

## District Strategic Plan, Dropout Prevention, Differentiated Pay

At a recent school board retreat, district staff members and I had the opportunity to share the proposed **district strategic plan, Envision 2014**, and provide board members with an overview of initiatives that support our three strategic directions; student learning ... student success, safe learning environment and effective and efficient operations. During our time together, we had meaningful dialogue about “the big picture” – what we need to achieve, what requirements have to be included, what processes will we use to achieve our objectives, and how will we measure and report our progress. [Click here](#) to see how the district strategic plan relates to other plans the district and schools develop and implement.

The strategic plan will serve as a roadmap to achieve our goal of 100% student success. Over the next several months, we will organize work teams for each goal area to seek feedback from employees, board members, parents and community members using a variety of methods. We expect to present a final plan to the board in the spring.

We have much to do over the next several years and it will require the help of the entire community to achieve our goals. I'm confident that our PCS team members will continue to work hard to ensure that every student has a chance to succeed. Thanks for your help in maintaining our focus on the important things we need to accomplish for students.

The Prek-12 Graduation Enhancement Committee had its first meeting this month and has been asked to “dream big” in recommending a redesign for the district's **dropout prevention programs** to enhance the graduation rate of students. For many years, we had sound programs with good results. But student needs are changing. Today's students learn differently and they desire more work-based programs, real-world experiences in education, online instruction and more flexibility in class scheduling. We need to be able to deliver instruction that connects more with students. Over the next few months, the committee will review data from existing programs to see what results we are getting. Next, they will conduct an extensive needs assessment with teachers, students and parents to determine gaps in services. A review of best practices and research-based programs as they relate to student progression and graduation will follow. Renaming dropout prevention services also will be looked at – the existing name tends to have a negative connotation. A draft of the recommendations will be taken to a school board workshop for discussion in January, prior to the 2010-11 budget planning cycle.

We have begun what will be a continuing dialogue with union officials about **differentiated pay** for teachers, something that is required for some of our schools under the state's differentiated accountability plan. We are mandated to provide teachers with performance pay for raising student achievement and to implement a pay policy that differentiates based on factors such as additional job responsibilities, school demographics, critical shortage areas and level of job performance difficulties. We'll look at plans from other counties that have been adopted or are in development and get input from principals and teachers at all levels.

We will first target Gibbs High and then see if the plan would be transferrable to other high schools that are in the Correct II category under differentiated accountability. Our goal is to come up with a plan that not only complies with the law but also does what's right for our students and staff members at these schools.

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