

## DRAFT PCS Strategic Plan 2016-17 Goals and Actions

Strategic Direction	Strategic Goal 4: Provide equity and excellence of education by increasing overall performance and <u>eliminating the gaps between minority and non-minority student outcomes</u> by reducing the disparity in graduation rates, proficiency scores on assessments, participation and performance in accelerated courses, disciplinary infractions, and placement in Exceptional Student Education programs. <b>Action Goals:</b>	Advanced or Requirement	Owners	Initiate	Progress	<u>Completed Results</u>
Equity with Excellence for All	1) In recognition of the District’s ongoing commitment to its African-American community and as further described in the <i>Bridging the Gap</i> plan, the District shall: <ul style="list-style-type: none"> <li>• Eliminate the <u>gap between the graduation rate for black and non-black students.</u></li> <li>• Eliminate the <u>gap between the proficiency rates on state required assessments for black and non-black students.</u></li> <li>• Eliminate the <u>gap between accelerated participation and performance rates for black and non-black students.</u></li> <li>• Reduce the <u>disparity in the rates of disciplinary infractions between black and non-black students.</u></li> <li>• Reduce the <u>number of black students being found eligible for Exceptional Student Education programs.</u></li> </ul>	MOU	Lori Matway			
	2) Increase the <u>number of K-12<sup>th</sup> grade minority students who score on or above grade level on the Florida Standards state test and End of Course (EOC) exams in reading, math, and science</u> by providing needed resources, research-based strategies, and needed support to students, teachers, and staff.					
	3) Increase the <u>enrollment of minority students in effective PreK programs and the percentage of minority students who score at or above the state set requirements on the VPK assessment (AP1, AP3).</u>		Gail Ramsdell			
	4) Increase the <u>percentage of minority and socio-economically disadvantaged students in gifted and talented programs at the elementary level by 3% annually.</u>		Judy Vigue Jenny Klimis			

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	5) Increase the <u>percentage of minority and socio-economically disadvantaged students in high school courses at the middle school level</u> by 3% annually.		Judy Vigue Andrew Weatherill			
	6) Increase the <u>percentage of minority and socio-economically disadvantaged students in Advanced Placement and Dual Enrollment courses at the high school level</u> by 3% annually.		Judy Vigue Andrew Weatherill			
	7) Increase the <u>number of minority and socioeconomically disadvantaged students earning college credit while in high school.</u>		Judy Vigue Andrew Weatherill			
	8) Develop, implement, and monitor plans to increase the <u>percentage of minority students who demonstrate readiness for college and careers upon graduation as measured by the PSAT, SAT, ACT, or PERT.</u>		Judy Vigue Rita Vasquez			
	9) Develop, implement, and monitor plans to <u>provide specific interventions for minority students who struggle to be successful (earn a C or better) in accelerated courses.</u>		Judy Vigue Rita Vasquez A Weatherill			
	10) Ensure the implementation of plans to provide <u>one-to-one and group mentoring for minority students.</u>		Valerie Brimm Rita Vasquez			
	11) Ensure all schools have approved, research based, and <u>fully operational behavior plans</u> that include teachers and staff training to assure effective implementation and the use of best practices to reduce <u>minority student referrals and in- and out- of school suspension rates.</u>		Area Superintendents			

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	12) Develop, implement and monitor, plans to decrease <u>minority students absences</u> by executing an incentive program and other efforts to increase daily attendance and decrease the <u>number of students missing 10% or more days of school.</u>		Lori Matway Donna Sicilian			
	13) <u>Engage parents and the community in efforts of the District to close minority and non-minority student outcome gaps.</u>		Lori Matway Valerie Brimm			
	14) Increase access to <u>data tracking systems and reports for minority student outcomes</u> to monitor efforts and guide users on how to access the information for decision-making, closing gaps, and reducing disparity among subgroups.		Dan Evans MTSS Specialists TIS			
	15) Increase <u>the percentage of minority and socio-economically disadvantaged students who complete an industry certification.</u>		Mark Hunt			
	16) Develop and implement a <u>comprehensive action plan to support school leaders and teachers in incorporating Culturally Responsive Instructional strategies</u> that accelerate academic achievement and close the gap for minority students.		Lou Ceretta R. Vasquez D. Hinds S. Rafalski Dan Evans			
	17) Increase teacher recruitment and retention efforts to ensure faculty diversity mirrors the student population by recruiting at institutions noted for graduating Black, Hispanic, and other needed educators; mentoring teachers; providing incentives; and hosting job fairs to ensure <u>minority educator percentages represent the District minority population percentages.</u>	3.7 3.11 4.1	Seymour Brown Carol Norton Antonio Burt			