## THEORY OF ACTION - STRATEGIC PLAN ALIGNMENT

THEORY OF ACTION	STRATEGIC PLAN 2014 AREAS OF FOCUS	KEY STRATEGIC PLAN 2014 STRATEGIES	ONGOING INITIATIVES
Content and performance standards across core curriculum	1: Effective Teaching and Leadership	growth for every subject and grade level. alignment gu	th NC Standard Course of Study; Pacing and ides; Focus lessons; Comprehensive K-12 el; K-3 Intensive reading program; Math s; STEM
Performance culture and innovation in teaching, learning and operations	2: Performance Management	Revise compensation structure to reflect a focus on performance.  Develop training programs for leaders and potential leaders to help improve performance.	Freedom and Flexibility with Accountability; TIF-LEAP; Pay for Performance; Performance Management; Reduction in Force
Maintain a comprehensive system of student assessment and intervention/support	3: Increasing the Graduation Rate; 6: Parent and Community Connections	Align intervention/support with instruction; Provide alternative settings and cred recovery; Improve accuracy of records and registrations; Ensure schools are safe and orderly; Improve attendance.  Expand scademic support opportunities through Parent University; Increase capacity of schools to partner with families/strengthen communication between school and home; Expand effective use of volunteers as partners in education; Effectively manage volunteer/partnership programs.	FOCUS Schools; Weighted Student Staffing; Title I Schools Coaching Initiative; Community Engagement; Parent University
Accountability system that monitors overall trends and measures individual school performance	2: Performance Management	Manage employee performance using readily available, accurate and time information.  Create new measures and evaluations that specify expectations for every job in the district.  Provide real-time data from local formative assessments.	Quality Review; Formative Assessment
Highly effective staffing and relevant professional development	1: Effective Teaching and Leadership	Base teacher recruitment and selection on effectiveness, not on qualifications.  Provide access to training that is tailored to student and teacher learning needs.  Recruit and retain top talent for school-level positions.	Strategic Staffing; Teaching Camps; PD Plans; New Teacher Induction Program; PD Master Teacher; CTI; Leadership Development; Utilization of Harvard Data; MyApp 2.0; Data Wise; AP/Principal Talent Pools
Sufficient capacity in facilities, systems and resources	1: Effective Teaching a Leadership; 4: Teaching Learning Through Techno 5: Environmental Stewar	and Expand student and staff access to, and use of, polyty;	Education Resources Strategies (ERS); Ten-year capital needs assessment; Technology Plan; Transportation Plan; External Funding; Budget reduction process