

STRATEGIC PLAN

ORGANIZATIONAL GOALS: IMPROVE THIRD GRADE READING PROFICIENCY • IMPROVE THE HIGH SCHOOL GRADUATION RATE

TARGETS DESCRIPTION

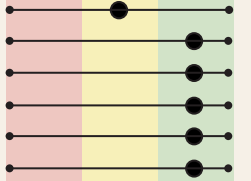
2017-18 PROGRESS:

OFF TRACK MAJOR ISSUES ON TRACK SOME ISSUES ON TRACK NO ISSUES



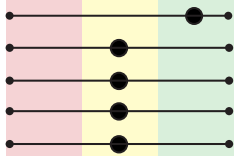
Community – Increase awareness of our services and programs

- Implemented outreach strategies resulting in thousands of children participating in Play to Learn sessions
- Chamber memberships established for all local districts as well as networking opportunities at events
- Hosted a tri-county reverse job fair for CTE students and industry partners in the areas of Information Technology and Manufacturing
- Sponsored WILX Schools Rule which supported Ingham ISD and LEA outreach
- Partnered with the Lansing Chamber and Talent and Economic Development to share stories of student success
- Built a strong relationship with the State of MI Talent and Economic Development Team and as seen as a resource across the state



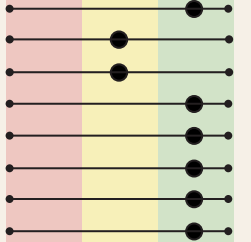
Culture – Live our core values

- Conducted an internal culture survey and implemented department level plans for improvement
- Established key overarching culture work goals in collaboration with the Culture Workgroup
- Focused on core values internally to establish and build consistency in our actions and beliefs as an organization
- Established new onboarding practices to educate staff about Ingham ISD
- Focused efforts, in many departments, to enhance professional development opportunities for staff



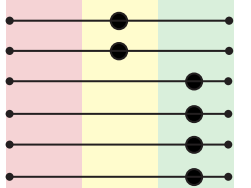
Collaboration – Provide, create, promote opportunities for collaboration

- Identified a sub-committee for input and developed a process to support LEAs with their data need requests
- Developed IRIP via Illuminate DNA to support district needs and attendance reporting for all early childhood programs
- Implemented an Ingham ISD wide Instructional Coaches Network and supported districts in the implementation of math curriculum
- Implemented Project Practice at 22 buildings in 9 districts, resulting in more than 200 staff trained using “opportunities to respond”
- Provided NGSX Administrator training to 15 cohorts series of NGSX training to 1,607 K-12 teachers
- Established Specific Learning Disability workgroup to review guidelines with additional workgroups formed to review ASD and EI guidelines
- Initiated a post-graduation survey of Wilson Talent Center seniors resulting in 92% of students indicating they would pursue additional training after high school
- Provided support to Wilson Talent Center students to create a resume and cover letter, and shared comments from employers at their mock job interview
- Implemented pre- and post-assessments of Wilson Talent Center students to determine if they were college ready and offered additional supports to meet their goals



Communication – Implement a reciprocal communication process for both internal and external stakeholders

- Implemented new outreach strategies for hard to reach early childhood families and collected referral data
- Created early childhood materials in languages other than English to reduce the language barriers for families and facilitated a pre- and post-literacy survey to parents
- Identified new project prioritization and helpdesk tools for Ingham ISD and the LEAs we serve
- Provided website and ADA compliance support to staff at Ingham ISD, Eaton RESA and LEAs
- Established two new Ingham ISD websites, launched the Wilson Talent Center brand and developed materials and plans to support Ingham ISD, Eaton RESA and Mason Public Schools
- Conducted an internal communications survey to gather internal feedback on communication needs and preferences



Cost/Quality- Maximize our school and community resources

- Developed a facility and asset management plan and ways to measure customer service levels and work completed
- Implemented new payroll and attendance system for Ingham ISD and the districts we serve
- Formalized common platform inventory framework and developed a draft process map
- Partnered with Eaton RESA and internal departments, SSS, SIS and Early Childhood to bring in John O'Connor as a subject matter expert on instruction for all students
- Completed needs assessment for Special Education Program Review and established Ingham ISD special education staff learning goals
- Trained all early childhood staff in at least one evidence-based literacy practice and implemented nearly 7,000 read-a-longs during home visits and playgroups
- Provided PBIS training in all GSRP programs to support social/emotional practices

