

## Strategic Priority 1:

### Academics

The portrait of a graduate outlines the expectations for all Omaha Public Schools graduates. To that end, the academic strategic priority will focus our work on early literacy, program redesign and establishing a high quality portfolio of school programs. Omaha Public Schools prepares each student to meet postsecondary expectations:

#### Goals

» (A1) By June of 2021, develop, field-test, train and deploy Research's Academic/ needs Intervention Indicator Dashboard to meet the district's current and future

(RA1) By June of 2022, develop, field-test, train and deploy Research's Academic/ Intervention Indicator Dashboard to meet the district's current and future needs.

» (A2) By June 2025, each school will have 4% more Kindergarten through third grade students that will read on grade level as measured on standardized district assessments.

(RA2) Annually, each school will have 4% more kindergarten through third grade students that will read on grade level as measured on standardized district assessments.

» (A3) By June of 2025, each school will increase the percentage of ninth-twelfth grade students identified as on-track for graduation by 5%.

(RA3) Each year, every high school will increase the percentage of ninth through twelfth grade students identified as on-track for graduation by 5%.

» (A4) By June of 2025, student groups in each middle school participating in advanced academic middle school courses will increase annually.

(RA4) Student groups in each middle school will meet or exceed growth goals in math and reading by 3% annually.

» (A5) By June of 2025, all students will have equitable access to technologies necessary to support learning.

(NEW A5) Annually, an audit of lost/damaged inventory will be conducted, and devices will be upgraded/replaced as necessary.

## Strategic Priority 2:

### Staff

Recruiting and ~~maintaining~~ **retaining** a highly qualified, developed staff is the most essential component of a successful school district. Omaha Public Schools has highly qualified and effective staff in every division.

#### Goals

» (S1) By June of 2025, a pipeline of teachers will be developed so that 95% of teaching positions are filled in each school by August 1 of each year with highly qualified candidates.

**(RS1) A pipeline of teachers will be developed so that 95% of teaching positions are filled in each school by August 1 of each year with highly qualified candidates.**

» (S2) By June of 2025, a pipeline of employees will be developed to assume leadership roles so that 98% of administration positions in each school and 95% of district leadership positions are filled prior to the start of the school year.

**(RS2) A pipeline of employees will be developed to assume leadership roles so that 98% of administration positions in each school and 95% of district leadership positions are filled prior to the start of each school year.**

» (S3) By June of 2025, create employee development programs including grow your own programs for each department to support succession planning and employee retention.

**No recommended change.**

## Strategic Priority 3:

### Financial Accountability

School district budgets across the U.S. are challenged daily to be funded and many districts are unable to fund their highest priorities. Omaha Public Schools understands the challenges of developing and adhering to an approved budget and recognizes the need to be accountable to the funding provided and supported by the community it serves. Omaha Public School demonstrates financial accountability tied to student outcomes.

#### Goals

» (F1) By June of 2021, all major initiatives included in the Strategic Plan of Action will have an associated evaluation plan that allows leaders at all levels of the organization to actively maintain a continuous improvement cycle.

(RF1) By June of 2022, all major initiatives included in the Strategic Plan of Action will have an associated evaluation plan that allows leaders at all levels of the organization to actively maintain a continuous improvement cycle.

» (F2) By June of 2021, audit existing systems and technology contracts to increase fiscal responsibility, eliminate redundancy in technology purchasing and create a schedule for procurement of technology infrastructure, planned obsolescence and security needs through 2030.

(RF2) By March of 2022, audit existing systems and technology contracts to increase fiscal responsibility, eliminate redundancy in technology purchasing and create a schedule for procurement of technology infrastructure, planned obsolescence and security needs through 2030.

» (F3) By August of 2022, the Omaha Public Schools implements a participatory budget process aligned to student needs, District priorities and school improvement planning.

No recommended change.

» (F4) By August of 2021, establish financial processes to manage all funding streams to align to student needs and District priorities.

No recommended change.

» (F5) By August of 2025, private partnership funding streams align to District priorities.

**No recommended change.**

» (F6) By June of 2022, the district will have a schedule of future facility needs and deferred maintenance through 2030.

**(RF6) By August of 2023, the district will publish and implement a 5-year plan identifying future facility needs and deferred maintenance required to provide appropriate learning spaces for students.**

» (F7) By June of 2025, all Phase 2 Bond Projects have been completed.

**(RF7) By June of 2025, 95% of Phase 2 Bond projects have been completed on time and within budget.**

## Strategic Priority 4:

### Ethic of Care

Fostering a caring, inclusive culture assures all feel value, support, and joy. Everyone benefits as a result of students, staff and the community being served with care. Omaha Public Schools demonstrates an ethic of care for students and staff.

#### Goals

» (E1) By June of 2025, each school and program in the Omaha Public Schools will demonstrate annually an increase in the percentage of students missing less than nine days and demonstrate annually a reduction of the percentage of students identified as chronically absent.

(RE1) Each year, all schools and programs in the Omaha Public Schools will demonstrate an increase of up to 2% in the percentage of students missing fewer than nine days.

» (E2) By June of 2025, each school/program in the Omaha Public Schools will demonstrate annually improved outcomes on the climate survey of at least 25% of parents/guardians and that there is evidence in the data that they are equitably improving interactions with students and families.

No recommended change.

» (E3) By June of 2025, proactive efforts focused on improving social/emotional skills at each school/program in the Omaha Public Schools will decrease annually the number of student disciplinary events.

(RE3) Each year, all schools and programs will have a 3% reduction in the number of student disciplinary events.

» (E4) By June of 2021, all Omaha Public Schools facilities will meet a consistent standard of quality of facility condition, cleanliness and accessibility.

(RE4) By June of 2022, 90% of Omaha Public Schools facilities will meet a Level 1 under APPA standards of quality of facility condition, cleanliness, and accessibility with no school at a Level 3 or lower.

» (E5) By June of 2021, a district plan for improved environmental stewardship will be created for presentation to the Board of Education.

(RE5) By August of 2022, a district plan for improved environmental stewardship will be created that projects a 5% reduction in energy consumption over the course of the 2022-2023 school year for presentation to the Board of Education.

» (E6) By January of 2025, upgrade digital platforms to reflect prevailing technology to provide two-way communication and promotion of Omaha Public Schools with stakeholders.

No recommended change.

» (E7) By June of 2022, reflect an ethic of care for Omaha Public Schools stakeholders by communicating with authentic and accessible language, supporting staff in creating welcoming environments and empowering team members to serve as positive, knowledgeable ambassadors for Omaha Public Schools.

No recommended change.