

Strategic Improvement Plan Template

Forsyth County Schools Strategic Plan Goal Area	Culture and Climate
Forsyth County Schools Strategic Plan Performance Objective #1	Acquire, develop, and retain excellent staff for all positions.

Performance Measure	Baseline 2016-2017	Target 2017-2018	Target 2018-2019	Target 2019-2020	Target 2020-2021
Increase the percentage of hires from FCS job fair*	Data available August 1, 2017	TBD	TBD	TBD	TBD
Increase the retention percentage of certified staff with 5 to 10 salary years of experience*	Data available August 1, 2017	TBD	TBD	TBD	TBD

**Note: Targets will be set after baseline information is received.*

Initiative A	Develop and Retain			
Description of Initiative	Utilization of metrics to analyze retention and development efforts to increase the effectiveness of staff.			
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources
Redesign Evaluation Tool for all Non-TKES/LKES Employees	<ul style="list-style-type: none"> Director of Human Resources 	<ul style="list-style-type: none"> When the tool is complete and put into use To monitor the attainment of 3's and 4's 	<ul style="list-style-type: none"> August 2018 	<ul style="list-style-type: none"> None
Provide Guidance on Remediation of Staff Improve Identified Need Area from Exit Surveys Focus on Employee Service and Personalization	<ul style="list-style-type: none"> Human Resources Analyst and Talent Coordinator 	<ul style="list-style-type: none"> Increase retention rate 	<ul style="list-style-type: none"> Annually in June 	<ul style="list-style-type: none"> None

Initiative B	Acquire			
Description of Initiative	Attract highly effective staff members.			
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources
Analyze Metro Compensation Scales and Incentives	<ul style="list-style-type: none"> Human Resources Analyst and Talent Coordinator 	<ul style="list-style-type: none"> Complete study Make alignment recommendations 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> None
Create Local Alternative Certification Program	<ul style="list-style-type: none"> Director of Human Resources 	<ul style="list-style-type: none"> Certification attainment 	<ul style="list-style-type: none"> 2019-20 	<ul style="list-style-type: none"> ½ staff allotment
Create Screening System for Applications	<ul style="list-style-type: none"> Human Resources Information Systems Specialist 	<ul style="list-style-type: none"> Implementation and monitoring of application system 	<ul style="list-style-type: none"> August 2018 	<ul style="list-style-type: none"> Purchase online screening tools/HR budget
Continue Marketing/Recruitment Efforts to Build a Diverse Applicant Pool	<ul style="list-style-type: none"> Human Resources Analyst and Talent Coordinator 	<ul style="list-style-type: none"> Increase in applicants Increase diversity of talent pool Increase Work Based Learning student intern participants in district/school positions Improve website presence 	<ul style="list-style-type: none"> 2017-18 	<ul style="list-style-type: none"> HR/Communications budget
Streamline On-Boarding Process via Electronic Format	<ul style="list-style-type: none"> Human Resources Information Systems Specialist 	<ul style="list-style-type: none"> AppliTrack workflow and resigned PAD 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> None

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Forsyth County Schools Strategic Plan Goal Area	Culture and Climate
Forsyth County Schools Strategic Plan Performance Objective #2	Develop and apply effective cultural strategies

Performance Measure	Baseline 2016-2017	Target 2017-2018	Target 2018-2019	Target 2019-2020	Target 2020-2021
Increase % of schools obtaining 5 on the Climate Star Rating	4 ES, 9 MS and 0 HS				
Number of staff receiving diversity, equity and inclusion professional learning*	Approx. 100	Approx. 100	TBD	TBD	TBD

**Note: We will set future targets as part of the district Diversity, Equity and Inclusion plan work in 2017-18.*

Initiative A	District Diversity, Equity and Inclusion Plan			
Description of Initiative	Coordinate district department and school-level individual work in the areas of diversity, equity and inclusion to have one robust, well-researched, and thoughtful district plan to address these issues.			
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources
Partner with GLISI on Plan Development	<ul style="list-style-type: none"> • Director of Public Information and Communications 	<ul style="list-style-type: none"> • Completed plan that includes specific goals, strategies, timelines and measures. 	<ul style="list-style-type: none"> • July 2017-July 2018 	<ul style="list-style-type: none"> • Educational Leadership budget
Continue Partnership with GLISI on Implementation and Assessment Support	<ul style="list-style-type: none"> • Director of Public Information and Communications 	<ul style="list-style-type: none"> • Strategies activated • Assessment of plan 	<ul style="list-style-type: none"> • August 2018 – January 2019 • February 2019 – ongoing (further plan execution) 	<ul style="list-style-type: none"> • Educational Leadership budget

Forsyth County Schools
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Strategic Improvement Plan
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Forsyth County Schools Strategic Plan Goal Area	Culture and Climate
Forsyth County Schools Strategic Plan Performance Objective #3	Increase purposeful school, home, and community partnerships.

Performance Measure	Baseline 2016-2017	Target 2017-2018	Target 2018-2019	Target 2019-2020	Target 2020-2021
Increase foundation funds	\$52,012.23	\$250,000	\$500,000	\$750,000	\$1,000,000
Increase % of partnerships	807	888	977	1,075	1,183
Increase PIE donations *	N/A	TBD	TBD	TBD	TBD
Increase PIE volunteer hours *	N/A	TBD	TBD	TBD	TBD

**Note: We will collect baseline data in 2017-18, and set future targets as part of the district PIE program planning work in 2017-18.*

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Initiative A	FC Education Foundation			
Description of Initiative	Continue to grow the foundation to unify resources, not ordinarily provided by the district's operating budget, that foster innovation for increased student achievement.			
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources
Implement Short-Term Goals	<ul style="list-style-type: none"> Facilitator of Communications and Partnerships 	<ul style="list-style-type: none"> Complete marketing plan Complete fundraising plan Establish organizational structure 	<ul style="list-style-type: none"> 2017-2018 	<ul style="list-style-type: none"> Communications budget
Implement Long-Term Goals	<ul style="list-style-type: none"> Facilitator of Communications and Partnerships 	<ul style="list-style-type: none"> Secure \$1 million in 3 years (50% for grant funding/50% for endowment) Secure \$5 million in 10 years Number of grants issued aligned with Learner Profile 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> None

Initiative B	Redesign the Partners in Education			
Description of Initiative	Restructure the partnership program to align with Learn Profile.			
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources
Work with Departments and Schools to Create a District PIE Plan with Specific Goals, Strategies, Timelines and Measures	<ul style="list-style-type: none"> Facilitator of Communications and Partnerships 	<ul style="list-style-type: none"> Completed plan to grow the program to address school and district needs 	<ul style="list-style-type: none"> 2017-18 	<ul style="list-style-type: none"> None
Actively Recruit and Secure Partnerships aligned to the Learner Profile, Including Staff Externship Opportunities	<ul style="list-style-type: none"> Facilitator of Communications and Partnerships 	<ul style="list-style-type: none"> Completed marketing plan Number of meetings with potential partners Number of partnerships Number of staff participating in externships 	<ul style="list-style-type: none"> 2017 and beyond 	<ul style="list-style-type: none"> Communications budget
Evaluate Partnerships	<ul style="list-style-type: none"> Facilitator of Communications and Partnerships 	<ul style="list-style-type: none"> Annual evaluations Tracking in-kind and financial impact 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> None

