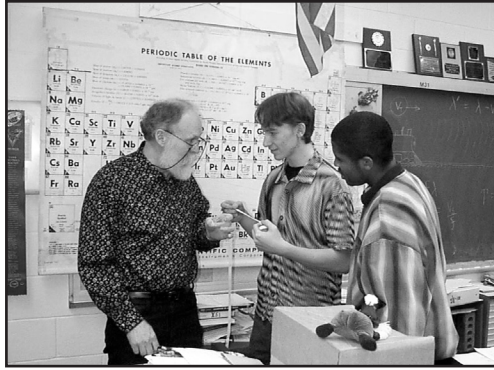


Strategic Aim 4: PROFESSIONAL WORKFORCE



All employees of Oklahoma City Public Schools will demonstrate effective and competent professionalism. Accomplishment of this aim will mean that all employees continuously improve their skills, support student achievement, and provide the highest level of customer service. District system will provide opportunities for employees, evidencing employee job satisfaction.

GOAL 4.1 To recruit and place diverse, highly qualified, committed, and effective personnel.

GOAL 4.2 To provide professional development opportunities that will enable employees to meet the district's strategic direction.

GOAL 4.3 To encourage the continuous improvement through employee evaluation instruments.

GOAL 4.4 To develop a system to compensate and retain high performing and innovative personnel.

GOAL 4.5 To involve employees in decision-making processes that most directly affect them.

GOAL 4.6 To continuously improve employee recognition and job satisfaction.

The ultimate success of the Oklahoma City Public Schools depends on the development of strong, ongoing, and continuous community partnerships. These partnerships are defined as collaboration among the District's workforce, students, parents, patrons, and businesses to insure the most efficient use of our limited resources. The results of these partnerships will be better understanding and communication within our community in support of higher student achievement.

Strategic Aim 5: PARTNERSHIPS

GOAL 5.1 To establish proactive links with traditional and non-traditional partners to work together to support the multiple goals within the system.

GOAL 5.2 To match partners' resources/needs with the system's resources/needs.

GOAL 5.3 To support and to sustain partnerships. To ensure the success of the partnerships that contribute to the District's goals through (a) training programs, (b) sustained, collaborative efforts, and (c) full-partnerships through commitment, statement of purpose, and responsibility.

GOAL 5.4 To evaluate partnerships in relation to goals of the District.



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Recognizing that the children we are charged with educating in our classrooms are our future leaders, Oklahoma City Public Schools takes very seriously its commitment to achieving the mission we have set for ourselves, "Educating Students for Life-Long Learning and Responsible Living."

As a means of setting clear goals toward which all District employees can work in unison, Oklahoma City Public Schools has adopted the Malcolm Baldrige Educational Criteria for Performance Excellence, a comprehensive plan for excellence, with the aid of federal funds received from the Goals 2000 grant.

Many hours of careful consideration by the Board of Education have yielded a set of five strategic aims and subsequent goals that will make Oklahoma City Public Schools one of the most successful

Strategic Aim 1: LEARNING FOR EXCELLENCE

The Oklahoma City Public Schools will prepare each student to make responsible choices, engage in life-long learning, and achieve individual success in a changing technological society. To this end, we will focus our collective energies, resources, and talents on students and the learning process.

GOAL 1.1 To have every student evidence reading comprehension at or above grade level.

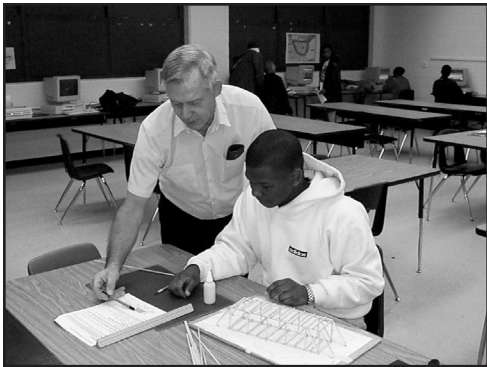
GOAL 1.2 To have every student demonstrate competence or above in core curriculum areas.

GOAL 1.3 To provide extended learning opportunities to insure the success of every student.

GOAL 1.4 To have every student ready for learning in first grade.

GOAL 1.5 To have every student be an effective communicator, problem-solver, critical thinker, decision-maker, and team member, including learning the life skills of character development, citizenship, and social responsibility.

GOAL 1.6 To provide for parents, students, and the community a variety of choices of learning environments, styles, and content concentration.



Strategic Aim 2: EFFECTIVE AND EFFICIENT OPERATIONS



The Oklahoma City Public Schools will have an integrated management system to coordinate and align all resources and activities of the District to support student achievement. Fundamental to this management system are continuous monitoring and analysis of all processes to provide accountability (public confidence), to verify alignment of actions undertaken and to identify opportunities to improve processes to empower students and employees to achieve.

GOAL 2.1 To maximize the support of financial resources for District aims.

GOAL 2.2 To implement a complete plan to manage, renovate, replace, and/or consolidate District schools.

GOAL 2.3 To increase the public's awareness of, and satisfaction in, OCPS programs and accomplishments.

GOAL 2.4 To understand and respond to the needs of internal and external stakeholders.

GOAL 2.5 To use an integrated management process focused on planning and continuous improvement.

Strategic Aim 3: SAFE ENVIRONMENT THAT FOSTERS LEARNING

A safe environment for students and employees in schools and at school events is a fundamental requirement in supporting student achievement and excellence from employees. Facilities must also provide resources that promote and support learning and teaching. This District will combine resources and the management of District facilities with city government to assure adequate resources and competent management and to assure attainment of effectiveness and efficiency of operations. The result: a seamless partnership with schools and the greater community. Accomplishment of this aim will result in greatly improved facilities and

facility management leading to a secure place in which to work and learn. District leadership will be afforded greater time to focus on student achievement.



GOAL 3.1 To have the District and community work together to provide and to maintain facilities that are safe, orderly, and secure for all users of the buildings and grounds.

GOAL 3.2 To have students, staff, parents, and the community-at-large demonstrate respect and responsibility for the learning environment and for school sponsored events.

GOAL 3.3 To have the District and community become partners in encouraging student behavior that promotes good citizenship in the community.

GOAL 3.4 To have the District and community work together to provide and maintain a safe,