

Richmond Public Schools
Agenda Item

Date: August 20, 2012

Agenda Item: Number 6

Agenda Description: Strategic Planning Update

Presenter: Mrs. Victoria Oakley & Dr. Ann Allen

Information:

2011-12 Strategic Planning Accomplishments

- Strategic planning was extended to six pilot schools (Chimborazo, John B. Cary, Oak Grove/Bellemeade, Huguenot, John Marshall, Thomas Jefferson).
 - Principals at each of the six school identified an internal coordinator and convened a strategic planning team to draft the school's strategic plan.
 - Action Team members were recruited from among each school's staff, students, parents, and community members to develop action plans for each tactic in the school's draft strategic plan.
 - Action Teams worked from January to May developing their action plans, then each school's strategic planning team reconvened to receive their respective plans, accept them as presented, or recommend modifications.
 - Final copies of the strategic plans and action plans for each of the six schools are attached.
- At the district level, 28 of the strategic plan's 40 action plans became part of the district's work, as highlights from prior reports indicate.
 - Curriculum revisions incorporated 21st Century Skills and included tiered intervention plans, training for advanced placement (AP) teachers, and increased participation in AP classes. (Action Plans 1.1, 1.4, 2.3, 6.6)
 - Hands-on mathematics and science lessons and classroom activities were created and posted online for teachers; manipulatives, equipment, and virtual labs were provided. (Action Plans 1.2, 1.3)
 - Implemented fine arts and cultural experiences for students, in collaboration with partners and volunteers. (Action Plan 2.1)
 - A teacher performance evaluation system was designed by a broad-based team of teachers, administrators and staff members for implementation in 2012-13 and comprehensive training plans developed and implemented. (Action Plans 3.6, 3.1, 1.11)
 - A comprehensive rezoning process took place. (Action Plan 1.10)

- Middle School Renaissance provided mentors and EduLead training for principals and after-school programming for students. More than 500 corporate and non-profit volunteers worked with our students. (Action Plan 1.7, 1.6)
- Partnerships were expanded and aligned with district strategic objectives. The number of partnerships increased by 11% over last year. (Action Plans 1.9, 5.1, 5.3, 5.4, 5.7, 6.4)
- Additional sports were added to the array of athletic options available to middle and high school students, to include soccer, basketball, cheerleading, football, track/field, softball, baseball, wrestling, volleyball, tennis, golf. (Action Plan 2.2)
- School climate surveys for use in developing improvement plans and bullying prevention programs were piloted in selected schools. (Action Plan 2.6)
- Responsibilities in Human Resources were redefined, the orientation for new employees was revised, and staff satisfaction surveys were administered and results were analyzed. (Action Plans 3.4, 3.5, 6.7)
- Desktop computers migrated to Active Directory and Windows 7, elementary schools converted to a new student information system, and all staff received training in the new applications. (Action Plan 4.3)
- Multiple avenues were used to communicate with staff, parents, and the community, including e-mail, ParentLink, Facebook, and Twitter. (Action Plans 5.2, 6.1)
- The revision of the facilities master plan is in progress. (Action Plan 4.1)

2012-13 Strategic Planning Initiatives

- School-level strategic planning will be expanded to 12 additional schools.
Elementary: Broad Rock, Fox, Greene, Jones, Munford, Stuart, Woodville
Middle: Brown, Elkhardt
High: Franklin, Richmond Community, Wythe
- Implementation/execution of school-level strategic plans at the six 2011-12 schools will be monitored and supported.
- The district-level strategic planning team will reconvene to conduct a comprehensive review of the 2010-15 Strategic Plan