

Goal #1

Implement a 100-day plan that is designed to solicit feedback from stakeholders and provide qualitative data. This data can and may be used to develop opportunities for improvement.

- Implement Central Office department surveys will be used to collect data to develop a plan for improvement. The central office survey is designed to gather information on how well each department is supporting schools. The goal is to have a grade point average (GPA) of 3.5 out of a 4.0. Initial results will be used for baseline documentation and to help develop an improvement plan. Some data may necessitate immediate improvement actions.
- Schedule school visits to collect data on opportunities for improvement and to celebrate what is working well. Use these three questions to drive data collection: 1. What are the barriers to improvement? 2. What are we doing well? 3. What do we need to address quickly to help improve the system?
- Meet with each board member and get their thoughts on the direction of the system and what we need to address sooner than later.
- Meet with key external stakeholders: Iredell County Commissioners, Our Schools First, Democratic leaders, Republican leaders, Legislators, NAACP, Mayors, City Council, Sheriff, faith-based organizations, and police departments to gather their concerns and what we are doing well—if data suggests, establish a task force for specific issues that need input from multiple views.
- Collect data and discuss in closed session to help the board and superintendent see where opportunities lie and barriers exist. We will develop a plan of improvement from this feedback with each department leader.
- Establish a timeline (January-February) for all data and reports. This will be an ongoing process, and we will share data as we conclude in each area. The team will be comprised of Dr. James, Dr. Nutting, Kelly Cooper, Laura Elliott, David Edwards, and Jon Ribbeck for collecting and affinitizing data. Dr. James and Kelly McCarraher will use the data to develop presentations for the board.
- Dr. Nutting will lead the community forums to be held at each high school to collect community perceptions. Dr. James will work with Dr. Nutting to develop the process.
- Complete year one with an ongoing task force as needed.

Goal #2

Develop a budget committee or task force with crucial leaders: Melissa Wike, General Mallory, Beth Jones, Melissa Neader, Dr. James, and at least one or two interested board members.

- Work with Melissa Wike to develop an in-depth organizational chart with complete funding by source and total dollar amount. Once finished, the board and superintendent will look where there may be savings and discuss any reorganization plans if warranted.
- The budget committee will work to address a consistent formula for funding general expense versus capital while also developing ways to improve the certified and classified supplement. The team will use Dr. Lesane to collect data from comparable size and surrounding districts. We will look at district local salary schedules that have been developed and analyze their pros and cons. The group will look at a more sustainable way to give stipends, i.e., longevity, bonuses, or any other idea that is in the education arena. Dr. Lesane and Dr. James will explore these stipends with other districts and report the pros and cons of each to the board.
- Look at allotment formula and involve multiple stakeholders to work with Dr. Lesane, Todd Williams, and high school and middle school principals in the process for CTE and core class sizes.
- Dr. James will work with Dr. Lesane to further refine the principal pay rubric. The hopes are to further enhance the pay for performance pieces and eliminating any areas of subjectivity. However, leaving the board and superintendent the ability to discuss and approve any additional dollars in a hard to staff school or pay to improve a consistently underperforming one. Again, a joint decision by the board and superintendent.
- Complete year one.

Goal #3

Continue an overall facilities plan that looks at continued cost savings and building consolidation where possible and probable.

- Look at ways to consolidate current buildings into one site, if possible. Develop a cost-savings model to present to the board and commissioners.
- Develop a Vision, Mission, and strategic goals for CTE in Iredell-Statesville Schools. Look at 5 to 10-year plans and use STAR report data to help develop programs for the future based on trend data. Develop CTE courses at the middle school that help provide pathways to certification or completion. Taskforce to

consist of two board members, Dr. Tim Brewer, Larry Rogers, Todd Williams, Dr. James, General Mallory, Scotty Brown or another commissioner, two high school principals, and one early college principal. Develop a comprehensive plan from elementary through college.

- Look for local options to expand opportunities at middle schools and see if we need to offer additional introduction pathways to create interest in CTE as students move up. Short interest camps during the summer to encourage more involvement in CTE.

Goal #4

Look at current plans in place and collect information to determine any opportunities for change or improvement with current curricular offerings. Include looking at additional programs like Montessori at any vacant site.

- Develop a presentation and host community forums to gauge interest in particular programs. Find out what the community and staff will support. Dr. Nutting, Kelly Cooper, and Jon Ribbeck will work on this.
- Once complete, report out to the board to make decisions on adding or moving any programs.

Goal #5

Develop a systematic discipline process that provides a unified approach across the county.

- Introduce Educators Handbook, a software-based reporting system that ties into the MTSS behavioral component.
- Dr. Nutting, Kelly Cooper, Kelly Marcy, Richard Armstrong, and Jon Ribbeck will put a team together to review processes.
- Train assistant principals and principals on the 16 reportable offenses and ensure they understand the legalities and how to report crimes accurately.
- Share a leadership guide to discipline documents. Adapt it to I-SS.
- Make sure SROs are included in the training.

Goal #6

Project Full-Court Press. Develop a balanced scorecard with each school. The scorecard will be part of the principal evaluation under Mirco-political. Each school will submit weekly a tweet from Twitter, a Facebook post, and a newspaper story once per month, highlighting the great things going on in the school.

- Dr. Nutting will be the team lead to develop this and train schools on how to implement it. She will monitor the scorecard rating at each site monthly and

work with those having trouble posting. She can use Eury Consultants to help start the process.

- Dr. Nutting will manage the scorecard to keep the superintendent and staff informed of events and where schools are having issues with implementation.
- Dr. Nutting will work with Larry Rogers and Todd Williams to set up a weekly podcast with the superintendent. The superintendent will host guest interviews each week.
- Dr. Nutting will work with Larry Rogers and Todd Williams to develop promotional videos and a marketing plan to get I-SS on their public access channel or by partnering with Mitchell Community College to develop a joint channel.
- Dr. Nutting and Jada Jonas will work with each school to ensure all events link back to I-SS main web page.
- Develop a “Rest of the Story Column,” and process. Dr. Nutting will help determine what we need to focus on to keep ahead of any stories that may be pending.
- Develop and push out, with Dr. Nutting and Jada Jonas leading a “Breaking News” tab on our website and Facebook that allows us to post first on stories.
- Dr. Nutting will work with local radio programs to see if we can broadcast from our current studio. She will also take a lead role in helping Larry Rogers and Todd Williams build our broadcast program.