

Progress Update For The Community

From Good to *Great*: Building a Legacy

February 2017 | Update 1

Strategic Plan

Five goals have been outlined through the Strategic Planning process, which allow the district to build on its strengths and to grow where we have opportunities in the areas of:

- *academic success;*
- *talent management;*
- *fiscal responsibility;*
- *community engagement; and*
- *governance.*

Ensuring high levels of learning for all students remains our number one priority.



Our Mission: Inspiring all learners to reach their highest potential as responsible, productive citizens.

Para ver este documento en español, favor de visitar:

www.osceolaschools.net

See inside for the progress being made on each of the five strategic goals:

Strategic Goal #1: Academic Success

Ensure high levels of learning for all students.

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Strategic Goal #2: Talent Management

Recruit, develop, retain, and reward a highly-dedicated, high-quality workforce.

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Strategic Goal #3: Fiscal Responsibility

Optimize use of all resources to preserve and protect the taxpayers' investment.

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Strategic Goal #4: Community Engagement

Promote a culture that recognizes education as a positive force in the community and beyond.

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Strategic Goal #5: Governance

Cultivate relationships between the School Board, Superintendent, and community to serve as a high-functioning district leadership team.

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Strategic Plan

Update On Goal 1: Academic Success

By Jay Wheeler, School Board Member

Ensure high levels of learning for all students.

Ensuring high levels of learning for all students remains our number one priority. We must provide *all* students with college *AND* career pathways that will fill the high-tech, high-demand careers of today and tomorrow . . . some of which haven't even been invented yet. Here are highlights of how we are doing just that . . .

AP **Advanced Placement** enrollment has grown by more than 67% over the last three years.



Forty percent more of the district's **International Baccalaureate** students are graduating with IB diplomas.



The district's **dual enrollment options** have quadrupled to include the University of Florida, the University of Central Florida, Valencia College, Polk State College, and TECO.



Career and Technical Education programs that will be essential in providing support to the high-tech industries moving to the region are being expanded in such fields of study as construction, hospitality and tourism, health and medical, and engineering pathways.



The district improved our **graduation rate** to 82%, a 1.4% increase over last year, which remains higher than Florida's statewide graduation rate of 80.7%, and leads all but three Central Florida counties – including Orange County.



The Osceola School District is ranked number one in the nation for percentage of students linked to **Khan Academy**, a world-class online tool to help students prep with personalized free resources for the SAT through College Board.



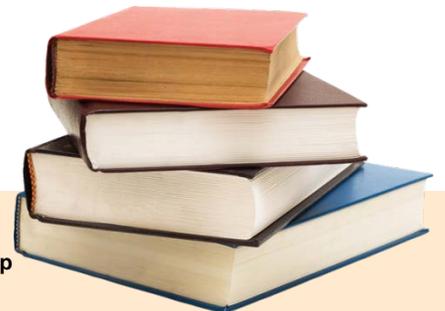
New this year, the district will give the **PSAT test** to all ninth, tenth, and eleventh grade students, as well as the **SAT** during the school day to all high school juniors, to provide more opportunities for college acceptances and scholarship opportunities.



To best prepare students, Osceola has become a **"STEM-sturdy" school district**, as we have greatly expanded our science, technology, engineering, and mathematics offerings through Project Lead the Way in all of our middle and K-8 schools. You can find STEM programs in elementary schools across the district, and even in six prekindergarten programs for our littlest learners.



This is the first year that the district is conducting **universal screenings for the gifted program** for all second grade students. Some schools are seeing a potential increase in gifted identification of over 200%. Many of the students identified are English Language Learners, a subgroup that has historically been missed in traditional gifted identification.



Osceola County SCHOOL BOARD

Our Vision:

The Osceola School District will work in partnership with families and the community to ensure all learners develop the essential knowledge and skills to strengthen our thriving community.



Kelvin Soto
Chairman - District 2



Ricky Booth
Vice Chairman - District 5



Jay Wheeler
District 1



Tim Weisheyer
District 3



Clarence Thacker
District 4



**Superintendent
Dr. Debra Pace**



Strategic Plan

Update On Goal 2: Talent Management

By Kelvin Soto, School Board Chairman

Recruit, develop, retain, and reward a highly-dedicated, high-quality workforce.

Important work is being done every day to empower our teachers and instructional leaders and to build better capacity at all levels of the school district to ensure student success:



The district has begun a three-year partnership with the **Urban Schools Human Capital Academy** to better recruit, deploy, and retain highly-effective teachers and principals. This is being done in order to put the best talent in front of all students.



Also as part of the career ladder pathway, we are partnering with the University of Central Florida and Stetson University to provide master in **Educational Leadership** programs right here in Osceola County.



The district's HR Department is evaluating all policies and procedures to identify **best practices** in such areas as employee onboarding, performance management systems, and more to expand services to attract and keep outstanding talent in the district.



To fill the critical need for teachers, the district is embarking on a collaborative partnership with Valencia College, UCF, and the CFE Federal Credit Union to support our current high school students to pursue a career pathway in education. Currently, the district has four high schools that have participating **Future Teacher Academies**. The colleges are working together to provide all of the required classes here in Osceola County for a teaching degree, and when the students graduate, a teaching position will be guaranteed right here at home in the Osceola School District.



The district is currently working on a **Leadership Pipeline** to develop leaders from within all employee groups.

Strategic Plan

Update On Goal 3: Fiscal Responsibility By Clarence Thacker, School Board Member

Optimize use of all resources to preserve and protect the taxpayers' investment.

In conjunction with ensuring that the right people and academic support are in place to improve student achievement, the School Board is continuing to work diligently to evaluate and prioritize the use of both operating and capital resources to impact our instructional priorities:



Osceola County's **newest high school** under construction is providing a substantial opportunity for the local economy and local construction jobs. With the highest regard for fiscal responsibility in mind, the cost per student station to build this new high school is below the state average.



Thanks to the support of Osceola voters, the school district is able to further the economy here at home by putting the **half-cent sales tax** into capital projects that will spur local jobs, our economy, and economic development.



Strategies for fiscal responsibility that are currently being worked on include implementing a three-tiered bell schedule to **reduce transportation costs**, **managing health care costs** through the new Center for Employee Health, **re-evaluating the allocation of positions** at schools, and **consolidating software applications and licenses**.



Progress is also being made to **reduce the overall energy consumption** across the district, to **develop benchmarks** to measure effectiveness of maintenance operations, and to **increase sales tax savings** through expanded participation in the Owner Direct Purchase Program.



Strategic Plan

Update On Goal 4: Community Engagement

By *Tim Weisheyer,*
School Board Member

Promote a culture that recognizes education as a positive force in the community and beyond.

Numerous strategies have been put in to place to engage all stakeholders to build understanding of the importance of education in our community's future. This is being done through effective communication, parent involvement, and community partnership efforts:



We are continuing to build upon the **district's new website, mobile app, call-out messaging system, and social media.**



The Osceola School District has now been designated a **"Choice District,"** which greatly expands the options for parents to schools that they determine best meet their students' needs.



Events like **College Colors Day, College Week, and Top 10 Junior Breakfasts** allow us to celebrate a college-going culture with our students and community.



We are grateful for the involvement of our over **17,000 school volunteers, 350 school and district business partners, thousands and thousands of involved parents,** and the outstanding relationships that our School Board has developed with our **local government officials and community organizations.**



Strategic Plan

Update On Goal 5: Governance

By *Ricky Booth,*
School Board Vice-Chair

Cultivate relationships between the School Board, Superintendent, and community to serve as a high-functioning district leadership team.

When it comes to governance, your highly-functioning School Board is committed to building the capacity of district and school leadership and has clearly set forth the expectation of excellent customer service at all levels of the organization:



The School Board and Superintendent are undergoing **Master Board certification** through the Florida School Boards Association.



Cohorts of principals will be attending the **Harvard Institute of Strategic School Leadership** beginning next year to strengthen leadership for systematic improvement.



Work is currently being done with principals across the district to **identify and implement research-based best practices** for school leadership and on ways to engage more stakeholders in the school improvement process.



Our School Board is proud of the **strong and supportive relationships** that have been developed with our governmental partners and state and national legislators.