



OCS Strategic Planning Evaluation Process

The evaluation process for measuring the degree of success in the implementation of the procedures and strategies outlined in the strategic plan will be the analysis of collected data and the results achieved. Annual progress reports are crucial for monitoring achievement and for making changes in the plan as needed to accomplish the stated goals. These reports must be made at both the district and school levels. The district and each school have assigned responsibilities and are held accountable for the execution of the components listed in their plans.

Summaries with concrete data and tangible evidences are documented and used to make decisions relative to any modifications. Heavy emphasis is placed upon finding and examining trends in the data so accurate projections can be made and leadership responses can occur for refinement of the educational environment to increase the potential for improvement of student achievement. This will assure all students will be equipped with the skills and knowledge needed to meet the challenges of the future. A thorough and comprehensive assessment will be conducted every two years to examine the effectiveness of the implementation of the district plan.

To more accurately evaluate the effectiveness and the efficiency of central level support services to the individual schools, an examination of school leadership and staff perceptions will be made through gathering of multi-rater feedback from a 360° process. This feedback will come from an array of stakeholders, including teachers and students.

A comprehensive self-assessment and/or an external review by professional educators are needed to benchmark the system and the implementation processes against high performing organizations to gain a quality perspective on the impact of the plan. All targets and strategies within the strategic plan must be evaluated and compared to the correlates and characteristics related to a continuous improvement model.

Becoming a more data driven, results-oriented organization, which is responsive to the stakeholders (internal and external) at every level of the system, requires that all personnel become increasingly knowledgeable in the use of data and process analysis. This practice will improve the efficiency and effectiveness of the operations in every department, division, school and classroom. Cross-functional teams among and within departments should continue to be established and monitored as a means to evaluate operations and use the process analysis procedures. This would allow subsystems to be strengthened in all departments and divisions.

Technology advancements have given the system more sophisticated tools to use to assess data and uncover root causes for adjusting practices. Additional data can be collected and a more expeditious method of analysis can be made to give feedback to the stakeholders to accelerate the decision-making process. With an on-going



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monitoring and evaluation system in place, the school system is assured that decisions for improvement are based on accurate data and information.