

VISION

We are committed to provide educational excellence for all.

MISSION

We provide the highest quality education so that all of our students are empowered to lead productive and fulfilling lives as lifelong learners and responsible citizens.

CORE VALUES

Excellence

We pursue the highest standards in academic achievement and organizational performance.

Integrity

We build positive relationships through honesty, respect and compassion, which enhance the self-esteem, safety, and well-being of our students, families and staff.

Equity

We foster an environment that serves all students and aspires to eliminate the achievement gap.

Citizenship

We honor the diversity of our community by working as a team to ensure the educational success of all our students and recognize the obligations we have to our community. Our obligations go beyond our professional responsibilities to promote democratic principles.



DISTRICT GOALS

Ensure achievement of high academic standards by all students

Develop our students so that they are able to successfully compete in the global economy

Actively engage family and community members to become our partners in raising and maintaining high student achievement

Reform business practices to ensure efficiency, effectiveness and high ethical standards

Recruit, develop and retain high-performing, diverse, and motivated faculty and staff



DISTRICT GOAL I

Ensure achievement of high academic standards by all students

REVISED

DISTRICT OBJECTIVES

DISTRICT METRICS*

- Increase academic performance of all students
- Eliminate the achievement gap
- Improve student progression trends (e.g., graduation with expected class)

- Student performance on Federal, State and District assessments administered (e.g., formative, summative, standardized, interim)
- Percentage of schools meeting Adequate Yearly Progress (AYP) requirements
- Enrollment and performance trends in advanced level courses (e.g., honors level, advanced placement, dual enrollment, gifted program) by gender and ethnicity
- Percentage of students with disabilities participating in the general education setting (i.e., inclusion rate)
- Student retention, graduation, and dropout rates

- Improve safety and the school environment

- Ratio of serious incidents
- Safety rating on school climate survey

- Improve student health

- Number of schools providing health services to students
- Student attendance rate

- Eliminate low performing schools

- Number of state-designated failing schools

* For more detail, please see District Dashboard at <http://asp.dadeschools.net>



DISTRICT GOAL II

Develop our students so that they are able to successfully compete in the global economy

DISTRICT OBJECTIVES

- Improve student social and professional skills
- Increase student exposure and understanding of global issues and economy

DISTRICT METRICS*

- Percentage of secondary school students participating in internships/mentoring programs
- Percentage of students enrolled in courses that prepare them socially and professionally for competing in a global workforce (e.g., ethics, character education, life skills)
- Participation trends in courses that expose students to cultural/global issues (e.g., foreign languages, dual language programs, global economics, cultural diversity)
- Percentage of graduating students that pursue and are successful in post-secondary education and/or areas of enrichment (e.g., college/universities, workforce, technical/vocational institutions, military)
- Student performance trends in college placement exams (e.g., SAT, ACT)
- Completion rate of students in adult/vocational programs



* For more detail, please see District Dashboard at <http://asp.dadeschools.net>

DISTRICT GOAL III

Actively engage family and community members to become our partners in raising and maintaining high student achievement

DISTRICT OBJECTIVES

- Improve transparency of decision-making throughout the District
- Strengthen business and other community partnerships for assistance in implementing strategic priorities
- Raise parental involvement and participation to maximize student performance
- Improve stakeholder satisfaction

DISTRICT METRICS*

- Number of community partnerships leveraged to implement District strategies
- Number of Certificates of Completion issued to parents by The Parent Academy
- District rating on the external and internal stakeholder surveys for items regarding communication and participation
- Satisfaction results from parental involvement and school climate surveys

REVISED

* For more detail, please see District Dashboard at <http://asp.dadeschools.net>



DISTRICT GOAL IV

Reform business practices to ensure efficiency, effectiveness and high ethical standards

REVISED

DISTRICT OBJECTIVES

DISTRICT METRICS*

- Improve quality and timeliness of products and services delivered

- Average cycle time for delivery of classroom materials throughout the District

- Improve financial health of the District

- District rating on long-term debt
- Contingency reserve funds
- Cost savings on business processes

- Improve fairness and efficiency of personnel investigations

- Cycle time of personnel investigations

- Increase revenues from grants and improve their effectiveness

- Number of grant applications submitted and funded
- Balance of available funds remaining upon grant closing

- Increase capacity and improve maintenance of schools

- Number of student stations built annually
- Number of safety-to-life operational deficiencies
- Percentage of work completed on individual school maintenance plans

* For more detail, please see District Dashboard at <http://asp.dadeschools.net>



DISTRICT GOAL V

Recruit, develop and retain high-performing, diverse, and motivated faculty and staff

REVISED

DISTRICT OBJECTIVES

DISTRICT METRICS*

- Increase efficiency of recruiting and hiring processes

- Percentage of teacher vacancies and turnover rate
- Cost of recruitment per teacher

- Improve and maintain a high-quality work environment
- Improve staff satisfaction at all levels

- Average rate of attendance of all staff
- Satisfaction results on the *Organizational Performance Improvement Snapshot* (OPIs) and school climate surveys

- Improve diversity and competency of staff
- Establish a performance-based culture

- Number of high-quality development opportunities offered to all staff
- Percentage of employees that earn incentive pay (based on new scorecards and pay structure)

* For more detail, please see District Dashboard at <http://asp.dadeschools.net>



DISTRICT-WIDE INITIATIVES

REVISED

