



# Campbell County School District #1

Organizational Assessment  
Spring 2012

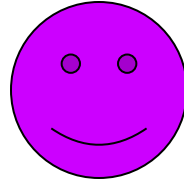
# Internal and External Stakeholders. . .



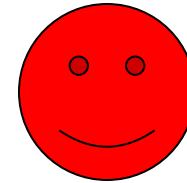
**Collaborative**



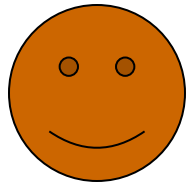
**Pride**



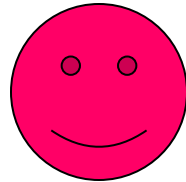
**Lopsided**



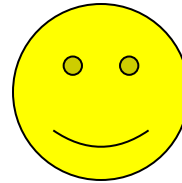
**Blessed**



**Caring**



**Awesome**



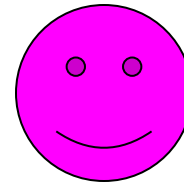
**Student-oriented**



**Powerful**



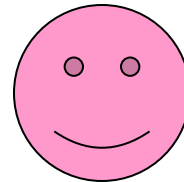
**Innovative**



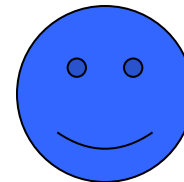
**Forward-thinking**



**Resourceful**

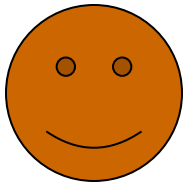


**Community**

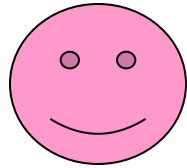


**Progressive**

# The Students. . .



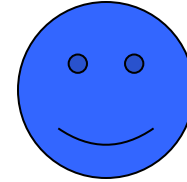
**Awesome**



**Cool**



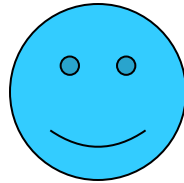
**Amazing**



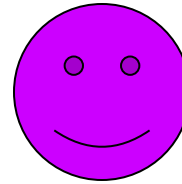
**Nice**



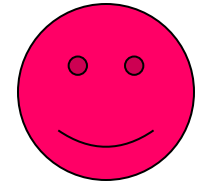
**Helpful**



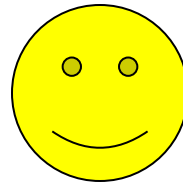
**Fun**



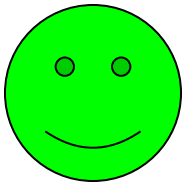
**Friendly**



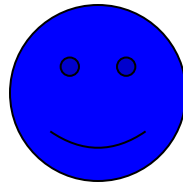
**Safe**



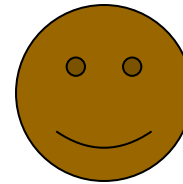
**Supercalifragilisticexpialidocious**



**Marvelous**



**Successful**

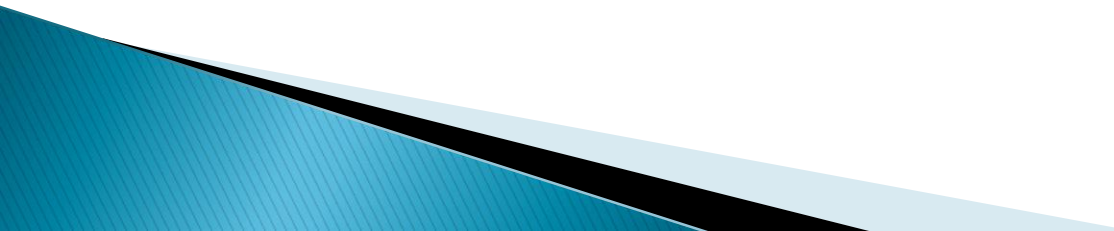


**Caring**



**Fortunate**

# Leadership – Strengths

- ▶ District leaders are visible, approachable, and available to stakeholders across the system and community.
  - ▶ Superintendent is always looking ahead to identify future district needs.
  - ▶ There is a strong, cohesive leadership team providing support and direction.
- 

# Leadership – OFIs

- ▶ Stakeholders use the words “mission” and “vision” interchangeably which is causing confusion.


# Strategic Planning & Results – Strengths

- ▶ Some School Improvement Plans are being used effectively to drive instruction.

# Strategic Planning & Results – OFIs

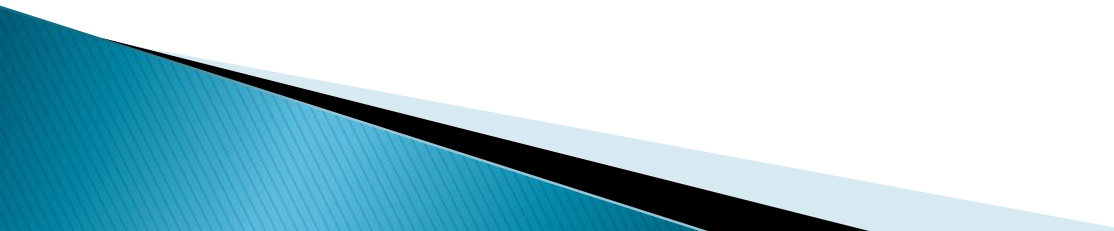
- ▶ No strategic plan exists to link the district's work and provide a cohesive direction.

# Curriculum & Teaching – Strengths

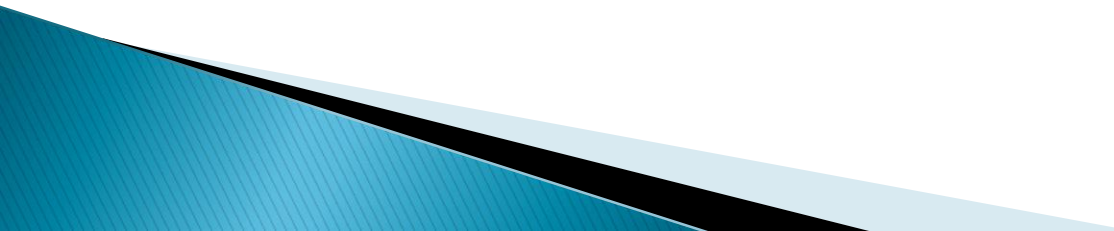
- ▶ The district has systems in place to support academic achievement.
  - ▶ Staff uses PLCs to review data and identify supports for student success.
  - ▶ Multiple student assessments are analyzed to track individual student performance.
  - ▶ The district provides a safe and nurturing environment that supports academic performance.
  - ▶ The induction program provides strong support for teachers as they transition into the district.
  - ▶ Differentiated training opportunities are available for certified staff.
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# Curriculum & Teaching – OFIs

- ▶ Walk-throughs are implemented inconsistently across the district.
  - ▶ Interventions for struggling students are not consistently evaluated to determine effectiveness.
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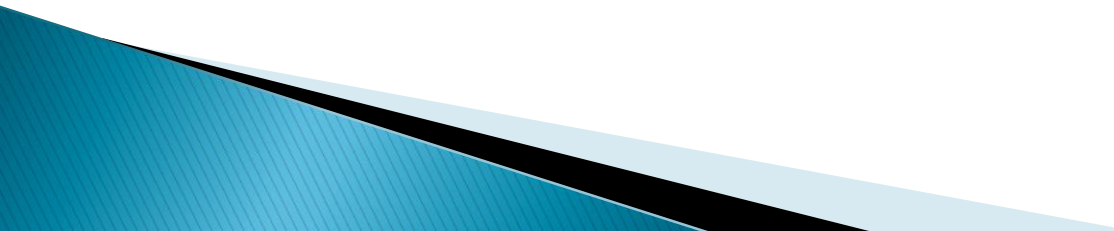
# Stakeholder Engagement – Strengths

- ▶ The district has established collaborative partnerships with community stakeholders.
  - ▶ Stakeholders are committed to the success of ALL students.
  - ▶ Trust and confidence in the superintendent and board exists among all stakeholder groups.
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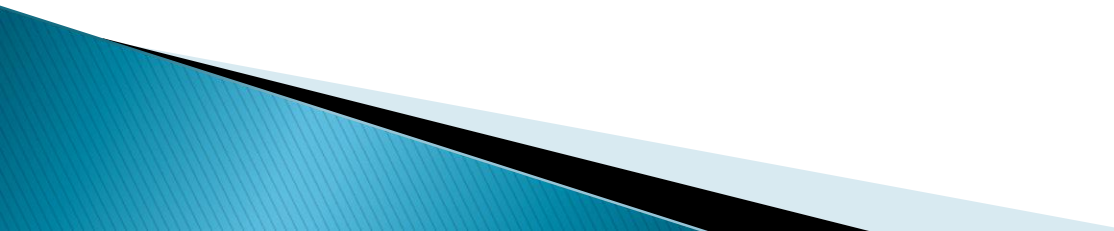
# Stakeholder Engagement – OFIs

- ▶ Communication is inconsistent across the district.
  - ▶ Not all stakeholders feel like they have a voice.
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# Stellar People – Strengths

- ▶ The district has good people who are committed to doing what is best for students.
  - ▶ There is a strong sense of pride across the staff and community.
  - ▶ Classified staff understands how their work impacts student achievement.
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# Stellar People – OFIs

- ▶ Rewards and recognition are inconsistent across the district.
  - ▶ Not all employees feel valued and supported.
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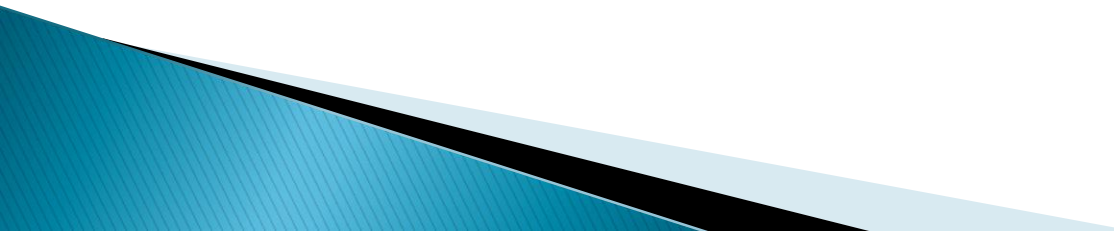
# Effective & Efficient Processes – Strengths

- ▶ The district is fiscally sound.
- ▶ Human Resources practices are in place to attract and retain quality staff.

# Effective & Efficient Processes – OFIs

- ▶ There are opportunities to identify inefficiencies by documenting work processes.

# Accountability – Strengths

- ▶ The district monitors student performance data to track and trend growth.
  - ▶ PowerSchool is providing timely, current student data.
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# Accountability – OFIs

- ▶ There wasn't evidence that operational data is used to drive continuous improvement.
  - ▶ While an evaluation process exists, not all employees feel it is meaningful.
  - ▶ The lack of a shared vision and a district strategic plan has resulted in an absence of consistent and documented expectations for staff.
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