c ä [] Á à ^ Á R ~ } ^ Á G € G í É Á</p>
Performance Measure(s)	<p>T [] ä c [í ä } * Á ^ æ ç ^ Á [- Á æ à • ^ } & ^ Á } [c ä - ä & æ c ä [] •</p>

2024-25 Department Plans Index

Department	Human Resources Information Systems
WIG(s)	Ú!^]æ!^ÁF€€ÃÁ[-Á&~!;!^}cÁPÜQÜÁ•^•c^ { •Á- [!Á { [á^! } ä : æcä [} Ác!æ } •äcä [} Àà^ÁR~ } ^ÁG€GÍÉÁÁ
Performance Measure(s)	V!æ&\ä} *Á} ~ { à^!Á[-Á•^•c^ { •Áæ ä* } ^ä
Department	Licensure
WIG(s)	Ü^ä~&^ÁF€€ÃÁ[-Á ä&^} •~!^Áæ~ääcÁ^ø&^]cä [} •Ác [Á€ÃÁà^ÁR~ } ^ÁG€GÍÉÁ
Performance Measure(s)	PÔÖÚQÁŠi&^} •~!^Áæ} äÁÜæ æi^ÁÜ^] [!c
Department	Substitutes
WIG(s)	Q}&!^æ•^Ác@^Á} ~ { à^!Á[-Á•&@ [[!•Á , äc@ÁæÁï€ÃÁ [!Á@a* @^!Á•~à•cäc~c^Á-ä Á!æc^Á-! [{ ÁJFÁc [Á F€€Áà^ÁR~ } ^ÁG€GÍÉÁ
Performance Measure(s)	T []c@ ^Á-ä Á!æc^Á!^] [!c•Áà^Á•&@ [[!Á