

Elements of the Success Planning System

- Mission
 - Definition – A statement that defines the core purpose of the organization
 - Example – Our mission is to educate each student to succeed through: Expectations of Excellence; Safe Working and Learning Environments; Respect for Diversity; and Caring and Knowledgeable Staff Members.

- Vision
 - Definition – A word picture of what the organization intends ultimately to become in the future
 - Example – Cultivating Students of Distinction Disciplined People; Disciplined Thought; Disciplined Action Christina School District is a system of education where research-based teaching and learning cultivate students of distinction at high levels, and where the entire community works together to put children first.

- Needs Assessment
 - Definition – The needs of the students, staff and community and, to the extent that they can be identified, the underlying causes of these needs

- Goals
 - Definition – Statements of future achievements that are designed to attain the mission
 - Example – Accelerate achievement for all students and minimize the disparities among all groups of students.

- Objectives
 - Definition – Measurable outcomes that support the goals
 - Example – Each school will have highly qualified teachers.

- Measures
 - Definition – Quantitative indicators that gauge the status of the objectives
 - Example – % of classes taught by highly qualified teachers in Elementary Schools; Target date 7/1/2008; Target value 99%

- Strategies
 - Definition – Statements that describe how the organization will influence the measures
 - Example – Continue HQT hiring practices and support of teachers to become HQT.

- Activities
 - Definition – Specific actions that will be taken to complete the strategy
 - Example – Pay for Praxis II Test Fees; Title II, Part A - \$7,800.