**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 staffTraining of program teaching staff | OngoingMonthly at sitesBimonthly 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 |  | OngoingMonthly at sitesBimonthly 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 practiceResearchData analysis | Monthly at sitesBimonthly 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 BoardLocal District ABE Coordinators | Program Site Staff | Time | Ongoing | Have consistent practicesAll 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 supportPresenters Staff evaluation data of their needs | January board meetingFall meeting date | Shared best practicesIncreased knowledgeResource sharing |
| Share PD opportunities with staff | Governing Board | Program Site Staff | Financial supportConsortium PD planInventory of PD opportunities | OngoingPD plan completed by January 30 annually | Staff will attend PD sessions that align to prioritized needsShared informationImproved programs and increased staff retention |
| Use annual professional development survey to identify PD needs and design training opportunities for staff | Governing Board | Consortium staff | TimeFinancial resourcesPD 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 |