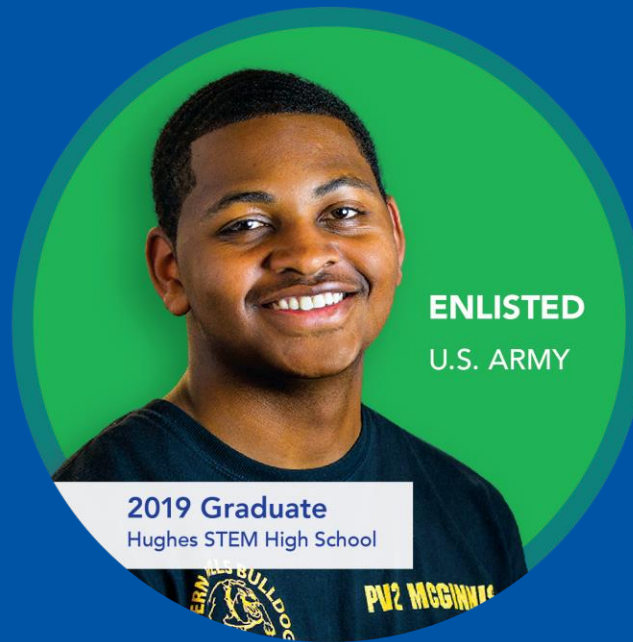




BACKPACKS ON

LAPTOPS OPEN

**FUTURES
BRIGHT!**

Superintendent's Report



PREPARING STUDENTS
FOR LIFE

Strategic Plan: A Roadmap to Cincinnati Public Schools



1

Student-Centered
Decision Making



2

Health and
Safety



3

Community
Engagement and
Influence



4

Optimized
Capabilities



5

Growth

Safety



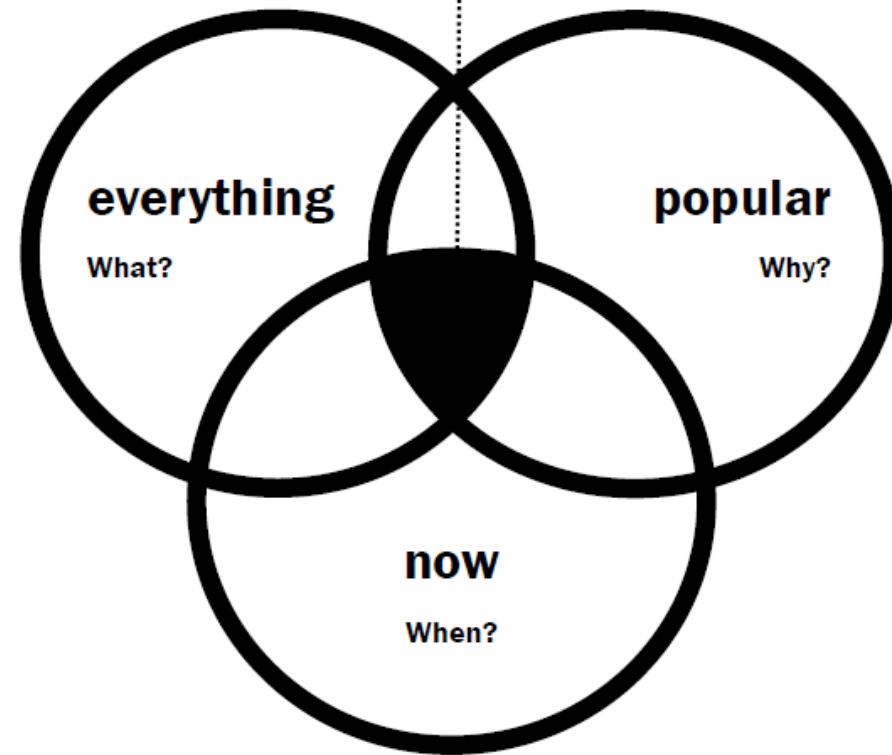
What Does This Mean?



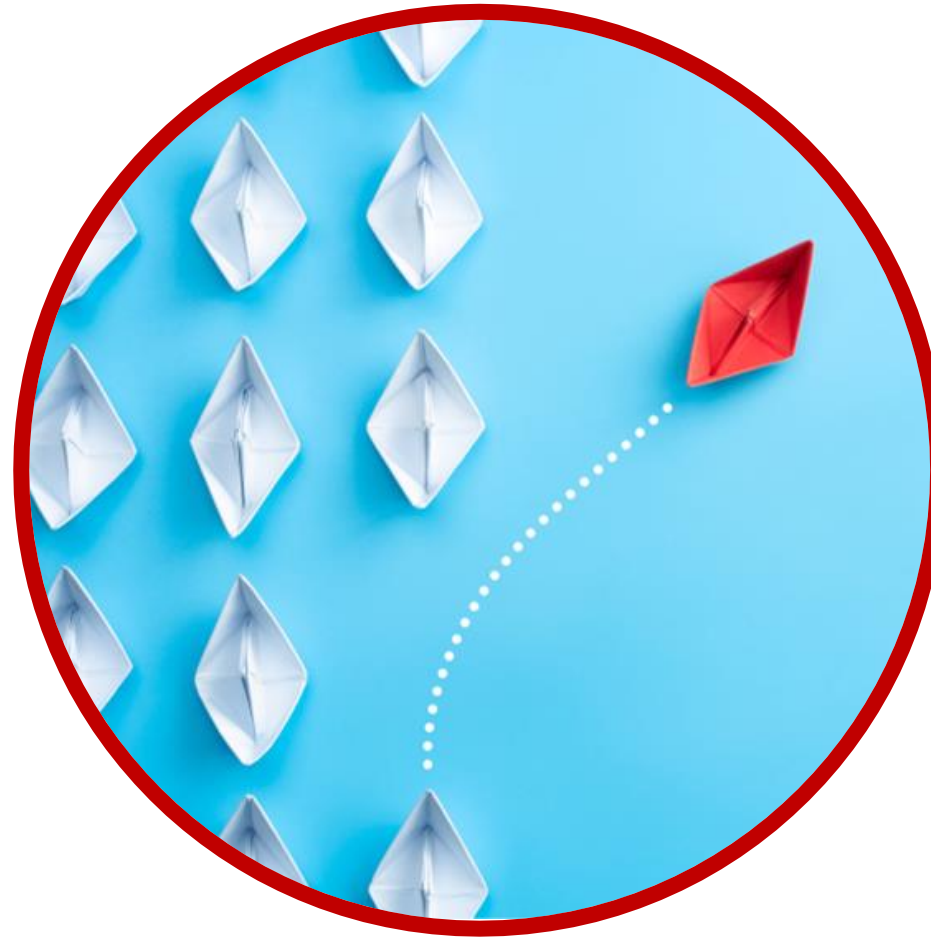
Pace to Deliver



Highest Point of Frustration



Education Consumption



Even Faster



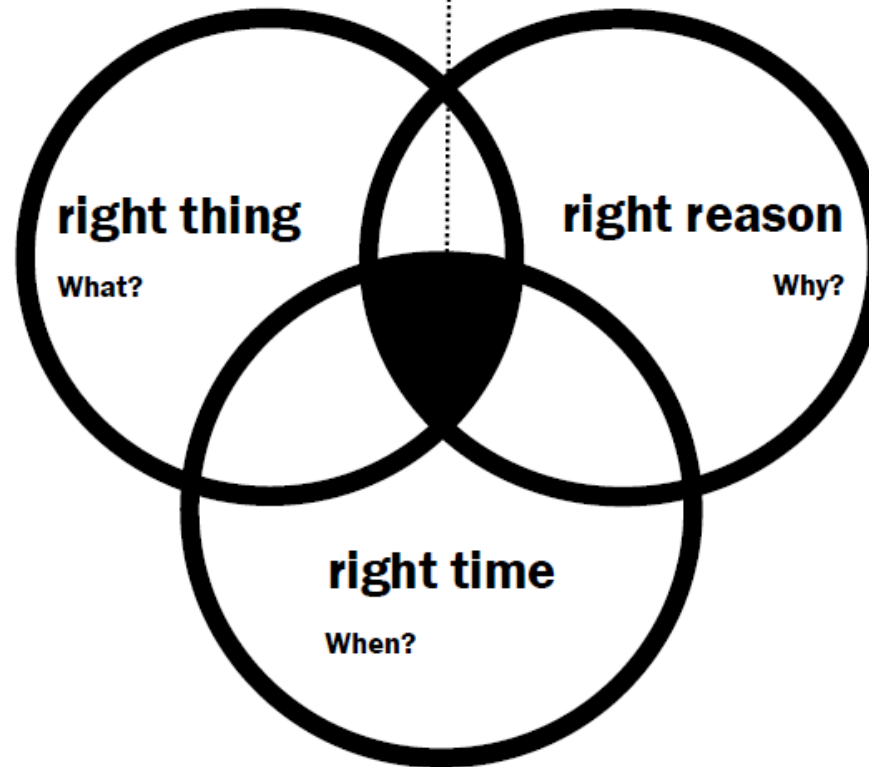
**An Essentialist
produces more
— brings forth
more—
by removing
more instead
of doing more.**







Highest Point of Contribution



The Model



	Nonessentialist	Essentialist
Thinks	All Things To All People	Less But Better
	"I have to."	"I choose to."
	"It's all important."	"Only a few things really matter."
	"How can I fit it all in?"	"What are the trade-offs?"
Does	The Undisciplined Pursuit Of More	The Disciplined Pursuit Of Less
	Reacts to what is most pressing	Pauses to discern what really matters
	Says "yes" to people without really thinking	Says "no" to everything except the essential
	Tries to force execution at the last moment	Removes obstacles to make execution easy
Gets	Lives A Life That Does Not Satisfy	Lives A Life That Really Matters
	Takes on too much, and work suffers	Chooses carefully in order to do great work
	Feels out of control	Feels in control
	Is unsure of whether the right things got done	Gets right things done
	Feels overwhelmed and exhausted	Experiences joy in the journey

Superintendent's Standards

Superintendent Laura Mitchell's Standards for 2020 - 2024

Year 1 – 2020-21

1	Vision, Continuous Improvement, and Focus of District Work
1.3	Create a coherent plan with a limited number of goals.
1.4	Implement the district plan and monitor the strategies for achieving the goals.
2	Communication and Collaboration
2.1	Demonstrate communication competence for all stakeholders
3	Policies and Governance
3.3	Identify and respond to societal and educational trends that affect the district and community.
4	Instruction
4.1	Require district-wide use of an established curriculum.
5	Resources
5.3	Manage and prioritize fiscal resources to align expenditures with district goals.
5.4	Identify and equitably allocate materials and technology to support district goals.

1.3 Implements Strategic Plan strategies

1.4 Reviews and monitors the implementation of the Strategic Plan through PLT meetings and QI Projects.

2.1 Uses multiple communication methods: email, audiocast, robo calls, CPS website, surveys, listening sessions and town halls

3.3 Implemented strategies for distance learning, blended instruction and safety protocols related to COVID-19

4.1 Ensures district adopted textbooks, digital curriculum, pacing guides and assessments are utilized

5.3 Monitors the priorities, Goals, Strategies and Measures process with PLT

5.4 Provided student instruction kits, textbooks, devices and free wifi services for students

Strategic Scorecard 2019-2020

STRATEGIC PLAN SCORECARD

28 Strategic Measures 2019-20

Status Legend:

	Performance within the targeted range
	Off target
	Significantly off track, immediate action needs to be taken to address issues
	Milestones are on track, but no data available yet

1

Student-Centered Decision Making

— We put students first.

We will ensure students are at the center of all decision making to create equitable educational opportunities and unmatched experiences that deliver results.

MEASURE 1.A: Amat, Murphy

Show progress on the Superintendent's Academic Scorecard, which includes measurable and ambitious academic goals for kindergarten, third grade, sixth grade, ninth grade, Advanced Placement, ACT, graduation rates, and acceptance into a 3E pathway — enrolled, enlisted, or employed.

Third, Sixth and Ninth Grade Progress

— 2019-20 School Year: Increase scores by 10% on the Kindergarten Readiness Assessment (KRA), American Institute of Research (AIR) tests, and End-of-Course Exams (EOC).

Advanced Placement

Decrease the racial, economic, and gender disparities in Advanced Placement courses by increasing the percentage of African-American and multiracial students taking AP courses.

— 2019-20 School Year: Increase the percent of African-American students taking AP courses to 50% and multiracial students to 70%.

ACT

— 2019-20 School Year: Increase composite score by .5 points.

Career Credentials Earned

— 2019-20 School Year: Increase the percent of students earning 12 or more credentialing points in the same pathway by 20%.

Career Credentials Points Earned

— 2019-20 School Year: Increase amount of credentialing points earned by 10% over the previous year.

Graduation Rate

— 2019-20 School Year: Increase four-year graduation rate by 5% to 79%.

Acceptance into a 3E Pathway – Enrolled, Enlisted, Employed

Q1 Q2 Q3 Q4

3

Community Engagement and Influence

— We are empowered by our communities.

We will create unmatched opportunities for meaningful student, family, and community engagement that positively impact student outcomes and inspire collaboration.

MEASURE 3.A: Murphy

Align schools with impactful partners by increasing the number of school resource coordinators from 44 in 2019 to 65 in 2022.

Establish measurable performance expectations for CPS staff, lead agencies and resource coordinators that inspire collective action, instill collaboration in and among our neighborhoods, and institute accountability for engagement.

MEASURE 3.B: Murphy

Double the number of effective parent and family organizations from 24 in 2019 to 48 in 2022. Effective organizations have rosters, meeting minutes, meet the established national standards for parent organizations, and support the implementation of the school's One Plan.

— 2019-20 School Year: Create 8 additional parent groups, increasing from 24 to 32.

MEASURE 3.C: Bryant

Improve customer satisfaction by improving performance of our Customer Care Center, including metrics for average resolution time, most-used workflow, and overall support volume.

— 2019-20 School Year: Establish baseline metrics for average resolution time, most-used workflow and overall support volume for the Customer Care Center.

MEASURE 3.D: Board of Education

The Board will assume responsibility for open and inclusive meetings as well as community engagement processes.

Q1 Q2 Q3 Q4

The Vital Few



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Student-Centered Decision Making

Strategic Outcome	January 2021 Result	February 2021 Result	March 2021 Result	April 2021 Result	May 2021 Result
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Lead: MAP Assessment Results: 100% of grades will meet expected growth in MAP ELA and Math (exception K- did not take MAP in the Fall, 2 nd and 6 th took Iowa instead of MAP)					
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Lag: Increase Graduation Rate from 82.3% to 83% for 2020-2021					
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Increase Attendance from 87.5% to 90% for 2020-2021					



Health and Safety

Strategic Outcome	January 2021 Result	February 2021 Result	March 2021 Result	April 2021 Result	May 2021 Result
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Lead: Maintain Safety Protocol Compliance of 97.1% for 2020-2021					
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Lag: In District Transmission: 0 per month					



Community Engagement

Strategic Outcome	January 2021 Result	February 2021 Result	March 2021 Result	April 2021 Result	May 2021 Result
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Lead: Increase Parent Survey Participation from 7% to 45% for 2020-2021					
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Lag: Parent Satisfaction: Improvement in "Happiness" metric on biweekly parent survey from 61% to 65% by the end of the academic year					



Optimized Capabilities

Strategic Outcome	January 2021 Result	February 2021 Result	March 2021 Result	April 2021 Result	May 2021 Result
	Green	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Lead: Budget alignment to Board priorities					
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Balanced Budget to Target					
	Green	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Secure Levy Renewal					
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Lag: Spend within Budget					



Growth

Strategic Outcome	January 2021 Result	February 2021 Result	March 2021 Result	April 2021 Result	May 2021 Result
	Green	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Lead: Expand Grade Levels at the following schools: CANS, Carthage, Gamble, Spencer and LEAP	CANS (PreK-3) Carthage (PreK-1) Gamble (PreK-6) Spencer (3-11) and LEAP (PreK-6)				
	Green	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Increase school buildings	Opened Rising Stars Cheviot/Westwood and Lighthouse School				
	R-Y-G	R-Y-G	R-Y-G	R-Y-G	R-Y-G
Grow from 1,200 enrolled preschool students (October 2020) to 1,500 enrolled preschool students by the end of the academic year					

BACKPACKS ON | **LAPTOPS** OPEN | **FUTURES** BRIGHT!

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for more information.



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