

ROARING FORK SCHOOL DISTRICT		STRATEGIC INITIATIVES AND OUTCOMES 2017-18				
Strategic Pillar	Major Strategic Initiatives	Outcomes 2017-18	People Involved		Status June 1	% Completed June 5
			Primary Responsibility	Primary Actors		
Academic Excellence and Character Development	High quality instruction -- supported by coaching, professional development, and data -- to ensure that every student gains knowledge and skills to thrive.	Increase academic engagement through sustained learning experiences that involve students cognitively, emotionally and behaviorally.	Instructional Team (Holt)	Instructional Team, All Teachers and Instructional Leaders	On track	90%
	Create an intentional culture of character in which habits of a scholar flourish and all students are members of a crew.	Increase sense of belonging and equitable access to learning in our schools by building shared language and protocols to coordinate effective behavior supports.	Instructional Team/ Culture & Climate Team (Hentschel)	Leadership Team (Optional participation per school)	On track	90%
		Crew all day long: deep relationships, explicit grounding in Habits of a Scholar and the language of crew being used throughout the day in academic classes and other interactions	Crew Leadership Team (Logan)	All Schools	On track	60%
	Increase project-based, experiential learning opportunities.	Seniors will complete capstone projects for graduation.	Capstone Leadership Team (Penzel)	Capstone coordinators, PIO, Capstone Consultant, High School Administrators	On track	100%
		Increase academic engagement through sustained learning experiences that involve students cognitively, emotionally and behaviorally.	Instructional Team (Holt)	Instructional Team, All Teachers and Instructional Leaders	On track	65%
	Use technology to support strategic goals.	Use technology to increase academic engagement through sustained learning experiences that involve students cognitively, emotionally and behaviorally.	Technology Integration Facilitator (Bohmfolk)	Instructional Team, All Teachers and Instructional Leaders	On track	60
	Differentiate supports for all students	Increase and align mental health services and resources through improved internal coordination and enhanced external partnerships.	Superintendent, Director of Family/Community Engagement, Director of Special Education (Fedishen)	Mental Health Team, External Partners	On track	50%
	Recruit the best teachers and leaders.	Improve recruitment efforts so that all positions are filled with high quality and diverse candidates.	Director of HR (Jost)	HR department	On track	75%

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Talent Development	Develop and support strong leaders in every school and department.	Engage Building Leadership Teams in school-level strategic planning process that aligns with district mission and priorities	CAO, Superintendent (Holt)	Leadership Team	Completed	100%	
		Improve selection process for leaders	Director of HR (Jost)	HR, Superintendent and CAO	On track	80%	
		All staff members consider themselves to be part of a crew; build trust among staff through engagement, appreciation, listening, and visibility.	Superintendent, Executive Team (Stein)	Leadership Team, All Staff	On track	80%	
Strategic Use of Resources	Optimize budget to increase staff compensation and provide for other strategic initiatives and priorities.	Evaluate and develop creative solutions to increase teacher compensation.	Director of HR, CFO (Pelland)	Director of HR, CFO and Superintendent	Off track	20%	
		Develop competitive and equitable compensation strategies for school and department leaders.	Director of HR, CFO (Pelland)	Director of HR, CFO and Superintendent	Off track	35%	
		Develop competitive and equitable compensation strategies for classified staff.	Director of HR, CFO (Pelland)	Director of HR, CFO, COO	Completed	90%	
	Ensure that operations and facilities contribute to a positive learning environment.	Classroom and school environment as "third teacher": Use design to transform teaching and learning	Superintendent, CAO (Hazelton)	Optional participation per school	Completed	100%	
		Begin to develop a plan that will promote and assist a transition to home ownership for staff assigned to rental housing.	COO, CFO (Gatlin)	COO, CFO, Property Management Company	Started	10%	
		Complete construction of all bond-funded projects.	COO, CFO (Gatlin)	Executive Team, NV5, All Schools	On track	90%	
		Manage the disruption due to the Grand Avenue Bridge Construction	COO, Director of Transportation, PIO, Superintendent (Gatlin)	Executive Team, Leadership Team, All Departments and Schools	Completed	100%	
		Amend facilities use policy and practices to maximize use of facilities as district and community resources.	COO (Gatlin)	COO, Stein, Davlyn, Community Partners	On track	80%	
Work with the Board of Cooperative Educational Services (BOCES) during their restructuring to ensure that we provide the comprehensive educational services students most need.	Work with BOCES through their restructuring to ensure that we provide the educational services students most need, avoid duplication, and strategically utilize district resources.	BOCES Board Liaison, Superintendent, Director of Special Education (Stein)	Board of Education, CFO	Off track	20%		
Community Partnership	All children will have access to early childhood education and full-day kindergarten.	Board of Education engage in a public information campaign in partnership with other community leaders and organizations to educate the public about the merits of early childhood education.	Board of Education, Superintendent (Stein)	Board of Education, Superintendent	On track	51%	
	Develop a plan and infrastructure for community engagement and partnership.	Formalize partnerships with strong community organizations to provide services and resources to students and families.	Director of Family and Community Engagement (Lindsay)	COO, Senior Project Manager	On track	50% [1]	
		Develop plan for the Carbondale Creative District that entails programmatic opportunities for all schools in Carbondale.	Chief Academic Officer, Carbondale school leaders (Holt)	Carbondale school administrators and teachers	Off track	20%	
	Create reciprocal and responsive modes and methods of family engagement that foster enhanced communications, welcoming school environments, and family support.	Use standards of family and community engagement and family surveys to determine areas of need for family and community engagement and develop a plan for family and community engagement.	Director of Family and Community Engagement (Lindsay)	Senior Project Manager, PIO, Superintendent, Leadership Team	On track	80%	
		Finalize and implement clear and consistent protocols and channels for communicating with staff, families, and community members	PIO (Been)	Senior Project Manager, Superintendent, School Communications Reps, Tech Support	On track	80%	
		Develop ongoing strategies for creating effective two-way communication with parents and their community.	Director of Family and Community Engagement and PIO (Been)	Superintendent, Senior Project Manager	On track	70%	

[1] 30%