



Edmond Public Schools' Strategic Plan

We are focused on...



LEARNING AND PERFORMANCE

Commit to the PLC culture

- Create district tight and loose PLC guidelines
- Create/protect common planning

Provide targeted, continuous learning for all students

- Find time in the day for interventions and enrichment
- Develop clear grading expectations

Foster an engaging learning environment that prepares students to become productive citizens

- Provide better information about post-secondary opportunities
- Create common language and expectations for MTSS
- Identify & provide more internships/mentorships/job shadowing



RECRUITING AND RETAINING STAFF

Develop and implement robust recruitment strategies

- Define and launch our brand
- Increase social media presence
- Develop a strategic recruit our own program
- Create better university partnership

Provide attractive compensation, benefits, and other value-adds that enhance our work environment

- Conduct a comprehensive compensation study of salaries, stipends, & job descriptions

Increase supports that develop and provide value to all staff

- Strengthen supports for | new-to-Edmond and early career educators
- Create a release program to observe other teachers
- Create ladders for teachers such as IEP administrators
- Provide celebrations and recognitions



SCHOOL & WORK ENVIRONMENT

Establish and maintain a culture of help and safety

- Provide systematic and ongoing safety training
- Implement Rave app
- Look at boundary realignment
- Provide barrier free access to mental health support (students and staff)

Ensure data-driven decision making as it relates to school and work environment

- Audit data from software platforms
- Train on common data input for behavior and mental health

Cultivate an environment of connectedness and inclusion

- Provide professional development for support staff as well as teachers
- Determine staffing needs for diverse population
- Increase school practices that support students' unique needs