



Strategic Plan 2019-2022

Year **2** GOALS, STRATEGIES, METRICS, AND ACTIVITIES

OSCEOLA COUNTY SCHOOL BOARD MEMBERS:

Terry Castillo - District 1 | Julius Melendez - District 2 | Jon Arguello - District 3
Clarence Thacker - District 4 | Robert Bass - District 5
Dr. Debra P. Pace - Superintendent

Every Child, Every Chance, Every Day!

THE SCHOOL DISTRICT OF OSCEOLA COUNTY, FL
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STRATEGIC PLAN GOALS



ACADEMIC SUCCESS

TALENT MANAGEMENT

FISCAL RESPONSIBILITY

COMMUNITY ENGAGEMENT & GOVERNANCE

SCHOOL SAFETY & SECURITY



Osceola County
SCHOOL DISTRICT



Strategic Plan 2019-2022

Strategic Plan Goals & Strategies



ACADEMIC SUCCESS

- 1A. Ensure every student receives high quality, standards-based curriculum that is consistent across grade levels and courses throughout the district.
- 1B. Ensure every student engages in high leverage, standards-based classroom activities to read, write, talk, and solve.
- 1C. Ensure schools engage in intentional strategies to support subgroups and close the achievement gap.
- 1D. Ensure acceleration opportunities for all students that will lead to college, career, and life readiness.



TALENT MANAGEMENT

- 2A. Attract quality candidates to decrease employee vacancies.
- 2B. Provide high-quality professional learning aligned to individual and organizational needs.
- 2C. Develop and retain our workforce to reduce turnover of high quality employees.



FISCAL RESPONSIBILITY

- 3A. Evaluate and improve current processes to increase operational efficiency.
- 3B. Reduce overall energy consumption and waste management costs.
- 3C. Develop a healthcare program focused on employee well-being and cost control.



COMMUNITY ENGAGEMENT & GOVERNANCE

- 4A. Provide parents opportunities to acquire information, knowledge, and skills to support their children's education at home and at school.
- 4B. Expand and promote high-quality and innovative educational choice and enrichment opportunities that meet the diverse needs of students and the community.
- 4C. Strengthen the continuous improvement process at the school and district level to close the achievement gap.



SCHOOL SAFETY & SECURITY

- 5A. Strengthen school and district facility security procedures and infrastructure.
- 5B. Improve school-wide support for behavior and social emotional learning (SEL) for all students.
- 5C. Improve district-wide practices to ensure that all students have equal access to unbiased staff, high-quality courses, social emotional support, services, and resources based on their individual needs.



Jerry Castillo
DISTRICT 1



Julius Melendez
DISTRICT 2



Jon Arguello
DISTRICT 3



Clarence Thacker
DISTRICT 4



Robert Bass
DISTRICT 5



Dr. Debra Pace
SUPERINTENDENT