

## School District of Collier County Strategic Plan Overview

**Where We Are Going:** All students will complete school prepared for ongoing learning as well as community and global responsibilities.

**How We Get There:** By providing exceptional educational opportunities that motivate and engage each student.

### Communications

**Goal:** To provide clear, timely information and tools that keep the community informed, and engage them in the District's mission.

**Objectives:**

- Engage our diverse community by building strategic partnerships and platforms for communication.
- Provide communication support to assist individual schools in communicating with the district, other schools, parents, students, staff, businesses, and the media.
- Leverage district resources to enhance two-way communication between the district, schools, parents, and the community.

### Community Partnerships

**Goal:** To nurture and engage an active community of families, organizations and volunteers who will work with the district to help all students succeed.

**Objectives:**

- Increase community understanding and buy-in of district needs, goals and priorities.
- Increase community support of initiatives to meet district needs, goals and priorities.
- Ensure that all schools have the needed level of community support to help all students succeed.
- Create partnerships that will help overcome cultural, language and other barriers in this diverse community.

### Family/Parent Involvement

**Goal:** To collaborate with families as full partners in the learning and development of their children.

**Objectives:**

- Build a positive school connection with families and parents that overcomes cultural and language barriers.
- Involve families and parents in student learning.
- Create a school calendar that increases student achievement and development and family involvement.

### Governance

**Goal:** To develop an effective governance model that will help build a collaborative relationship that inspires trust between the school board and superintendent and empowers all parties to work toward shared goals.

**Objectives:**

- Establish and implement a governance model to guide school board members and the superintendent in their work to achieve the district vision.
- Ensure understanding by all stakeholders – internal & external – of the adopted governance model and build community support for the model.

## Human Capital

**Goal:** To ensure that each employee is dedicated, collaborative and builds and participates in an inclusive learning community that supports student development and achievement.

### Objectives:

- Recruit effective, highly qualified employees.
- Train and support effective, highly qualified employees.
- Retain effective, highly qualified employees.
- Ensure equitable distribution of effective, highly qualified employees.
- Build leadership qualities and capacity for employees across the district.
- Develop an evaluation system that is used consistently across the district to support continuous improvement of all employees and improve student achievement and development.
- Revise the current compensation system to reflect emerging state and national trends linking compensation system to employee evaluation and when appropriate, student performance.

## Operations

**Goal:** To provide the environment and prioritize resources and tools to best support learning as financially feasible.

### Objectives:

- Improve reporting to increase staff, family and community access to information about operations.
- Continue, expand and enhance the Consolidated Planning process.
- Review the system for acquisition, distribution and use of instructional materials and equipment to assure that it is tied to assessment of student and school needs and revise as necessary.

## Quality Learning Experiences

**Goal:** To provide a safe, caring, rigorous learning environment, for a diverse student body, that offers multiple opportunities for success and supports student achievement and development.

### Objectives:

- Create and maintain a safe, caring learning environment with minimal disruptions where all students have a sense of belonging, and are respected and accepted by teachers, peers and the community.
- Create and maintain a teacher-guided instructional program focused on advancement through the levels of Bloom's Taxonomy and the interactive engagement of students with teachers, peers and resources.
- Ensure all students are immersed in data-driven, evidence-based curricular programs that provide diverse learning experiences and multiple opportunities to master the Florida educational standards.

## Student, Adult and System Performance

**Goal:** To enhance the current accountability system so that it supports and enables all stakeholders to use evidence/data for decision-making.

### Objectives:

- Interconnect the district's data systems (academic and non-academic) with a common interface and reporting tools that allow for the integration and interaction of data elements.
- Empower and assist staff to understand and use data to inform instruction and facilitate decision-making at all levels district-wide, including families and the community.
- Develop or acquire progress-monitoring assessments to enhance student achievement and development.
- Develop an accountability system for district departments to ensure that schools and classrooms are supported in their mission of student achievement and development.