A 4 Step Approach to Documentation Review

**Step One:**
First, we catalogued all current and proposed programs and initiatives.

**Step Two:**
...Then, we determined the alignment of each program and initiative with the goals and strategies of the proposed strategic plan.

**Step Three:**
...Next, we used this information to assess the risk (impact and probability of success) of each individual initiative.

**Step Four:**
...Finally, we analyzed the gaps between the initiatives and the proposed strategic plan.
Goal III:
Provide supports to teachers and students.

Aligned Initiatives:
- Social-Emotional Learning and Restorative Discipline Practices
- New/Novice Teacher Recruitment, Professional Development, and Onboarding
- Restructured roles and practices of District instructional coaches
- School Leadership Development
- Expanding opportunities for personalized professional growth

Associated Risk and Initiative Coverage

Medium Risk
### Step 3 - Sample of Initiative Risk Assessment

<table>
<thead>
<tr>
<th>Opportunity for Professional Growth</th>
<th>Low</th>
<th>High</th>
<th>Low</th>
<th>High</th>
<th>High</th>
<th>Med</th>
<th>High</th>
<th>IA - Learning</th>
<th>IA - Improving Learning</th>
<th>IA - Managing Resources</th>
<th>IA - Communicating</th>
<th>Community Priorities</th>
<th>Schools Affected</th>
<th>Staff Affected</th>
<th>Achievement</th>
<th>Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operational Tools</td>
<td>Low</td>
<td>Low</td>
<td>Low</td>
<td>Low</td>
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</tbody>
</table>

- **Risk**
  - High
  - Low

- **Score**
  - 3
Step 4 - Sample of Initiative Gap Analysis

Teaching and Learning
Focus Area #1: Student Achievement
Focus Area #2: Career and College Readiness
Focus Area #3: Equity

Improving
Focus Area #4: Accountability Model
Focus Area #5: Continuous Improvement

Supporting Learning
Focus Area #6: Student Well-Being
Focus Area #7: Teacher and Leader

Managing Resources
Focus Area #8: Governance
Focus Area #9: Resources

Communicating
Focus Area #10: Engagement and Communication

Addressing Community Priorities
Focus Area #11: Local Access and Priorities

Communicating

Focus Area #10: Governance

Gaps in Strategic Actions:
- Implement practices to ensure an ethical culture of excellence, inclusion, and mutual respect.
- Implement effective parent and community engagement initiatives.
- Communicate performance goals, actions, and outcomes internally and externally.
- Implement parent, student, teacher, staff, and business cabinets.