

Orange County Public Schools
2023 - 2028

Strategic Plan



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Superintendent

Beliefs

We believe...

- Every individual should be respected and valued.
- Physical and emotional safety is essential in promoting academic and personal excellence.
- Fostering an unbiased learning environment promotes critical thinking, creativity, curiosity, and a growth mindset.
- Education is a collaborative effort between students, families, and educators.
- Clear, honest, and consistent communication is key to building meaningful relationships.
- High expectations and accountability must exist among students, families, educators, and administrators.
- Everyone has a voice in the future of our community.



Parameters

We will....

- Ensure clear, honest, and consistent communication.
- Engage community partners.
- Include students in the decision-making process.
- Make educated decisions based on what is best for all students.
- Provide an education that is fair and meets the needs of each individual student.
- Not tolerate discrimination of any kind.
- Prioritize physical and emotional safety for our school community.
- Promote a culture of excellence by encouraging students and staff to reach their full potential.



The Mission

The mission of Orange County Public Schools, a unified community and premier school system, is to promote a legacy of excellence by empowering all students to maximize extraordinary opportunities through rigorous, engaging, and real-world learning experiences led by high quality educators, invested families, and supportive community partners.



FOCUS AREAS



Instructional Programming



Objective & Strategies

Instructional Programming

Objective: We will ensure that all students will graduate with the education and essential skills needed to realize their greatest potential.

Strategies:

- Develop and follow with fidelity a set of clear academic expectations at the division and school levels.
- Provide learning experiences that promote critical thinking, creativity, curiosity, and a growth mindset.



Instructional Programming

Strategy 1: Develop and follow with fidelity a set of clear academic expectations at the division and school levels.

Clear and consistent academic expectations

Specialists/interventionists

Provide parent sessions on practices that promote growth mindset

Curriculum Audit ; incorporate the 5 C's

Update classroom walk-through document

Monitor instruction for alignment

Balanced Assessment





Instructional Programming

Strategy 2: Provide learning experiences that promote critical thinking, creativity, curiosity, and a growth mindset.

Instructional materials that foster critical thinking, creativity, curiosity, and a growth mindset

Professional development that promotes the practice and use of critical thinking, creativity, curiosity, and a growth mindset

Train teachers on providing feedback that promotes a growth mindset

Provide parent sessions on practices that promote growth mindset

Evaluate current grading system and adjust to align with growth mindset


Create a lesson plan format that fosters a growth mindset

Develop PLC protocols that include the 5C's





BENEFITS

- College and career readiness
 - Data-driven markers with which to evaluate student success across disciplines
 - Long-term improvement in student behavior, morale, and teacher retention
 - Overall quality of life
 - Building independent and collaborative skills
 - Civility in the classroom
 - More stable and accessible learning environment
 - Culture and climate that fosters growth mindset
 - Students see themselves as learners and set high goals for success
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Safe Learning Environment



Objective & Strategies

Safe Learning Environment

Objective: We will ensure that all students will benefit from a safe and vibrant learning environment that promotes physical, mental, emotional, and social well-being.

Strategies:

- Develop and follow with fidelity a set of clear behavioral expectations at the division and school levels.
- Create a structure of clear communication regarding student emotional and physical well-being.
- Involve families in decisions regarding social, mental, and emotional health.



Safe Learning Environment

Strategy 1: Develop and follow with fidelity a set of clear behavioral expectations at the division and school level.

Consistency and Communication

Staff Training

Review of Discipline Data

Student Code of Conduct





Safe Learning Environment

Strategy 2: Create a structure of clear communication regarding student emotional and physical well-being.

Physical safety audits

Safety training schedules

Family engagement plans

Communication

Character education program

Student social interactions and opportunities





Safe Learning Environment

Strategy 3: Involve families in decisions regarding social, mental, and emotional health.


Communicate school and community resources

Communicate processes and provide access to interventions and resources





BENEFITS

- Improved safety in all schools
 - Clear, concise code of conduct expectations
 - Availability of processes and resources to schools and community
 - Improved communication
 - Safer and more vibrant learning environment
 - Improved student conduct
 - Improved student interaction opportunities
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Stakeholder Engagement & Support



Objective & Strategies

Stakeholder Engagement and Support

Objective: We will ensure that all students benefit from a variety of community partnerships that support their educational, career, and extracurricular pursuits.

Strategy:

- Develop a variety of community partnerships that support students' educational, career, and extracurricular pursuits.



Stakeholder Engagement & Support

Strategy: Develop a variety of community partnerships that support students' educational, career, and extracurricular pursuits.

Develop partnerships that enhance and support workforce readiness for students and provide them with the necessary skills and knowledge to succeed in the job market of the 21st Century.

K-12 career readiness plan

Local workforce skills survey

Workforce skills embedded in the
K-12 curriculum

Expand business partnerships

CTE expansion space





Stakeholder Engagement & Support

Strategy: Develop a variety of community partnerships that support students' educational, career, and extracurricular pursuits.

Strengthen and promote meaningful family partnerships, which foster collaborative relationships between families, educators, and the community to support student achievement and success.

Family Engagement Plans

School-level surveys

Communication of curriculum

Family resource centers

Volunteer opportunities





Stakeholder Engagement & Support

Strategy: Develop a variety of community partnerships that support students' educational, career, and extracurricular pursuits.

Foster collaborative partnerships that promote academic achievement, health and wellness, and community development while enhancing the reputation and impact of the school system in the local community.

Community engagement committee

Volunteer experiences for students

Parent workshops

Collaboration with community organizations and
medical professionals

Advertisement of all school events





Stakeholder Engagement & Support

Strategy: Develop a variety of community partnerships that support students' educational, career, and extracurricular pursuits.

Enhance access to extracurricular opportunities by leveraging community partnerships and funding strategies to provide diverse and enriching experiences for all students.

Facilities audit

School-level audits of student activities

Division-wide spirit days

Family awareness of community opportunities



Elementary school extracurricular activities

BENEFITS

- Increased earning power for graduates
- Students and businesses connect, increasing Orange County's ability to retain skilled individuals
- Creation of a formal document that establishes a vision and plan for family engagement
- More informed decision-making with parent/guardian participation
- Civic engagement and appreciation for volunteer work
- Increased awareness of community opportunities
- More informed community
- Positive relationships
- Providing a positive experience for children to showcase their abilities outside the traditional academic setting
- Showcasing what Orange County has to offer
- Promoting unity across the county to increase community pride
- Increase in student/parent engagement and participation
- Reduction in referrals for behavior, improved attendance, improved academics

Orange County Public Schools
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Recruitment & Retention of High Quality Staff



Objective & Strategies

Recruitment & Retention of High Quality Staff

We will ensure that all students are served by highly qualified, diverse staff members who are reflective of our community and are supported and trained in student success and achievement.

Strategy:

- Recruit and retain highly qualified staff members, including veterans, retirees, and career-switchers, who are reflective of our community.



Recruitment & Retention of High Quality Staff

Strategy: Recruit and retain highly qualified staff members, including veterans, retirees, and career-switchers, who are reflective of our community.

Create a division-wide culture and climate that supports, empowers, and promotes holistic health for all employees.

Employee Surveys

Stay interviews

Communication Plan

Formalized mediation process





Recruitment & Retention of High Quality Staff

Strategy: Recruit and retain highly qualified staff members, including veterans, retirees, and career-switchers, who are reflective of our community.

Promote the unique qualities of Orange County Public Schools and the surrounding community.

Expand partnerships with colleges, universities,
and vocational programs

Marketing plan

Update recruiting materials including testimonials





Recruitment & Retention of High Quality Staff

Strategy: Recruit and retain highly qualified staff members, including veterans, retirees, and career-switchers, who are reflective of our community.

Cultivate an environment that nurtures all employees by providing specific, relevant opportunities for professional growth.

Mentoring program

Model classrooms

Professional Learning Communities

Training and cross training

Professional development





Recruitment & Retention of High Quality Staff

Strategy: Recruit and retain highly qualified staff members, including veterans, retirees, and career-switchers, who are reflective of our community.

Establish an innovative compensation and benefits package to recruit and retain qualified employees to include veterans, retirees, and career switchers.

Retention incentives

Compensation and benefits comparability

Compensation Package

Financial perks





BENEFITS

- Employee satisfaction
 - Staff feels encouraged and supported
 - Staff camaraderie- greater sense of connection and involvement
 - Promotes learning for all
 - Increased engagement in professional learning
 - Larger applicant pool
 - Increased opportunities to learn and take on leadership roles
 - Loyalty and commitment to mission and vision
 - Staff Retention
 - Increased student achievement
 - Increased awareness of our school division
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2023

Technology & Digital Citizenship



Objective & Strategies

Technology and Digital Citizenship

We will ensure that all students have access to technologies that transform the learning experience while practicing ethical digital citizenship and responsible use of technology.

Strategies:

- Embed digital citizenship and responsible use of technology in the curriculum.
- Select curriculum and train educators, students, and families on that curriculum.



Technology and Digital Citizenship

Strategy: Select and embed curriculum that supports digital citizenship and responsible use of technology into the K-12 curriculum.

Age appropriate curriculum

Embed digital citizenship curriculum in the
K-12 core curriculum

Professional development

SAMR Model in professional learning
communities

Digital honor code

Digital behavior expectations





Technology and Digital Citizenship

Strategy: OCPS will provide training for educators, staff members, students, families, and the community on Digital Citizenship, responsible use of technology, and digital student safety.

Technology advisory committee

Digital citizenship page

Annual review of technology-related division
policies


Training

Parent and community programs





BENEFITS

- Processes to address issues
 - Reduction in digital-based behavior issues
 - Students gain real-world skills, become more savvy about technology
 - Curriculum that supports 5C's and Portrait of a Graduate
 - Increased instructional time due to clear expectations
 - Clear consequences
 - Transparency for the community
 - Community engagement
 - Proactive education rather than reactive remediation
 - Opportunities for connecting students, parents, and community members
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Thank you to all of the Orange
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community members who
contributed to the development
of the Strategic Plan.

