

Goal Setting

Priority: DCIU will implement strategies to ensure there is a highly effective hiring and recruitment process to fill any vacant positions within the organization and develop strategies to retain staff.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
Essential Practices 4: Implement Data-Driven Human Capital Strategies	DCIU will effectively implement strategies to ensure there is a highly effective hiring and recruitment process to fill vacant positions that leads to an increase in applications within the organization.	Recruitment	DCIU will audit current recruitment practices and identify creative and innovative approaches and identify to increase interest and attract future candidates to the DCIU.	Implement strategies and analyze the data to determine the effectiveness of strategies and to what degree they are resulting in the increase of applicants across the organization. Monitor and adjust as needed.	DCIU will effectively implement strategies to ensure there is a highly effective hiring and recruitment process to fill vacant positions that leads to an increase in applications within the organization.
Essential Practices 5: Allocate Resources Strategically and Equitably	Administrators will create and implement a plan to support staff retention and establish data points to inform retention strategies and identify measures of success.	Retention	Administrators across the organization will create a plan for retention that includes the identification of data mechanisms to collect analytics to measure success and capture the feedback of new hires.	In cooperation with the Teaching and Learning division, implement programming for new administrators, faculty, and staff to increase employee engagement and satisfaction.	Administrators will create and implement a plan to support staff retention and establish data points to inform retention strategies and identify measures of success.

Priority: DCIU will ensure that there are systems in place to administer and deliver evidence-based, state of the art programs and services that are high quality and promote service excellence across the organization.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
School climate and culture	DCIU will ensure that there are systems in place to deliver evidence-based, state of the art programs and services for students with complex academic and behavioral needs that promote service excellence across the organization.	Program frameworks	Identify and train staff on evidence-based practices that support the development of school climate, social and emotional well-being, and positive behavior support.	Support the implementation of evidence-based, state of the art programs and services that are high-quality and promote service excellence across the organization.	DCIU will ensure that there are systems in place to deliver evidence-based, state of the art programs and services for students with complex academic and behavioral needs that promote service excellence across the organization.

Priority: Establish a system within programs that ensures consistent implementation of standards-aligned curricula and effective instructional practices across all classrooms.

Outcome Category	Measurable Goal Statement	Measurable Goal Nickname	Target Year 1	Target Year 2	Target Year 3
Essential Practices 1: Focus on Continuous Improvement of Instruction	Establish a system within programs that ensures strong instructional leadership and supports consistent implementation of standards-aligned curricula and effective instructional and assessment practices across all classrooms.	Instructional leadership	Implement site based professional learning communities that identify and analyze data sources to assess the consistent implementation of effective instructional and assessment practices.	Administrators will support implementation effective instructional and assessment practices through professional development that is job-embedded and focuses on needs identified in the professional learning communities.	Establish a system within programs that ensures strong instructional leadership and supports consistent implementation of standards-aligned curricula and effective instructional and assessment practices across all classrooms.