SYSTEMS THINKING

We will create consistency, predictability, and efficiency by setting up systems for accomplishing our work in the District so individual staff members, sites, and departments are not duplicating efforts, dividing resources, and potentially working at cross-purposes. With planning based on the big picture, consideration of how all the pieces fit together, and selection and design of effective strategies and practices, staff, students, and parents/guardians will be able to rely on a similar experience and high level of service across the district.

Some examples of the work of our plan are:

- School Plans for Learner Success redesigned to align with the goals and structure of District Plan
- Development of Administrative Procedures for all schools and departments to follow
- Technology review and roadmap for ensuring reliable, modern and equitable infrastructure, hardware, software, and support
- Introduction of secure data system with leveled permissions to filter, sort, and display student information
- Fully integrated online systems for Finance and Human Resources
- Budgeting and staffing intentionally planned to align with District Plan goals and strategy

2021-2022 Year 1 of 3 Year Plan
SCORECARD of KEY ACTIONS

Action or Initiative	Success Indicator	Target	Review date	Result	Outcome [Met, Not Met or In Progress]
Technology Road Map	▪Priority items of IBM review road map recommendations implemented	▪IT ticket system	Sep 2021	Y	Met
		▪automated Teams system for schools, depts, classes	Sep 2021	Y	Met
		▪Automated account creation	Sep 2021	Y	Met
		▪Software management solution	Jun 2022	Y	Met
		▪Teams phone system	Jun 2022	[Y/N]	In progress
		▪Papercut	Jun 2022	[Y/N]	In progress
		▪New website	Sep 2021	Y	Met
		▪Staff portal	Sep 2021	Y	Met
		▪phase 2 of hardware refresh	June 2022	[Y/N]	In progress

Integrated HR and Finance system	▪Financial and HR modules of Atrieve implemented	▪P.O. System in use by all schools and departments	Oct 2021	Y	Met
		▪All leave application and approval done in system	Oct 2021	[Y/N]	In progress
		▪All schedules entered into system.	Sep 2021	Y	Met
		▪Online job application for staff.	Jan 2022	[Y/N]	In progress
		▪Online change forms and electronic employee onboarding	Jan 2022	[Y/N]	In progress
		▪Automated Dispatch	Jan 2022	Y	Met
		▪MyBudget File	Feb 2022	[Y/N]	
OH&S	▪ Common understanding of process and consistent application	▪OH&S module of Atrieve	Mar 2022	[Y/N]	
		▪Participation by all schools in Incident Investigation Training	Feb 2022	[22/22]	
		▪Violence in the Workplace processes	Jun 2022	[Y/N]	
		▪Explore training facilitation and tracking options	Jun 2022	[Y/N]	
Admin and Operational Procedures	▪Developed and made available to staff and public as appropriate	▪Admin Procedures published on website	Sep 2021	Y	*Met*
		▪All policies reviewed and Admin Procedures created for all that require to accompany or replace	Jun 2022	[Y/N]	----
		▪Plan for creating and publishing staff operational procedures	Jan 2022	[Y/N]	
Staffing Planning	▪All staffing levels in district reviewed annually relative to enrollment and needs	22/22 school staffs and district staff reviewed by SLT and staffing plan in place	April 2022	[Y/N]	----
School Plans for Learner Success	▪School Plans align with District Plan format and goal areas	▪22/22 School plans approved by Board	Nov 2021	*22/22*	----
	▪School Plan reporting process	▪Process in place for schools to share results	Feb 2021	[Y/N]	----

District Data Warehouse	▪Database built and running on server	▪Providing longitudinal data for multi-year reports in District Data System	June 2022	*[Y/N]*	In progress
District Data System	▪Access for teachers ▪Development to support grad tracking ▪Development to support School Plans	▪Permission security model in place and access granted to teachers	Jan 2021		In progress
		▪Grad program progress tracking feature implemented	Jun 2022	*[Y/N]*	----
		▪Custom reports for schools based on School Plan	Ongoing	Y	----
Transfinder	▪ New fleet software and mechanical dept inventory system and route finder	▪Implementation of mechanical dept inventory system	Jan 2022	*Y*	----
		▪Implementation of route finder	Mar 2022	*Y*	
Security System	▪FOB entry system and monitoring in place	▪FOB system analysis ▪Implementation after trial	Dec 2021 Jun 2022	*Y* *[Y/N]*	---- ----
Budget Planning	▪Draft approved budget is aligned with student success priorities	▪Spring budget presentation explicitly references District Plan priorities	Jun 2021	*Y*	----