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TO: Board of Education
FROM: Dale Ellis
DATE: March 4, 2013
SUBJ: ACTION ITEM (Change to Core Values and Strategic Plan)

Enclosed are proposed changes to our Core Values and Strategic Plan which we originally discussed at the Mid-Year Review.

I recommend an expansion of our Core Values as outlined with ethical behavior at the top of the list.

I also request a change in our district strategic plan. I recommend that we drop Highly Qualified Teachers (which trends show we operationally maintain at over 99% anyway) and add the indicators on ethical behavior and teenage pregnancy. An affirmative vote will make the deletions and additions as outlined in one motion.

I will reserve most of my comments on this item to the Superintendent Comments section but I am happy to answer any specific questions you might have.

Proposed Immediate Changes to Core Values

Current:

Core Values

Motivated to Achieve

Child Centered

Service Driven

New:

Core Values

High Ethical Standards

Motivated to Achieve

Child Centered

Service and Safety Driven

Continuous Improvement Focus

Data-driven Decisions

Results Matter

Proposed Immediate Changes to Strategic Plan

Ethical Violations*

- One-year: By 2014, the number of ethical violations will be reduced to 0.
- Three-year: By 2016, the number of ethical violations will be maintained at 0.

*Ethical violation is defined as any act by an employee that results in a minimum of a disciplinary suspension without pay for any length of time.

Teenage Pregnancy Rate

- One-year: By 2014, the teenage pregnancy rate will be reduced by 10%.
- Three-year: By 2016, the teenage pregnancy rate will be reduced by 20%.