

**METROPOLITAN EDUCATION DISTRICT (METROED)
SIX-MONTH STRATEGIC OBJECTIVES**

January 22, 2019 – August 1, 2019

THREE-YEAR GOAL: <i>Increase organizational effectiveness and efficiency</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By February 1, 2019	Meagan Azevedo (lead), Alecia Myers-Kelley and Peter MacDonald	Analyze staffing and recommend staffing to the Superintendent for the 2019-2020 school year.				
2. By March 1, 2019	Marleen Dinis	Draft a Standard Operating Procedures (SOP) template to be used by all departments and present to the Cabinet for approval.				
3. By May 1, 2019	Marleen Dinis (lead), Rosalie Ruiz, Chuck King, Ricky Carrillo, Ariel Owen, Meagan Azevedo and Alecia Myers-Kelly	Review current procedures to determine which need to be revised or retired and create teams to address this process.				
4. By August 1, 2019	Marleen Dinis (lead), Ariel Owen, Chuck King, Rosalie Ruiz, Pilar Vazquez-Vialva and Ricky Carrillo	Create a template and plan for the enhancement and addition of procedures and present to the Cabinet for input and approval and then to the Board for consideration.				

THREE-YEAR GOAL: *Attract, develop and retain high quality staff*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By March 15, 2019	Chuck King and Meagan Azevedo	Create a Technology Professional Development Plan for <u>all</u> staff, based on survey data.				
2. By April 1, 2019	Meagan Azevedo (lead), Farah Ubaidullah, Pilar Vazquez-Vialva and Tony Danh	Develop a Recruitment Plan, including optimizing resources (e.g., EdJoin, credentialing school visits, Step into Teaching Recruitment Fair, partnerships) MetroEd has available to attract high quality candidates.				
3. By August 1, 2019	Meagan Azevedo (lead), Chuck King, Farah Ubaidullah, Peter MacDonald, Alecia Myers-Kelley, Mike Cortese and Rosalie Ruiz	Create a Professional Development Plan for their area that meets the needs of <u>all</u> staff.				
4. By August 1, 2019	Meagan Azevedo (lead), Farah Ubaidullah, Chuck King and Rosalie Ruiz	Conduct a job analysis of positions in the Technology Department and recommend to the Cabinet the updating of job descriptions and classifications, as needed.				
FUTURE: By _____	Farah Ubaidullah (lead) and Meagan Azevedo, with input from each department and site	Develop a MetroEd Succession Plan and present to the Board.				

THREE-YEAR GOAL: *Achieve financial stability and sustainability*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By February 15, 2019	Ron Lebs	Present to the bargaining units prospective dates for meeting for negotiations.				
2. By March 1, 2019	Peter Vrabel	Complete and submit the Perkins grant application for funding.				
3. At the March 13, 2019 Board meeting	Ron Lebs	Present an updated Master Business Agreement to the Board for consideration.				

THREE-YEAR GOAL: *Increase student achievements*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By August 1, 2019	Peter MacDonald and Norma Martinez	Develop a Retention Plan for chronic absenteeism by adult students.				
2. By August 1, 2019	Alecia Myers-Kelley (lead), Ted Altenberg, Chuck King and Marleen Dinis	Identify, present to Alyssa Lynch and post at least two videos to SVCTE's YouTube channel that increases acknowledgement of student achievement/success.				
3. By August 1, 2019	Pilar Vazquez-Vialva (lead), Alecia Myers- Kelley, Peter MacDonald, Norma Martinez, Toni Thunen, Kerry Martin, Marleen Dinis, Lora Hunter and Ted Altenberg	Determine indicators for student achievement to be measured.				
4. By August 1, 2019	Peter MacDonald, Norma Martinez, Toni Thunen and Kerry Martin	Create a plan to acknowledge student achievement.				