School District of Palm Beach County

Community Forum for Strategic Planning
Palm Beach School District Strategic Planning Timeline

Phase 1: Analysis

June - September

- Supt Listening Sessions
- SP Survey
- Leadership Overview
- Review Environmental, Organizational Trends and Issues
- Identify SWOT and Prioritize

Phase 2: Strategy Development

September - December

- Draft Outcomes and Strategic Themes
- Stakeholder Input
- Refine
- Board Reviews Vision, Mission & Values
- Identify and Train Strategy Team Leaders, Team Members

Phase 3: Action Planning

January - March

- Identify Initiative Sponsors and Owners
- Develop Action Plans for Year 1 Initiatives
- Develop Monitoring Process

Communication

2015 - 2016

We are here
2015-2020 Strategic Plan Overview

Long-Term Outcomes

What 3-5 comprehensive, Long-term Outcomes do we want to achieve in the next 5 years?

Strategic Theme #1
What 3-5 bodies of work must we focus on in order to achieve our Long-term

Objectives
Within this Strategic Theme, what 3-5 specific improvements will we see?

Strategic Initiatives
For this set of Objectives, what specific efforts must we undertake? (No more than 15 Strategic Initiatives in total.)

Strategic Initiatives

Strategic Theme #2

Objectives

Strategic Initiatives

Strategic Theme #3

Objectives

Strategic Initiatives

Strategic Theme #4

Objectives

Strategic Initiatives

Greenway Strategy Management
Potential Long-term Outcomes

Long-term Outcomes are the specific, measurable results we want to achieve

- Student-focused
- Cumulative, district-wide
- Relevant for all students
- Represent significant milestone results
- Measurable
- Aligned with the district vision:

  The School District of Palm Beach envisions a dynamic collaborative multicultural community where education and lifelong learning are valued and supported, and all learners reach their highest potential and succeed in the global economy.
Potential Long-term Outcomes

Increase reading proficiency by 3rd grade
- Kindergarten readiness
- Early literacy milestones

Increase the high school graduation rate
- FSA Reading, Math, FCAT Science, EOCT pass rates
- Course pass rates

Foster post-graduate success
- High school scholars, dual-enrollment degrees and industry certifications, college enrollment and persistence, military enlistment

Interim indicators:
- AP/IB/AICE participation and pass rates
- Dual enrollment participation and pass rates
- Career course participation and pass rates
- SAT and ACT scores
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FY 2014 SDPBC FCAT 2.0
Percent Proficient by FRL, Race, Gender
Grade 3 Reading
FY 2015 SDP BC
Percent Passed by FRL, Race, Gender
FSA Grade 10 ELA

[Bar chart showing percent passed by FRL, race, and gender for FSA Grade 10 ELA in FY 2015 SDP BC.]
4-Year Cohort Graduation Rates

Note: U.S. and non-Florida rates are for 2012-13, Florida rates are for 2013-14
FY14 SDPBC 4-Year Cohort Graduation Rates by Student Groups
4-Year Cohort Graduation Rate Gaps

Note: U.S. rates are for 2012-13, Florida rates are for 2013-14
Inclusion on the 5th Annual AP District Honor Roll is based on the examination of three years of AP data, from 2012 to 2014, for the following criteria.

- Increased participation/access to AP by at least 4 percent in large districts
- Increased or maintained the percentage of exams taken by African American, Hispanic/Latino, and American Indian/Alaska Native students
- Improved performance levels when comparing the percentage of students in 2014 scoring a 3 or higher to those in 2012.

- Lake County Public Schools★
- Miami-Dade County Public Schools*‡★
- Orange County Public Schools*★
- Pasco County Public Schools‡

★District has 30 percent or greater enrollment of American Indian, African American, and Hispanic/Latino students.
‡District has 30 percent or greater enrollment of students who qualify for Free/Reduced Lunch.
☆District has achieved the honor for multiple years.
Seamless College Enrollment

College Enrollment Rates in the First Fall after High School Graduation
Public Non-Charter Schools

NSC National data for 2013 graduates, Palm Beach School District data for 2014 graduates

69% *
Potential Strategic Themes

Strategic Themes are areas that must be addressed to achieve long-term outcomes
Fall 2015 Strategic Plan Survey
Participation by Stakeholder Group

- Community Member: 38%
- Teacher: 26%
- Parent: 12%
- Employee: 12%
- Student: 6%
- Double: 5%
- Administrator: 2%
Fall 2015 Strategic Plan Input Survey

Highest Rated Items

- Address the age and maintenance of facilities
- Decrease testing
- Improve transportation
- Improve morale among all stakeholders (teachers, students, employees, families and community members)
- Increase professional and career development and training for teachers and staff
- Support strong school leadership
- Invest in technology and training
- Reallocate the budget and cut waste
- Provide educational equity for all students including minorities, ESE, ELL and other underserved or at risk students
- Increase employee retention
- Decrease class size
- Increase parental, community and business involvement
- Strengthen anti-bullying and student safety initiatives

Includes items rated in top 5 or selected by >30% of any group
Potential Strategic Themes

Effective and relevant instruction to meet the needs of all students

Positive and supportive school climate

Talent development

High performance culture
Effective and relevant instruction to meet the needs of all students

Includes concepts such as: curriculum alignment, real-world application, personalized learning, extended learning, technology integration, program and career choices
Positive and supportive school climate

Includes concepts such as: student engagement, elimination of bullying, school safety, parent involvement, community support
Talent development

Includes concepts such as: effective classroom teachers, effective leaders, employee engagement, professional growth
Includes concepts such as: process improvement, program management, shared alignment and customer focus, resource optimization, sound governance.
Effective and relevant instruction to meet the needs of all students

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Talent development

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Positive and supportive school climate

Includes concepts such as: student engagement, elimination of bullying, school safety, parent involvement, community support

High performance culture

Includes concepts such as: process improvement, program management, shared alignment and customer focus, resource optimization, sound governance
By driving improvement within these strategic themes

- Effective and relevant instruction to meet the needs of all students
  - Includes concepts such as: curriculum alignment, real-world application, personalized learning, extended learning, technology integration, program and career choices

- Positive and supportive school climate
  - Includes concepts such as: student engagement, elimination of bullying, school safety, parent involvement, community support

- High performance culture
  - Includes concepts such as: process improvement, program management, shared alignment and customer focus, resource optimization, sound governance

- Talent development
  - Includes concepts such as: effective classroom teachers, effective leaders, employee engagement, professional growth

Our school district will achieve these Long-term Outcomes

- Increase reading proficiency by 3rd grade
- Increase the high school graduation rate
- Foster post-secondary success
  - Including: high school scholars, dual-enrollment degrees and industry certifications, college enrollment and persistence, military enlistment
Directions for Breakout Session

Area Superintendent
Breakout Sessions

- Break into Work Groups of 10-15 people
- Provide Feedback on Strategic Themes and Long Term Outcomes
  - Sessions will be facilitated by a staff member
  - Input will be recorded by a staff member
  - Prioritize most important ideas
  - ALL input will be carefully considered by District leadership
- Leave directly from your Breakout Session