

Performance Plan- 2011-2012

Mission: Providing Education to Achieve Success

Vision: To be the Best Organization for Learning

Values: Responsibility, Honesty, Respect, Integrity, Commitment, Citizenship, Our Community, Our Partnerships and Every Person as a Unique Individual with the Ability to Acquire and Apply Knowledge.

<p>Casey Mackert</p> <p>■ on task</p> <p>■ caution</p> <p>■ behind</p>	<p>Director of Performance and Public Relations</p>	<p>Contact: 330.877.9383 mackertcasey@lake.stark.k12.oh.us</p>
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Performance: Strategic Planning and Mission/Vision/Values/ Measures					
<p>Strategic Planning</p> <ul style="list-style-type: none"> Core Value Rubric Arts in Lake - oversee Athletics Plan - oversee Work with building administrators to promote departmental alignment of plans All follow up on District Strategic Plan including creation of action plans at the district and building level Ensure that appropriate action plans are developed and deployed at the building level Deploy individual goal cards and follow up Promote use of work plans for administrators with planned deployment to individual level for 2011-2012 Identify opportunities for use of Kaizen events 	<p>Collect, analyze and publicize data, organize district data sources</p> <p>Alignment and deployment of district strategic plan</p>		<p>Engagement</p>	<p>Continuous</p>	<p style="color: green;">?</p>
<p>SLT</p> <ul style="list-style-type: none"> Organize and schedule SLT meetings Design meeting agenda Prepare materials and correspondence from Jeff to members Review action plans at each meeting for alignment and completion Work through deployment plans for buildings Engage all staff in mission, goals and objectives Continue training on Baldrige criteria 	<p>Collect, analyze and publicize data, organize district data sources</p> <p>Alignment and deployment of district strategic plan</p>	<p>Currently meeting with ELT weekly, preparing all SLT agendas and meeting with SLT members between meetings.</p> <p>Baldrige Application</p> <p>Update Process Maps</p>	<p>Engagement</p>	<p>Continuous</p>	<p style="color: green;">?</p>

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<p>Enlit</p> <ul style="list-style-type: none"> Develop scorecards and data banks with new Enlit product Work on developing comparative data for district measures 	<p>Collect, analyze and publicize data, organize district data sources</p> <p>Alignment and deployment of district strategic plan</p>	<p>New product to be available August 2011</p>	<p>Communication</p>	<p>Continuous</p>	
<p>Baldrige Application</p> <ul style="list-style-type: none"> File intent to apply with Baldrige Prepare for possible national site visit 	<p>Organize and keep district abreast of Malcolm Baldrige criteria changes and programs</p>	<p>Use feedback report and new strategic plan to develop new application for 2012</p>	<p>Communication and Engagement</p>	<p>Continuous</p>	
<p>Best Practice/Benchmarking</p> <ul style="list-style-type: none"> Talk with ELT and SLT about next choices for best practice sharing 	<p>Collect, analyze and publicize data</p>		<p>Communication and Engagement</p>		
<p>Process Mapping</p> <ul style="list-style-type: none"> Continue mapping of all district processes Continue to update and refine existing processes Create process for processes 	<p>Collect, analyze and publicize data</p>	<p>Continue sharing and posting maps to ensure use</p>	<p>Communication</p>	<p>Continuous</p>	
<p>Data</p> <ul style="list-style-type: none"> Work on Balanced scorecard "databook" Continue to assist staff with assimilation of data and its use Develop 2011-2012 Scorecard/Dashboard for new strategic plan Create and design KPI signage for each building and central office 	<p>Collect, analyze and publicize data, analyze and organize district data</p> <p>Conduct staff development on quality tools and initiatives</p>	<p>Need to create dashboard system.</p>	<p>Communication</p>	<p>Continuous</p>	
<p>"Survey Central"</p> <ul style="list-style-type: none"> Administer professional development surveys Administer parent survey Administer employee satisfaction survey Produce results documents for all surveys and 	<p>Create and deploy surveys</p> <p>Look at district alignment</p> <p>Help set goals</p>		<p>Engagement</p>	<p>Continuous</p>	

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<ul style="list-style-type: none"> • issue to appropriate participants • Create schedule for surveys 					
<p>Rounding</p> <ul style="list-style-type: none"> • Follow up surveys with rounding with staff to further evaluate results of survey questions 	<p>Response to surveys and input, as well as additional survey and feedback resource</p>		<p>Communication Engagement</p>	<p>Beginning in September with engagement survey results</p>	
Professional Development					
<p>Staff Development</p> <ul style="list-style-type: none"> • Develop programming for new teachers, returning staff regarding criteria • Develop programming for SLT, administrators and classified staff • Teach Malcolm and Me • Convocation – Management System 	<p>Train staff in use and understanding of the Baldrige criteria and the district goals</p>	<p>Focus more on operations staff</p>	<p>Communication Engagement</p>		
<p>Departmental Meetings</p> <ul style="list-style-type: none"> • Work with guidance and other departments per Jeff's recommendation to improve communication and processes • Attend curriculum council and grade level meetings 	<p>Train staff in use and understanding of the Baldrige criteria and the district goals</p>	<p>Not started</p>	<p>Communication</p>	<p>Continuous</p>	
<p>Attend National Baldrige Examiner Training and serve as an examiner.</p>	<p>Accepted as Senior, attended May 2011 training</p>	<p>Serve as technical editor fall of 2011 Serve as facilitator spring of 2011</p>	<p>Engagement Communication Stewardship</p>		
<p>Serve on OPE Board</p> <ul style="list-style-type: none"> • Attend monthly meetings by phone • Assist with issues as they arise • Attend OPE/Baldrige regional conference • Attend bi-monthly board meetings 	<p>Estimate quarterly participation in meeting in Columbus, review and advise regarding training and criteria</p> <p>Participation by phone and</p>	<p>Serving as Executive Board Member Serving as Treasurer</p>	<p>Stewardship</p>	<p>Continuous</p>	

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	<p>with committees for conference.</p>				
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