
Strategic Plan Priority 2 Update: Excellence and Efficiency

Operational Efficiency Districtwide

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OCS 2021-2026 Strategic Plan



**Teaching
Tomorrow's
Leaders**

**Exemplary
Staff**



EQUITY



**Excellence
and
Efficiency**

**Empowering
Culture**



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Priority 2: Current Goals

Strategic Plan Priority 2: Goal One

Increase teacher satisfaction ratings of “school safety”

Key Action Details

- Provide professional training and establish roles and workflow refinement to improve safety, security, operational efficiency and customer service.
- Be visible on site with staff discussing specific concerns to be addressed.
- Develop, implement, monitor and continuously improve a district safety plan to ensure safe and secure learning/work environments to achieve the district’s mission, vision, and goals.
- Quarterly collaboration with Law Enforcement, Fire and Emergency Management to cover pertinent information and/or roles and responsibilities.



Strategic Plan Priority 2: Goal Two

Increase school leader professional development contact hours on “school safety.”

Key Action Details

- Continue annual safety summit with School Safety Teams.
- Continue legal updates with the Board attorney on key safety initiatives.
- Continue bi-monthly operational safety meetings with school leaders.



Strategic Plan Priority 2: Goal Three

Increase student satisfaction on “school safety.”

Key Action Details

- Conduct student roundtables to discuss student safety concerns.
- Continual education of students on the "Say Something" anonymous reporting app.
- Provide professional development to school building staff surrounding elevating student's voices and provide a means to be elevated to the safety teams.



Strategic Plan Priority 2: In Place

Excellence and Efficiency

- School threat assessment teams
- Required drills and staff trainings (ex: Reunification, Stop the Bleed, Tabletop)
- Window film
- Stop the Bleed kits in every classroom
- Nurse at every school
- Updated School Risk Management Plan
- Crisis Emergency Response Team Plan
- Annual SRO Symposium
- Upcoming safety conference
- Upcoming training for Crime Prevention Through Environmental Design (CPTED)
- Legal updates
- Quarterly meetings with law enforcement
- Updated signage to be consistent across campuses (Trespassing, Contraband, Visitors)
- Continual education of “Say Something” Anonymous Reporting System (SS-ARS)



Strategic Plan Priority 2: Excellence and Efficiency

Goal	2021-22 (baseline)	2022-23 Goal	2022-23 Actual	2023-24 Goal	2023-24 Actual	2024-25 Goal	2024-25 Actual
Bi-annual North Carolina Teacher Working Conditions survey from 79% to 90% by 2026.*	79.0%	80.6%	N/A	83.7%	86.0%	86.8%	N/A
From 1 to 18 hours annually by 2026	1 Hour	3 Hours	14 Hours	8 Hours	13 Hours	13 Hours	13 Hours
On the Panorama survey from 56.0% to 80% by 2026.**	56.0%	59.4%	52.0%	66.2%	56.0%	73.1%	54.0%



*"The school environment is clean and well maintained"

**The physical environment of classrooms in this school supports teaching and learning"

**Measures student satisfaction on school safety

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Priority 2: Recommended Goal Amendments

Strategic Plan Priority 2

Excellence and Efficiency

Current Goals

- **Goal I:** Increase teacher satisfaction ratings of “school safety”
- **Goal II:** Increase school leader professional development contact hours on “school safety”
- **Goal III:** Increase student satisfaction on “school safety”

Recommended Goal Amendments

- **Goal I:** By 2026, 100% of OCS departments will establish performance metrics for all facilities to evaluate safety, modern technology, and efficiency.
- **Goal II:** By 2026, 95% of OCS students using district buses will experience safe, on-time arrivals to and from school.
- **Goal III:** By 2026, OCS will initiate 100% of capital spending based on key building performance and utilization rates.



Strategic Plan Priority 2

Goal I: By 2026, 100% of OCS departments will establish performance metrics for all facilities to evaluate safety, modern technology, and efficiency.

Strategies

- Continue to monitor surveys and projects related to **student and staff safety**
- Regularly update **safety protocols** and conduct training.
- Ensure that all OCS facilities meet or exceed national and local **safety regulations**.
- Reduce the carbon footprint by adopting **sustainable practices**, such as waste reduction, recycling, and energy conservation.
- Implement a continuous **technology review process** to keep OCS at the forefront of innovation.
- Maximize **business efficiencies** by streamlining internal processes and workflows to improve productivity and reduce operational costs by internal financial review of all budgets.
- Provide comprehensive **financial training** programs to all employees who handle budgetary processes.
- Ensure response time to all work requests within **1-2 business days**.
- Annually update **Capital Improvement Plan** to ensure accurate allocation and reporting of 2024 bond.
- **Efficiency and Customer Service:** Address staff concerns in a timely manner (i.e. respond and close work orders, meet with staff to discuss best practices)



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Goal II: By 2026, 95% of OCS students using district buses will experience safe, on-time arrivals to and from school.

Strategies

- Regularly review and adjust bus routes to minimize travel time, reduce delays, and ensure buses follow the most efficient paths.
- Ensure all buses are regularly inspected and maintained to reduce mechanical issues that could cause delays or safety concerns.
- Utilize advanced routing and scheduling software to improve the efficiency of bus dispatching and reduce delays caused by inefficient planning.



Strategic Plan Priority 2

Goal III: By 2026, OCS will initiate 100% of capital spending based on key building performance and utilization rates.

Strategies

- Perform annual assessments of building occupancy rates and usage patterns to identify underutilized spaces and make data-driven decisions for optimization.
- Adjust school boundaries as needed to balance enrollment across the district and ensure efficient use of school buildings.
- Create and implement a strategic master plan to guide future facility needs, including building expansions, upgrades, or consolidations based on student population trends.





Questions?





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