

Strategic Leadership Plan



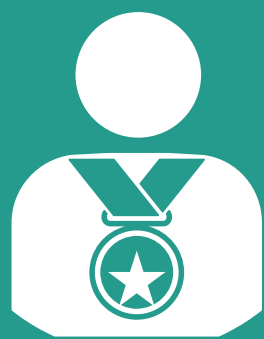
Personalized Learning

- **Demonstrate & Defend Competencies**
- **Demand & Guarantee Equity for All**
- **Prepare & Equip World-Class Students**



Talent Development

- **Attract & Hire World-Class People**
- **Train and Retain World-Class Employees**



Culture of Excellence

- **Serve & Support with Joy**
- **Perform & Produce with Precision**
- **Accomplish & Celebrate with Confidence**



2018-2019

- Phase I rollout of Digital Data Dashboard
- Provide embedded performance assessments
- Create initial competencies to reflect Profile of a Graduate
- Begin Defense of Learning for seniors to demonstrate competency of the Profile of a Graduate (PoG)
- Pilot K-12 Personal Learning Plans (PLP) in Digital Data Dashboard
- Establish district advisory policy and pilot K-12 along with PLP pilot
- Design instruction and learning structures that align to each student's PLP
- Add elementary school options for virtual learning
- Increase capacity of Big Picture Learning Academy (BPLA) to serve 120 students
- Offer dual credit on multiple campuses
- Revise and publish digital curriculum (Science)
- Establish district and SBDM policy to ensure a scheduling philosophy to support personalized and project-based learning
- Create a competency-based education (CBE) student transition plan
- Design Advanced Manufacturing (AM) Center at our college campus
- Create a P12 systemic plan from career exploration to work-based learning placement; Provide industry partnerships in each of the identified KY career pathways, including arts
- Cultivate social/emotional development through Positive Behavior Interventions & Supports (PBIS). Attain silver level status.
- Train and Implement teachers in Positive Behavioral Intervention Supports (PBIS) to promote Social/Emotional development. Attain Silver level status.
- Provide feedback to students to encourage high quality performance in all instructional activities

- Provide dispositional hiring training updates annually
- Connect with colleges, universities and placement agencies
- Research and design a competency-based professional learning plan to support personalized learning (micro-credentialing)
- Hire early based on historical trends in critical shortage areas
- Research and create paths for educators from non-traditional backgrounds
- Train teachers on measuring competency through performance assessment
- Train teachers on creating PLPs using Digital Data Dashboard
- Create on-boarding system for certified and classified employees
- Provide cultural responsiveness training for administration
- Establish plan that progresses teacher demographic toward that of student demographic
- Provide professional learning for teachers based upon research-based instructional practices aligned with nationally recommended expectations for mastery

- Develop and promote district-wide marketing plan to market Shelby County Public Schools students and staff
- Research, select a customer service model and pilot with Central Office staff
- Create stakeholder advisory groups at district level that meet quarterly
- Research & select resource optimization efficiency system
- Research, select & train for human resources (HR) data management system to increase efficiency
- Create systems for recognition (employees, parents, Friends of SCPS) and establish initial sponsorships
- Strategically plan for growth of Education Foundation
- Strategically plan to establish Alumni Association
- Design system to embed Work Ethic Certification planning tool in the PLP

2019 - 2020

- Phase II rollout of Digital Data Dashboard
- Provide embedded performance assessments
- Revise and add competencies for all students to reflect POG
- Expand Defense of Learning for seniors to demonstrate competency of PoG
- Create PLP's with all students
- Establish SBDM Advisory Policy for all schools
- Design instruction and learning structures that align to each student's PLP
- Increase capacity of virtual learning to serve 200 students
- Increase capacity of BPLA to serve 150 students
- Offer dual credit on multiple campuses
- Revise and publish digital curriculum (Social Studies)
- Enact district-wide flexible scheduling at all schools to support personalized and project-based learning
- Pilot CBE student transition plan at intermediate level
- Construct and occupy A.M. Center with 1st cohort of 20 students
- Expand to include multiple industry partners in each pathway
- Implement PBIS practices at all schools to promote Social/Emotional development. Attain Gold level status.
- Provide multiple opportunities for students to demonstrate mastery of learning by using teacher feedback

- Expand dispositional hiring training to SBDM and Operations Supervisors
- Increase regional recruiting visits to college campuses and classrooms
- Pilot a competency-based professional learning plan to support personalized learning (micro-credentialing) beginning with certified staff
- Recruit and hire early based on historical trends in critical shortage areas
- Identify and promote current non-traditional teachers as a recruiting strategy for other non-traditional teachers
- Embed instructional coaching in use of performance assessment
- Support teachers in expanding components of PLPs
- Implement 4 year on-boarding system for certified and classified employees
- Design and implement cultural responsiveness training system for staff
- Identify and promote minority candidates from the region for certified positions
- Provide high-quality instruction for students in all content areas based upon research-based instructional practice beginning with grade level targets and evolving to competencies

- Promote Shelby County Public Schools according to the marketing plan
- Train school-level administration on customer service model
- Create stakeholder advisory groups at school level that meet quarterly
- Conduct audit, establish baseline, identify improvement opportunities
- Implement HR data management system
- Establish additional sponsorships to provide additional recognitions
- Establish calendar of fundraising events for Education Foundation
- Implement system for exiting seniors to join Alumni Association
- Include Work Ethic Certification plan in all high school PLPs

2020-2021

- Use Digital Data Dashboard ubiquitously
- Provide embedded performance assessment
- Reflect and revise competencies for all students
- Begin Defense of Learning for transition levels
- Fully implement Defense of Learning for seniors
- Share PLP ownership with students
- Increase advisory effectiveness district-wide
- Design instruction and learning structures that align to each student's PLP
- Measure effectiveness of virtual learning and refine practices
- Measure effectiveness of BPLA and refine practices
- Offer dual credit on multiple campuses
- Revise and publish digital curriculum (Math)
- Support flexible scheduling at all schools to support personalized and project-based learning
- Expand pilot of CBE student transition plan at middle and high levels
- Add Advanced Manufacturing cohort II - 20 students
- Enhance system to provide career exploration partnerships at middle and elementary
- Measure PBIS effectiveness and refine practices to sustain Gold level status
- Expect excellence in all student products and performances

- Provide dispositional hiring training updates annually
- Host cohort groups at regional aspiring educators conference
- Expand a competency-based professional learning plan through micro-credentialing to support personalized learning among classified employees
- Continue and refine early hiring practices
- Establish a university partnership to provide credit-bearing personalized learning and mentorship for non-traditional teachers
- Train teachers in creation and presentation of Defenses of Learning
- Support teachers in curriculum design aligned to PLPs
- Measure successful retention of individuals advancing through on-boarding system
- Measure effectiveness of cultural responsiveness training in PBIS data and annual student satisfaction surveys
- Expand recruitment practices to national level as teacher demographic diversity increases
- Expect excellent instruction in all content areas in all schools as we support the shift to competency-based education

- Promote Shelby County Public Schools according to the marketing plan
- Ensure system-wide training on Customer Service Model
- Assess the impact and refine the role of stakeholder advisory groups
- Train & implement resource optimization practices identified in audit
- Monitor usage of HR data management system
- Orchestrate an annual community celebration/recognition event
- Increase fundraising effectiveness
- Provide systems for alumni communication
- Support Work Ethic Certification plan in all high school PLPs through advisory

2021-2022

- All staff, students and parents use Digital Data Dashboard efficiently
- Provide embedded performance assessment
- Reflect and revise on competencies for all students
- Continue Defense of Learning for transition levels
- Sustain Defense of Learning for seniors
- Shift ownership of PLP to students
- Sustain advisory structure to support implementation of PLPs
- Design instruction and learning structures that align to each student's PLP
- Measure effectiveness of virtual learning and refine practices
- Measure effectiveness of BPLA and refine practices
- Offer dual credit on multiple campuses
- Revise and publish digital curriculum (ELA)
- Support district-wide flexible scheduling at all schools to support personalized and project-based learning
- Implement CBE student transition plan district-wide
- Add AM cohort III - 20 students / Graduate cohort I
- Ensure implementation (K-12) work readiness system from career exploration to work-based learning through the PLP
- Measure PBIS effectiveness and refine practices to sustain Gold level status
- Expect excellence in all student products and performances

- Provide dispositional hiring training updates annually
- Double the attendance at the regional aspiring educators conference
- Monitor competency-based professional learning plan to support personalized learning through micro-credentialing with all employee groups
- Continue and refine early hiring practices
- Enhance the university partnership to increase successful degree attainment for non-traditional teachers
- Embed instructional coaching to support Defenses of Learning
- Make informed tenure decisions based on success in on-boarding system
- Measure effectiveness of cultural responsiveness training in PBIS data and annual student satisfaction surveys
- Teacher demographic data progresses toward that of the student demographic data
- Expect excellent instruction in all content areas in all schools

- Promote Shelby County Public Schools according to the marketing plan
- Monitor and Improve Customer Service Model implementation
- Assess the impact and refine the role of stakeholder advisory groups
- Monitor usage of resource optimization system
- Monitor usage of HR data management system
- Orchestrate an annual community celebration/recognition event
- Reach the \$50,000 investment goal to begin annual scholarship disbursements
- Recognize alumni for contributing to student life
- Recognize Work Ethic development across the entire high school career as a criteria for awarding of a diploma