

The Volusia County School District strategic plan was developed through a collaborative process that regularly engaged community and staff members.

The process began with a comprehensive assessment of current and historical data related to student outcomes, program implementation, and district performance. This information was then coupled with stakeholder perspectives collected through a series of focus groups and interviews with the school board, district leaders, school leaders, educators, families, and community members. An all-staff survey rounded out the initial data collection to ensure multiple opportunities for input

and feedback.

Based on the strengths and opportunities identified during this initial phase, an external consultant facilitated the school board through a workshop to re-define the district's vision, mission, and core belief statements. After that, district leadership dug into the barriers and root causes of stakeholder-identified areas of opportunity and used these as a basis for articulating specific goals and strategies for the strategic plan. It is important to emphasize that the strategic plan does not represent all of the work underway in the district, but focuses instead on those areas that must be prioritized with additional focus and effort in order to achieve our mission.

The plan itself was created during the height of the

COVID-19 pandemic, drafted through a series of virtual workshops with district goal teams and input from board members. At key points throughout the plan's development, the team held focus groups with school leaders and teachers for feedback and to ensure their voices were meaningfully incorporated.

This strategic plan is the result of this several-month process that has consistently emphasized stakeholder engagement and district ownership of the plan; it is our intention that this plan is a living, breathing document that will be regularly reviewed and updated throughout implementation.

To ensure this, we will implement a series of

performance management routines to have regular conversations about progress, known as stocktakes. Stocktakes include monthly conversations between the accountable leaders of rotating goal areas and the Superintendent, as well as semi-annual summary reports to the School Board on progress to date. While this plan is the result of a months-long process, it is truly in the fidelity of implementation over the next three years where the challenges lie. VCS leadership and staff have exhibited a strong commitment to ensuring the goals, metrics and strategies in this plan are aligned with the overall mission of the district and can be regularly checked for progress or modification.