

Goal #3: Systems and Procedures
 Strategies Management
 Accountability
 Consistency



Start	End	Implementation Step Title	Description	Responsible
1/2/2014	6/30/2021	Management	<p>Management Plan: One, Three, and Five year plans need to be communicated, agreed upon, and committed to by all stakeholders;</p> <p>Organize to support plan: Set and follow Organizational Structure Set procedures grounded in policy (follow the governance) Procure Contracted Services (i.e. BCIU, Alternative Ed., Legal, etc.)</p> <p>Staff Hire best as affordable Follow best practices for hiring Follow best practices for discipline and up-and-out</p> <p>Development Increase communication of Professional development at all levels of the organization. Provide information for benchmarking for like sub-groups of other organizations</p> <p>Coordinate Utilize electronic documentation to disseminate appropriate goals for all subgroups of the organization Make feedback for coordination suitable, measurable</p> <p>Review Provide scheduled time for Cost Center Managers to communicate their professional review of their cost centers to their upstream manager. Provide time to review Data regarding performance of the desired end results. Examine how reviewed information supports the original plan, and use feedback information for future planning revisions.</p> <p>Budget Provide scheduled time for Cost Center Managers to communicate their professional review of their cost centers to their upstream manager. Provide time to review Data regarding performance of the desired end results. Examine how reviewed information supports the original plan, and use feedback information for future planning revisions.</p>	Administrative Leadership Team
1/2/2014	6/30/2019	Accountability	<p>Hold managers responsible to accomplish the steps (above); Communicate in advance, the consequences for the entire organization for non-compliance; Communicate the desired measureable goals (in support of all other Plan Goals).</p>	Administrative Leadership Team

7/1/2017	6/30/2021	Consistency	<p>Follow Procedures as established in the plan at each level within each Cost Center;</p> <p>Complete and communicate a cyclical review process of procedures (such as a four-year School Board Policy review schedule, or annual review of Student Handbook in each appropriate committee);</p> <p>Hold quarterly status meetings with stakeholders to achieve understanding of short- and long-term goals (with feedback as to the success or failure to meet the goals), so that the goals can be revised moving forward as necessary.</p>	Administrative Leadership Team
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