

EAST SAN GABRIEL VALLEY ROP AND TECHNICAL CENTER SIX-MONTH STRATEGIC OBJECTIVES

July 25, 2019 – January 15, 2020

THREE-YEAR GOAL: <i>Achieve financial stability and sustainability</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At each monthly Board meeting	Chief Business Officer	Report to the Board the status of LCFF pass-through invoices and payments.				
2. At the September 2019 Board meeting	Superintendent	Present to the Board a report on all potential grant and foundation funding sources, the status of our past efforts to secure funding, and the future plan to secure additional funding.				
3. At the January 2020 Board meeting	Superintendent (lead), Chief Business Officer and Board President	Present to the Board the first reading of a redraft of the JPA.				
FUTURE: At the May 2020 Board meeting	Chief Business Officer	Present the 2020/2021 draft budget that reflects solvent post-secondary and Margett Pathway Academy programs.				

THREE-YEAR GOAL: *Implement a systematic approach to continuous improvement*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By the September 2019 Board meeting	Each Department Lead	Identify 6-Month Interim Objectives for their Continuous Improvement Plan and report to the Board.				
2. At the October 2019 Board meeting	Deputy Superintendent, with input from Instructional Supervisors	Identify instructional technology standards and how to measure their implementation in the classroom and report to the Board.				
3. By January 15, 2020	Each Department Lead	Complete and report to the Board the 6-Month Objectives for their Continuous Improvement Plan.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By October 1, 2019	Director of HR and Assistant to the Superintendent	Develop and present to the Superintendent an Employee Recognition Program to highlight outstanding employees and programs.				
2. By December 15, 2019	Director of HR	Complete a Comparable Salary Survey for all current positions and present to the superintendent.				
3. By January 15, 2020	Director of HR	Develop and conduct a New Hires Needs Assessment Survey for the on-boarding process.				
4. By January 15, 2020	Director of HR	Implement a recruitment strategy to employ at least one employment alumni as a Teacher Assistant for a program with large enrollment.				

THREE-YEAR GOAL: *Increase participation and pathway completion in secondary programs*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By September 15, 2019	Attendance Clerks	Provide to the Chief Business Officer participation data for the past five years and current baseline participation for secondary programs for presentation to the Board at the October 2019 meeting.				
2. By September 15, 2019	Deputy Superintendent (lead), Instructional Supervisors and Attendance Clerks	Obtain participation and completion data from 2016-2017, 2017-2018 and 2018-2019 in courses from the districts and present to the Board at the October 2019 meeting.				
3. By September 15, 2019	Superintendent (lead), Deputy Superintendent and Instructional Supervisors, with input from the Marketing Committee	Develop a plan to increase 2020-2021 secondary participation per district by 5% and present to the Board for input at the October 2019 meeting.				
4. By October 1, 2019	Deputy Superintendent	Host a workshop for all District Counselors and Administrators to increase their awareness of the sequencing, Cal Pads coding and naming of courses.				

THREE-YEAR GOAL: *Achieve sustainable post-secondary programs and the Margett Pathway Academy*

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. On August 9, 2019	Marketing Committee	Provide each district's high school ESGV ROP post-secondary promotional materials.				
2. By September 15, 2019	Chief Business Officer (lead) and Program Manager	Identify the number of students and cost for sustainability of post-secondary and Margett Pathway Academy classes and programs and report the results to the Board at the October 2019 meeting.				
3. By January 15, 2020	Program Manager (lead) and the Recruitment Team	Partner with all districts' high schools on the enrollment process to have onsite enrollment by March 2020.				
4. By January 15, 2020	Program Manager (lead), Marketing Committee and Recruitment Team	Attend at least seven (one per district) community events to increase community awareness of our post-secondary programs.				