

Operational Efficiency & Future Planning

Objective: Design and sustain streamlined, equitable, and future-ready systems that align with long-term district priorities, ensuring all stakeholders have access to the tools, resources, and support they need.

Initiative	Action Steps	Measure of Success
Workforce development	<ul style="list-style-type: none"> Recruit and retain high-quality staff that reflects our student demographics. 	<ul style="list-style-type: none"> 10% increase in educator diversity by 2028; ≥90% retention rate of high-performing staff ≥95% of schools fully staffed by start of year
Investigate, consolidate, and acquire technology	<ul style="list-style-type: none"> Use technology to: <ul style="list-style-type: none"> enhance learning streamline operations improve communication Consolidate learning systems and communication platforms district wide to reduce confusion for families and staff. 	<ul style="list-style-type: none"> Technology audit completed; ≥80% reduction in redundant platforms ≥90% of staff report improved clarity and ease of use
Ensure that budget planning is transparent, sustainable, and aligned with the district's strategic goals while addressing short- and long-term financial constraints.	<ul style="list-style-type: none"> Establish a multi-year financial planning process that aligns budget allocations with strategic priorities, projected enrollment trends, contract obligations, and capital needs. 	<ul style="list-style-type: none"> Multi-year budget forecast published annually Budget decisions aligned with priorities

Focus Area 3: Operational Efficiency & Future Planning

Initiative	Action Steps	Measure of Success
Audit the systems and structures of support for all students	<ul style="list-style-type: none">Regularly review and update systems and processes for effectiveness and efficiency.Adjust class sizes, methods, and services to support multilingual learners and students with disabilities.	<ul style="list-style-type: none">Annual audit conductedStudent participation in alternate pathways grows annually
Strengthen Special Education infrastructure to support equitable access and services	<ul style="list-style-type: none">Special Education: Improve Special Education Programs (collecting data and redesigning how we support students with IEPs, using best practices to create stronger programs).	<ul style="list-style-type: none">SPED program redesign implemented by 202790% of students with IEPs show growth on personalized goals100% IEP compliance rate

