

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

January 30, 2020 - July 15, 2020

THREE-YEAR GOAL: <i>Achieve financial stability and sustainability</i>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the February 27, 2020 Board meeting	Interim CBO and Business Office Consultant	Present "District Breakdown" and "Budget Summary" documents to the Board, covering 2015-2016 to 2019-2020.				
2. Prior to the March 26, 2020 Board meeting	Interim CBO and Business Office Consultant	Host a meeting for all Member District Superintendents and CBOs to present financial information and answer questions regarding ROP's financial position and administrative costs.				
3. At a March 26, 2020 Board Study Session	Interim CBO and Business Office Consultant	Review administrative cost and recommend potential Board policies regarding allocation.				
4. At the May 21, 2020 Board meeting	Superintendent (lead), Interim CBO and Business Office Consultant	Present to the Board a draft 2020-2021 Budget that includes a Sustainability Plan for the Post-Secondary Program.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By April 23, 2020	Each Department Lead	Review the 6-Month Interim Objectives for their Continuous Improvement Plan and report the changes to the Board.				
2. By June 15, 2020	Director of Technology (lead), Superintendent, Interim Director of Secondary, Director of Post Secondary and Director of HR	Develop and schedule technology professional development for all teachers beginning on August 7, 2020.				
FUTURE A: By _____	Instructional Supervisors Kim Case (lead) and Chris Dennis, Superintendent and Interim Director of Secondary	Use student outcome data to compare ROP vs. non-ROP students and present the findings to the Board.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By July 1, 2020	Director of HR	Seek funding to recruit and retain highly qualified teachers and report the results to the Superintendent and the Board.				
2. By July 15, 2020	Director of HR	Develop and conduct a New Hires Needs Assessment Survey for the on-boarding process for all new hires.				
3. By _____, contingent upon increased funding	Director of HR	Offer a signing bonus to new teachers for high demand training programs in engineering, healthcare and IT.				
4. By _____, contingent upon increased funding	Superintendent	Announce a Retention Bonus to all current teachers for returning in the 2020-2021 school year.				

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

WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By April 1, 2020	Superintendent (lead), Interim Director of Secondary and the Instructional Supervisors, with input from the Marketing Committee	Review and update plans to increase 2020-2021 secondary participation per district and present to the Board for input at the April 30, 2020 Board meeting.				
FUTURE A: By October 1, 2020	Interim Director of Secondary, working with the Attendance Clerk	Provide to the Chief Business Officer participation data for the past year and current baseline participation for secondary programs for presentation to the Board at the October 22, 2020 meeting.				
FUTURE B: By October 1, 2020	Interim Director of Secondary (lead), Instructional Supervisors and the Attendance Clerk	Obtain participation and completion data from 2019-2020 in courses from the districts and present to the Board at the October 22, 2020 meeting.				
FUTURE C: By October 1, 2020 and yearly thereafter	Interim Director of Secondary and the Instructional Supervisors, working with the Districts and Administrators	Align Pathways, 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. By April 15, 2020	Director of Technology (lead), Administrative Assistant and Interim Director of Post Secondary	Update the website to increase awareness of employer partnerships.				
2. At the May 21, 2020 Board meeting	Chief Business Officer (lead) and Interim Director of Post Secondary	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.				
3. By July 15, 2020	Interim Director of Post Secondary	Offer at least one more Medical Assisting class in the evening.				
4. By July 15, 2020	Interim Director of Post Secondary (lead) and Director of Technology	Research requirements for online classes and present recommendations to the Board.				