**Top Program Improvement Goals**

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| **#** | **GOAL** |
| **1** | Meet NRS targets by June 30 of every year |
| **2** | Develop consistent practices among individual sites in alignment with consortium accountability procedures and policies |
| **3** | Identify and support professional development opportunities for staff |

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| **#** | **Strategy** | **Led By** | **Who Is Involved** | **Resources Needed** | **Timeline** | **Outcome(s)** |
| **1** | All sites pre and posttest in accordance with targets | Kim | Program Sites | Training of data support staff  Training of program teaching staff | Ongoing  Monthly at sites  Bimonthly at Governing Board | Posttest at 80%  There will not be any students above 12 hours without an EFL assigned |
| Analyze Table 4 and 4B | Site Coordinators | Program Sites |  | Ongoing  Monthly at sites  Bimonthly at Governing Board | On track to meet NRS targets by level for sites and entire consortium |
| Analyze student retention factors, including sites, classes, partnerships, collaborations, etc. | Governing Board | Program Sites | Best practice  Research  Data analysis | Monthly at sites  Bimonthly at Governing Board | Increase student retention across program sites (average annual hours by participant) |

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| **2** | Use narrative material with all staff to familiarize them with the policies and procedures of the consortium. | Governing Board  Local District ABE Coordinators | Program Site Staff | Time | Ongoing | Have consistent practices  All staff have awareness and implementation of the procedures and policies |
| Review Policies and procedures quarterly at governing board meetings | Governing Board | Member Districts | Time | Ongoing | Policies and procedures will be consistent across the consortium. Governing board will be actively involved in modifications needed to meet the needs of students and local member districts |

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| **3** | Conduct an annual consortium meeting | Governing Board | Program Site Staff | Financial support  Presenters  Staff evaluation data of their needs | January board meeting  Fall meeting date | Shared best practices  Increased knowledge  Resource sharing |
| Share PD opportunities with staff | Governing Board | Program Site Staff | Financial support  Consortium PD plan  Inventory of PD opportunities | Ongoing  PD plan completed by January 30 annually | Staff will attend PD sessions that align to prioritized needs  Shared information  Improved programs and increased staff retention |
| Use annual professional development survey to identify PD needs and design training opportunities for staff | Governing Board | Consortium staff | Time  Financial resources  PD opportunities | Ongoing | PD opportunities will meet the training needs of staff.  Staff will have best practice skills and tools to use to meet their instructional goals and objectives |