

{ A Goal without
a Plan
Is Just A Wish }



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EMPOWERING EXCELLENCE
Orange County Schools'
Strategic Plan

2021 - 2026

An illustration of a group of stylized human figures in various colors (blue, orange, red) stacking themselves to reach a large yellow star at the top of the frame. The background is a gradient of blue, with a darker blue band across the middle where the figures are standing. The star is positioned in the upper right quadrant of the image.

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OUR VISION
Preparing every learner for lifelong service and success.

OUR MISSION
Orange County Schools' mission is to educate students in a safe, inclusive environment where we engage, challenge and inspire them to reach their maximum potential.

ENGAGE. CHALLENGE. INSPIRE.



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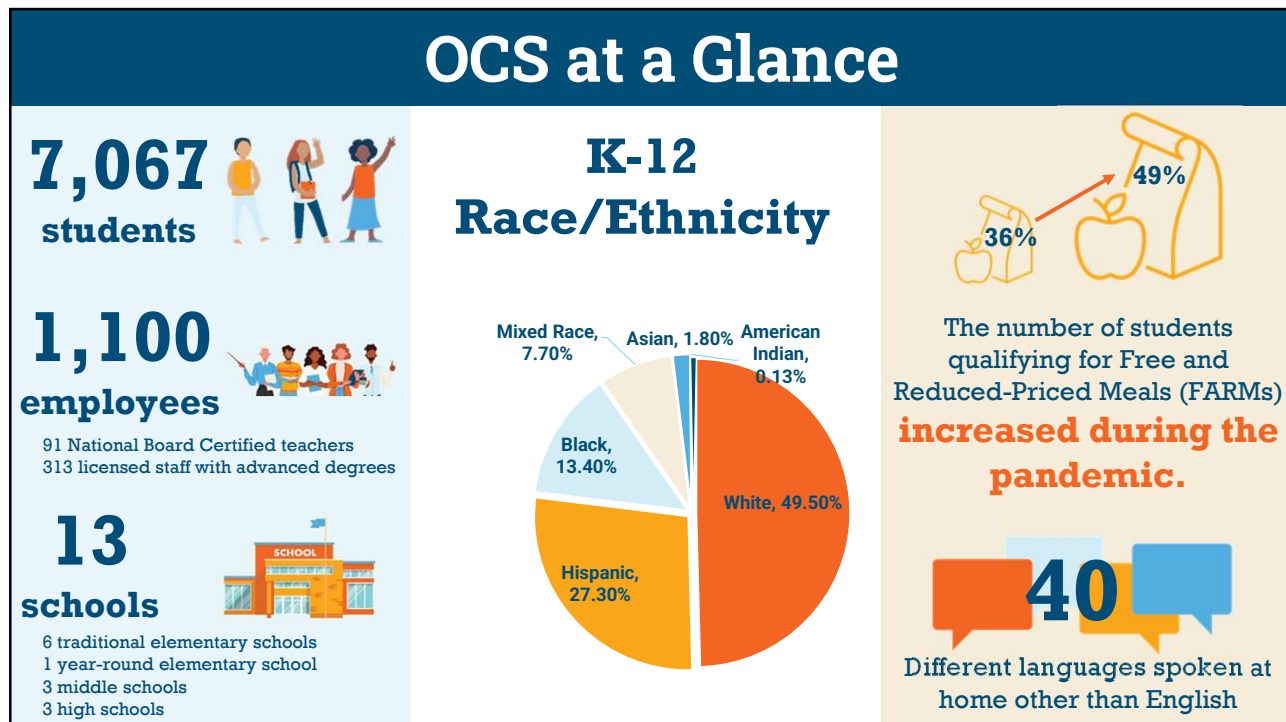
ENGAGE. CHALLENGE. INSPIRE.

BELIEF STATEMENTS

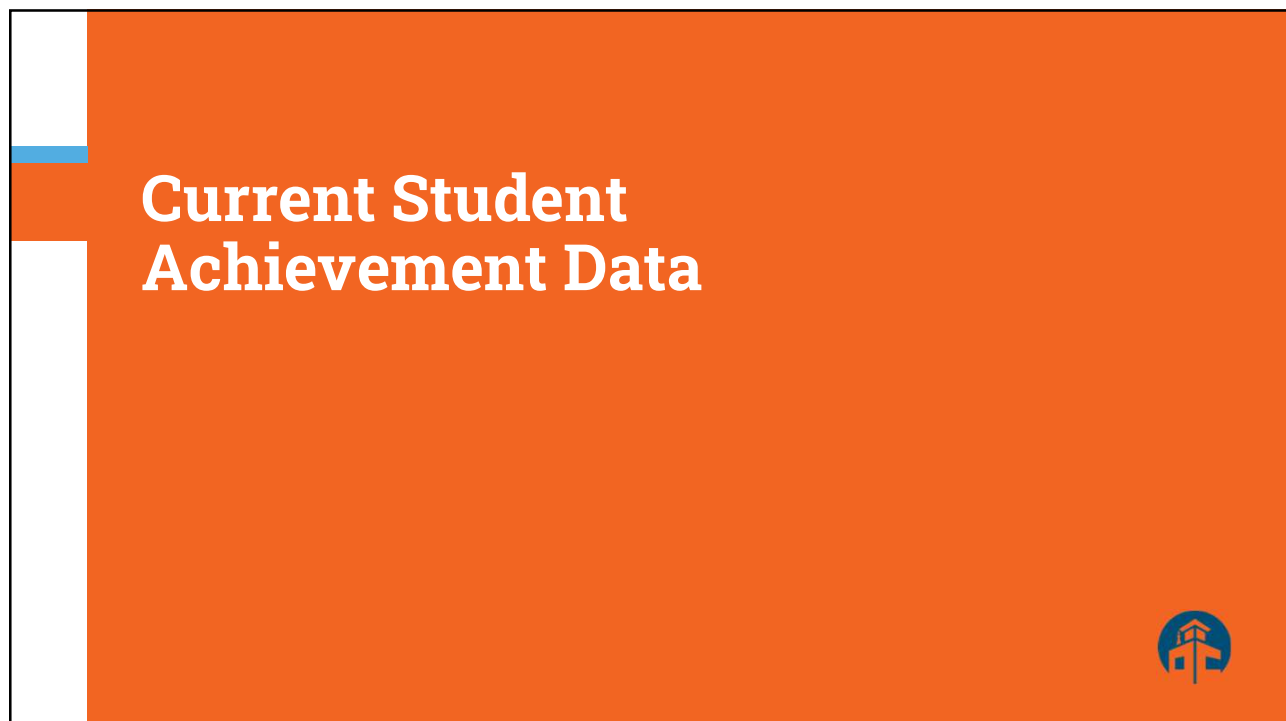
1. Value Diversity
2. Put Students First
3. Excellence in All We Do
4. Prioritize Equity
5. Provide a Safe Environment
6. Serve the Whole Child
7. Inclusive Culture & Climate Starts with Us
8. Accountability for What We Do
9. Collaborate To Do Great Work



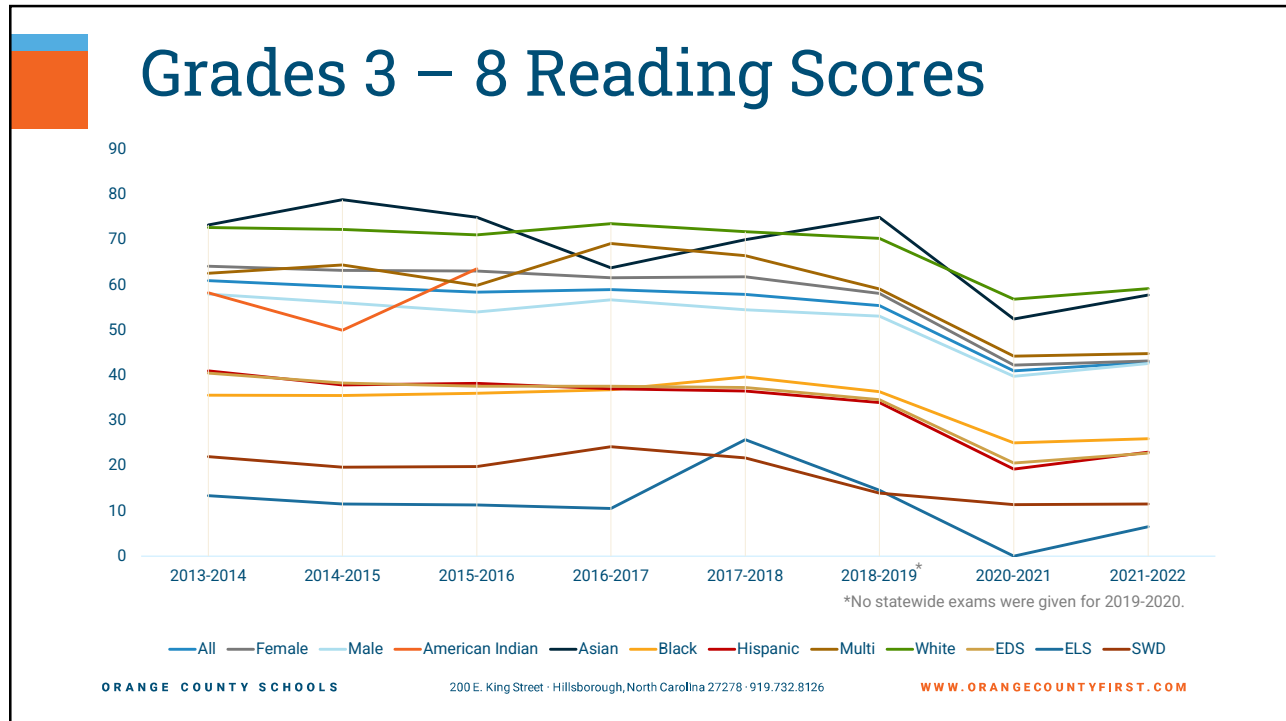
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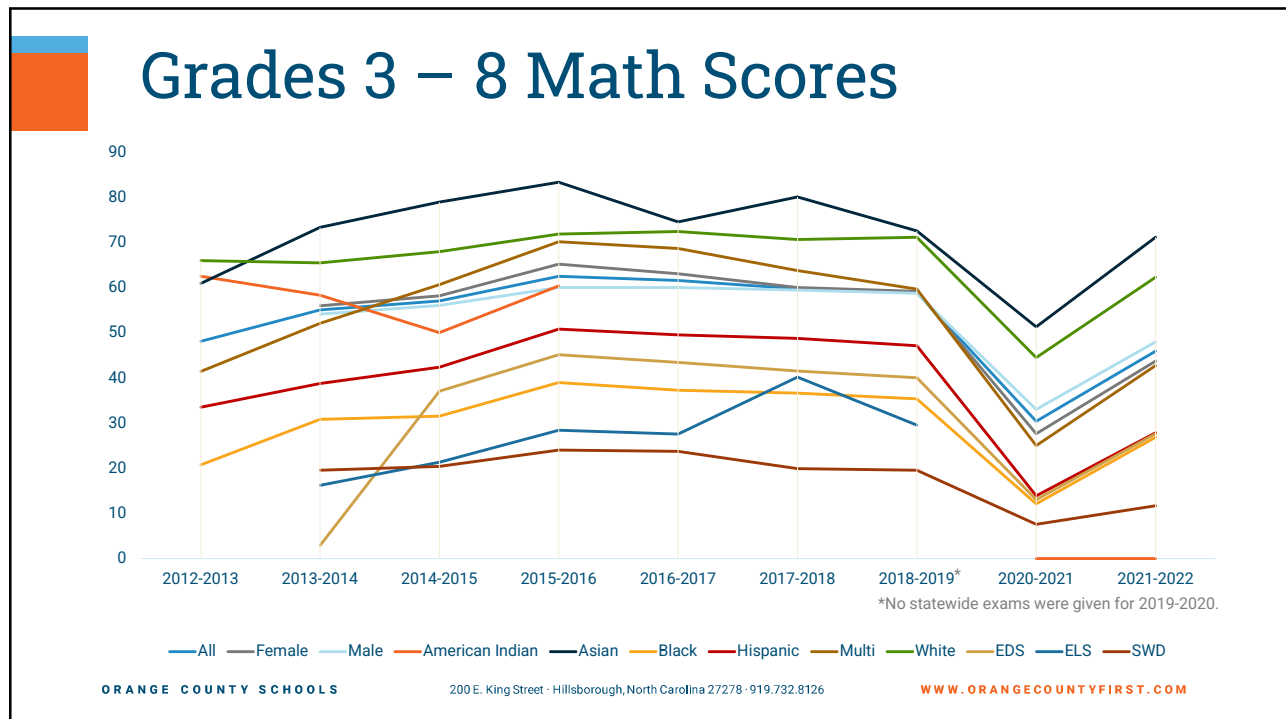
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Our Strategic Plan is our guide to
EMPOWERING EXCELLENCE.



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4 Strategic Plan Outcome Goals



1. Teaching
Tomorrow's
Leaders



2. Excellence &
Efficiency



3. Exemplary
Staff



4. Empowering
Culture

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4 Strategic Plan Outcome Goals



1. Teaching Tomorrow's Leaders



2. Excellence & Efficiency



3. Exemplary Staff



4. Empowering Culture

Outcome Goal → Goals → Strategies & Action Steps → Key Performance Indicators(KPIs)

[Strategic Plan Dashboard](#)

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Outcome Goal 1: Teaching Tomorrow's Leaders

1.I	Increase the percentage of all OCS students demonstrating Grade Level Proficiency (GLP).
1.II	Increase the percentage of schools meeting or exceeding growth.
1.III	Increase the graduation rate from 90.2% to a minimum of 92% by 2026.

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What problems are we solving?

- **Increasing student achievement for each and every student**, access and opportunities to more rigorous courses and programs, enrollment and graduation rates – while decreasing achievement gaps
- **Building staff capacity** through high quality, research-based, differentiated and ongoing professional development

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WHY IS OUTCOME GOAL 1 IMPORTANT?

OCS is using the Multi-Tiered System of Support (MTSS) framework to enable each and every learner to excel by:

- having access to and benefiting from rigorous, culturally responsive curriculum and instruction that is research- and evidence-based,
- in classrooms where they are valued, and
- have a sense of belonging and are expected to achieve at high levels in order to prepare them for college, career and civic engagement.

Many studies have shown that using MTSS school-wide can sustain high academic performance and have a positive effect on students' behavior (Schumann et al., 2020).

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Outcome Goal 2: Excellence & Efficiency

2.I	Increase teacher satisfaction ratings of "school safety."
2.II	Increase school leader professional development contact hours on "school safety."
2.III	Increase student satisfaction on "school safety."

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What problem are we solving?

Ensuring safe schools and providing exemplary operational support to schools, staff and community to ensure a focus on student learning

WHY IS OUTCOME GOAL 2 IMPORTANT?

Research shows that “leading with transparency through open communication of clear and accurate information inspires the organization to make transformational changes...and creates an organizational environment that is safe, trusting, and cooperative” (NIST, 2022).

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Outcome Goal 3: Exemplary Staff

3.I	OCS teacher retention rate of 81.9% will increase.
3.II	Staff retention rate for teachers of color will increase.
3.III	The representation gap between staff and students, specifically between Hispanic students and teachers, will narrow.

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What problem are we solving?

Recruiting, hiring, supporting and retaining culturally proficient and high-quality staff committed to providing each and every student with an excellent education in a welcoming environment

WHY IS OUTCOME GOAL 3 IMPORTANT?

Research shows that: "School staff that believes it can collectively accomplish great things is vital for the health of a school and if they believe they can make a positive difference then they very likely will" (Hattie, 2018).

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Outcome Goal 4: Empowering Culture

4.I	Increase the average daily attendance rate of each and every student from 89% to 95% or greater by 2026.
4.II	Reduce the suspension rate of Black students from 9% to 3% by 2026. Reduce the suspension rate of multiracial students from 8% to 3% by 2026.
4.III	Increase family partnership and engagement* among Black and Hispanic families. (Baseline and goal measurements are currently being defined.)

*as measured by parent survey scale or items.

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What problem are we solving?

Increasing parent/family engagement, especially among historically marginalized families

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WHY IS OUTCOME GOAL 4 IMPORTANT?

Cumulative evidence from several decades of research points to several benefits of family involvement for children's learning, including "helping children get ready to enter school, promoting their school success and preparing youth for college and career" (Harvard University, 2006).

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Our equity plan and strategic plan work together.

Our strategic plan defines the steps we need to take to prepare our students for lifelong service and success.



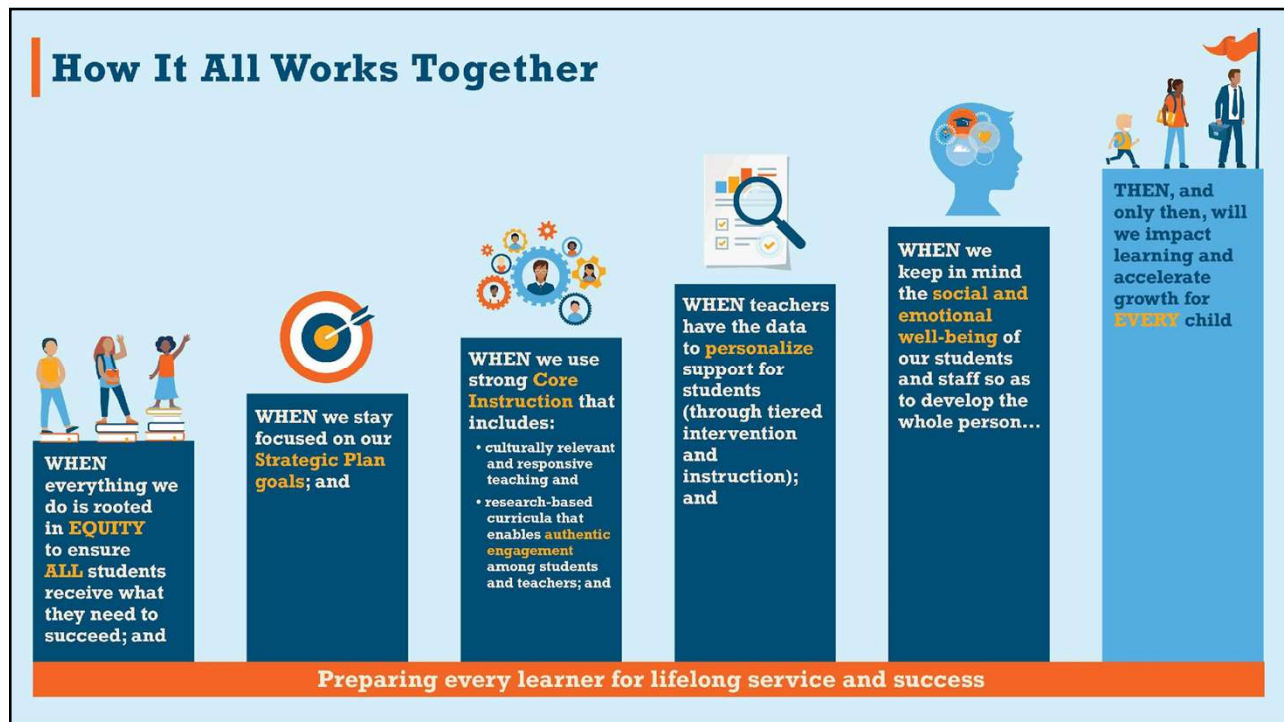
Our equity plan ensures that each and every student receives what they need to succeed.

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How you can help!

Volunteer at OCS

Join us for Family Academies

Build a relationship with your child's teacher and principal

Stay involved in your child's learning

Talk to your child about the importance going to school/ class

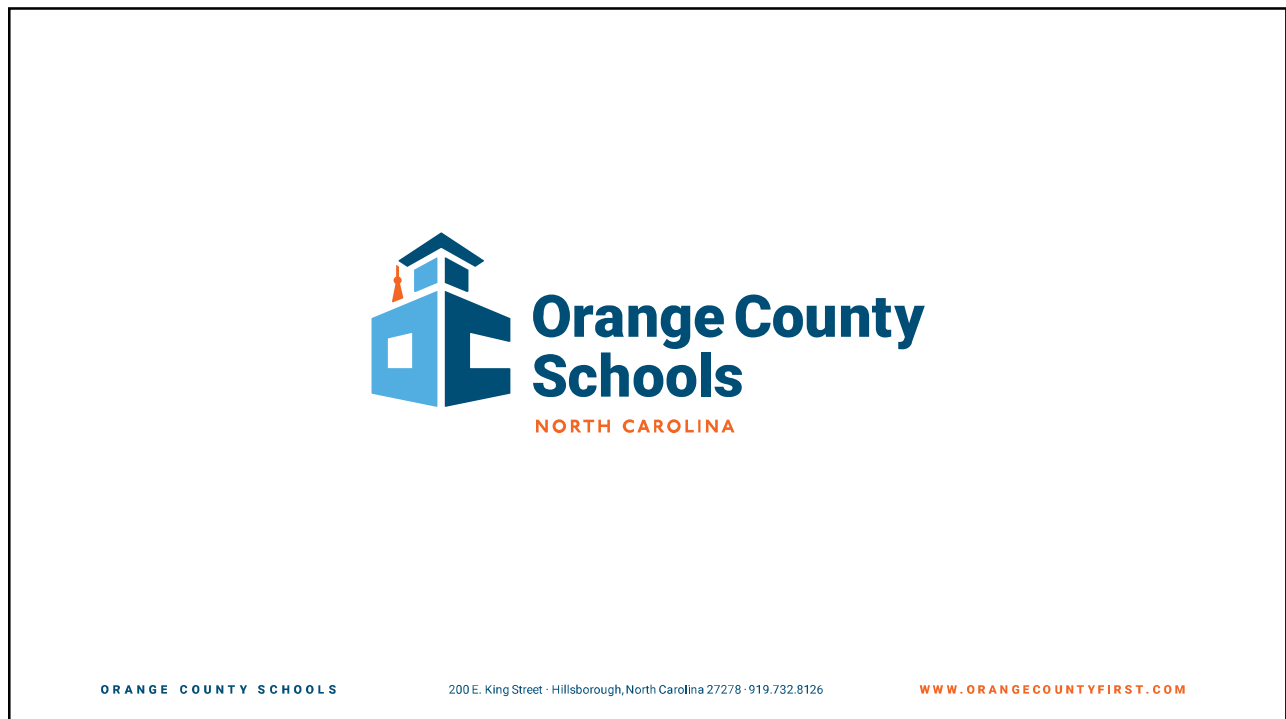
Stay in Touch

- Check out our website <https://www.orangecountyfirst.com/>
- Like us on Facebook [OrangeCountySchools/](#)
- Follow us on Twitter [@OrangeCoSchools](#)
- Sign up for text messages from your school

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How you can help!

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STAY IN TOUCH

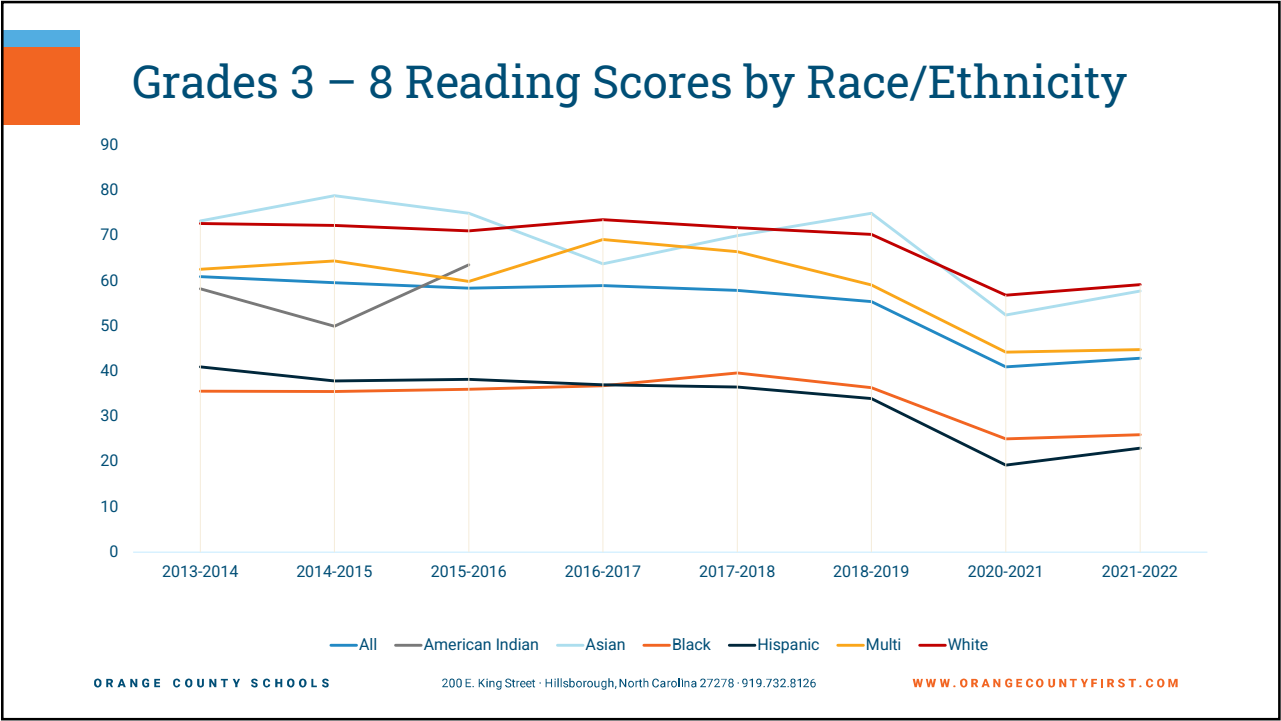
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[OrangeCountySchools/](https://www.facebook.com/OrangeCountySchools/)
- Follow us on Twitter
[@OrangeCoSchools](https://twitter.com/OrangeCoSchools)
- Sign up for text messages from your school

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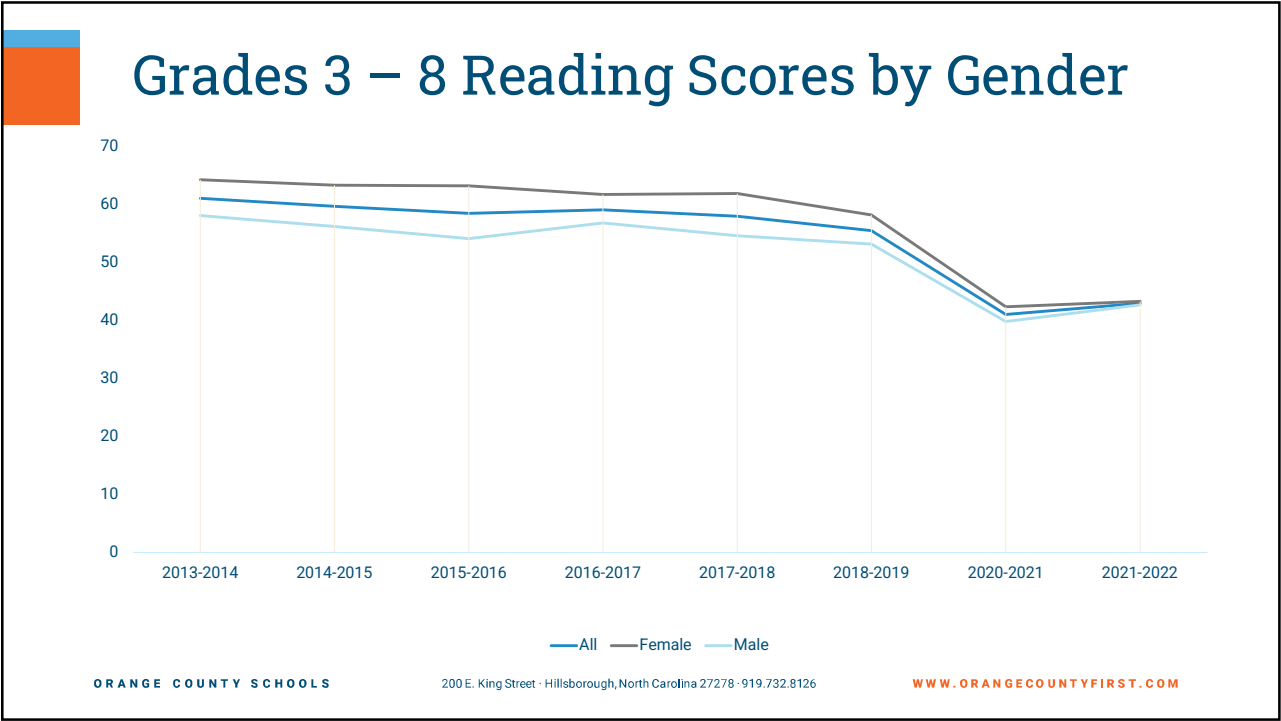
Math & Reading Scores Breakdown



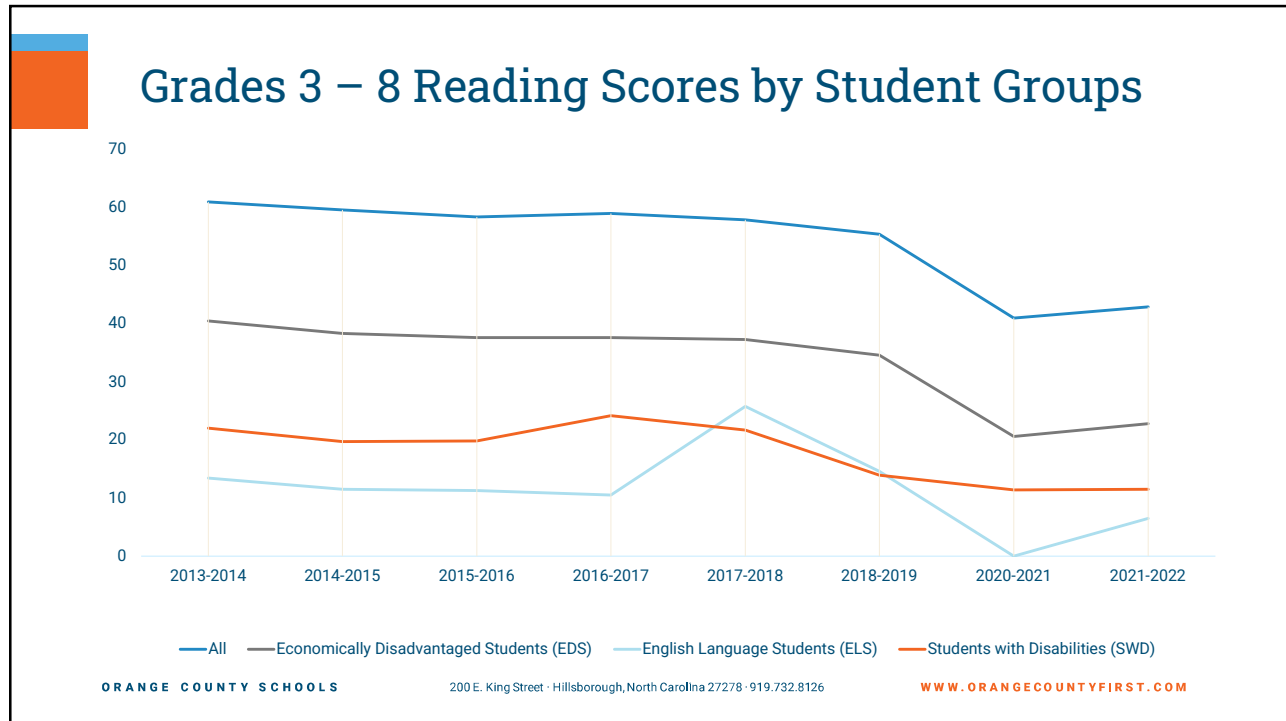
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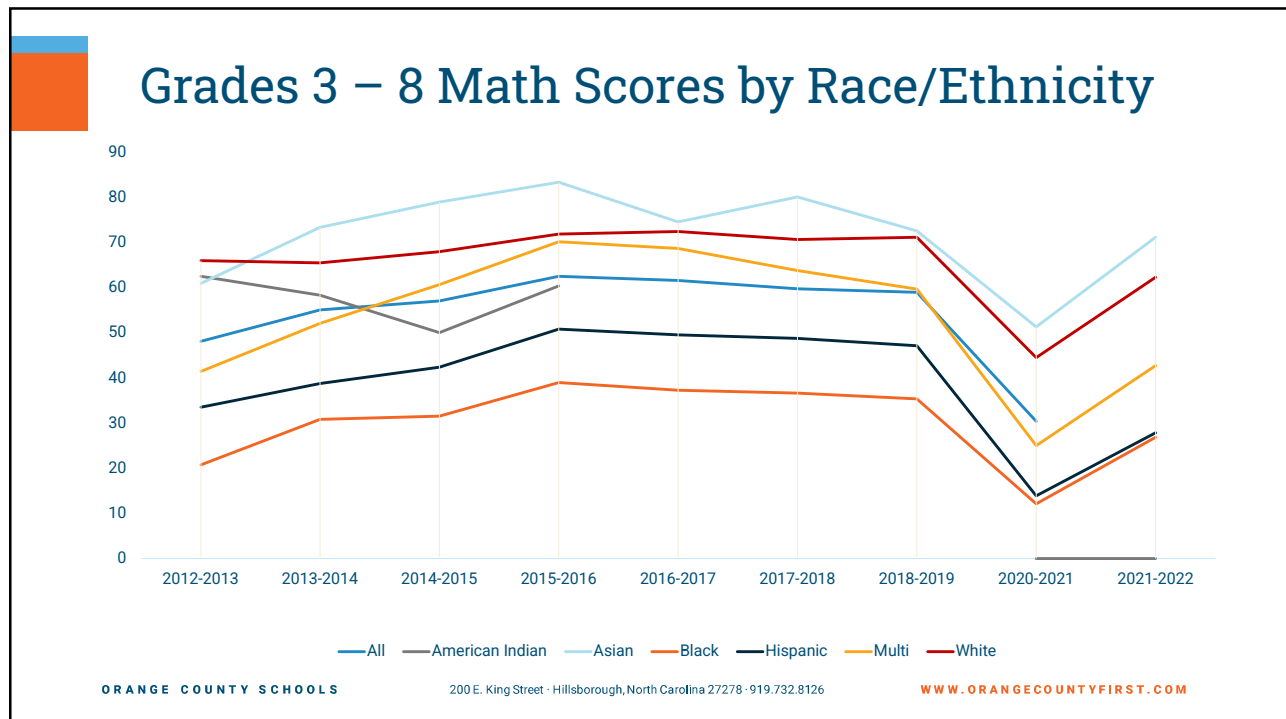
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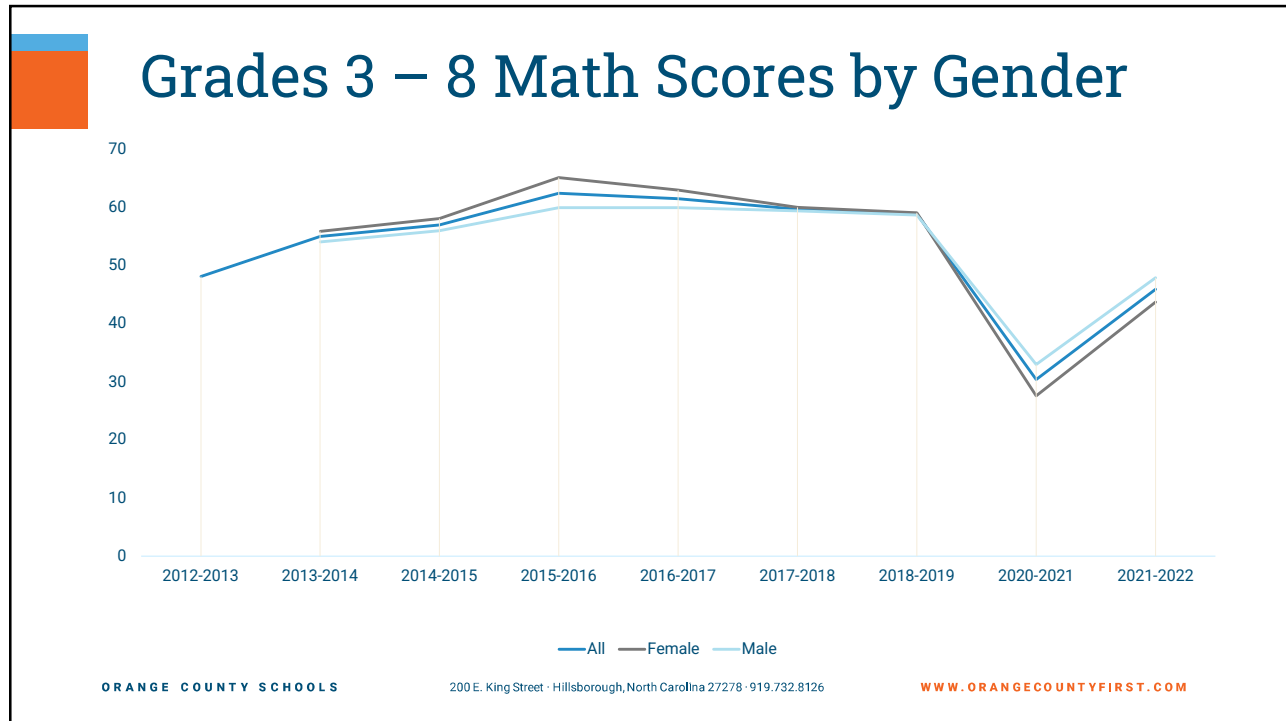
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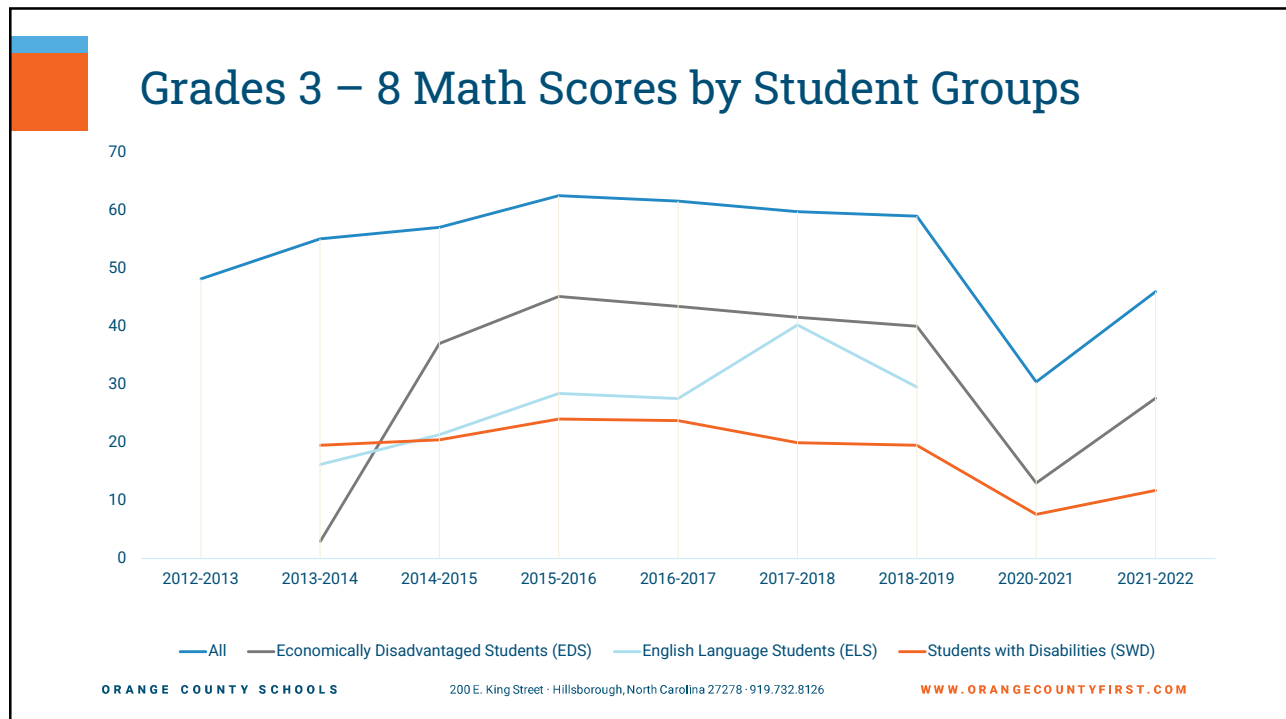
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