Forsyth County Schools Goal Area: Culture and Climate Strategic Improvement Plan 2017-2020

Strategic Improvement Plan Template

Forsyth County Schools Strategic Plan Goal Area

Culture and Climate

Initiative B	Acquire					
Description of Initiative	Attract highly effective staff members.					
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources		
Analyze Metro Compensation Scales and Incentives	Human Resources Analyst and Talent Coordinator	Complete study Make alignment recommendations	Annually	None		
Create Local Alternative Certification Program	Director of Human Resources	Certification attainment	2019-20	½ staff allotment		
Oreate Screening System for Applications	Human Resources Information Systems Specialist	Implementation and monitoring of application system	August 2018	Purchase online screening tools/ HR budget		
Continue Marketing/Recruitment Efforts to Build a Diverse Applicant Pool	Human Resources Analyst and Talent Coordinator	Increase in applicants Increase diversity of talent pool Increase Work Based Learning student intern				

Strategic Improvement Plan Template

Forsyth County Schools Strategic Plan Goal Area	Culture and Climate
Forsyth County Schools Strategic Plan Performance Objective #2	Develop and apply effective cultural strategies

Performance Measure	Baseline 2016-2017	Target 2017-2018	Target 2018-2019	Target 2019-2020	Target 2020-2021
Increase % of schools obtaining 5 on the Climate Star Rating	4 ES, 9 MSand 0 HS				
Number of staff receiving diversity, equity and inclusion professional learning*	Approx. 100	Approx. 100	TBD	TBD	TBD

^{*}Note: We will set future targets as part of the district Diversity, Equity and Inclusion plan work in 2017-18.

Initiative A	District Diversity, Equity and Inclusion Plan				
Description of Initiative	Coordinate district department and school-level individual work in the areas of diversity, equity and inclusion to have one robust, well-researched, and thoughtful district plan to address these issues.				
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources	
Partner with GLISI on Plan Development	Director of Public Information and Communications	Completed plan that includes specific goals, strategies, timelines and measures.	July 2017-July 2018	Educational Leadership budget	

Continue Partnership with GLIS on Implementation and Assessment Support

ÉMMONABB

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Forsyth County Schools Strategic Plan Goal Area	Culture and Climate
Forsyth County Schools Strategic Plan Performance Objective #3	Increase purposeful school, home, and community partnerships.

Performance Measure	Baseline	Target	Target	Target	Target
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Increase foundation funds	\$52,012.23	\$250,000	\$500,000	\$750,000	\$1,000,000

Increase % of partnerships

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