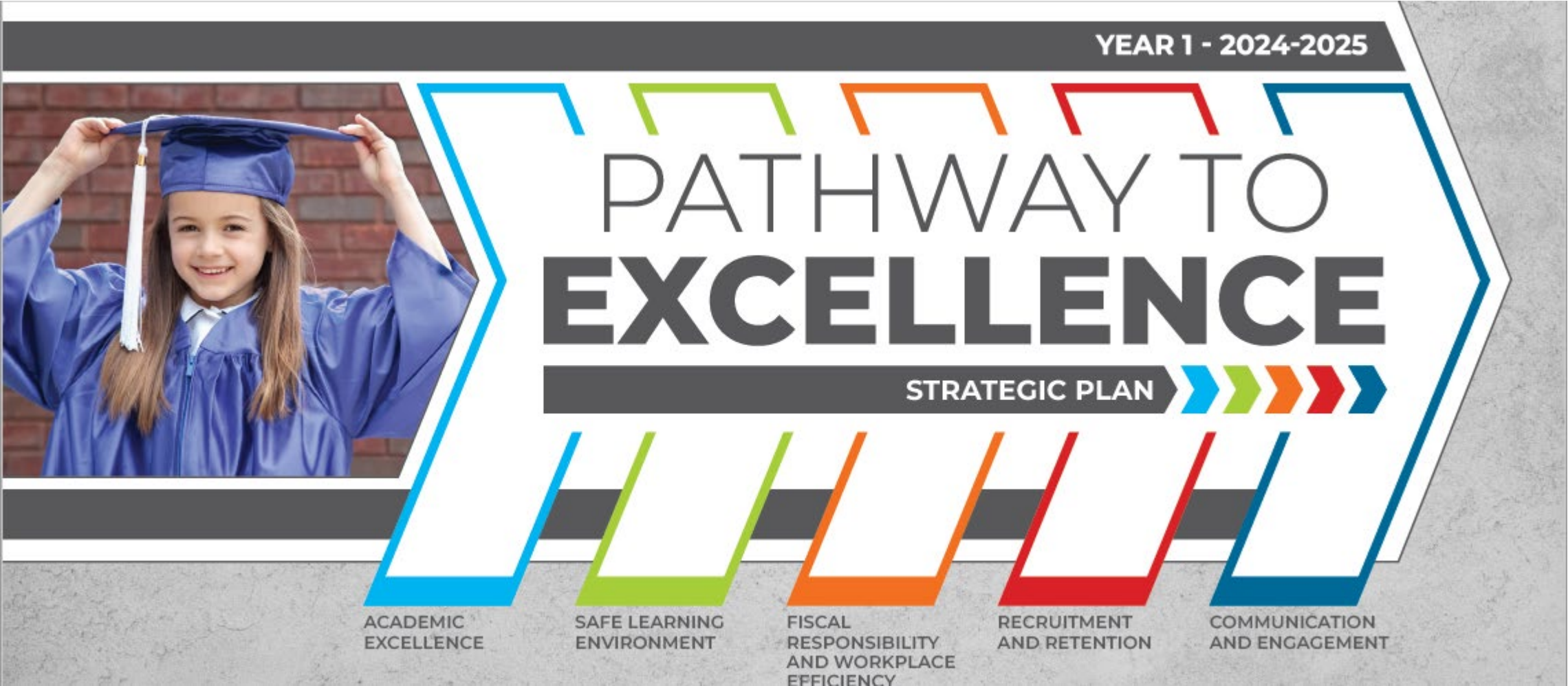




COLLIER COUNTY PUBLIC SCHOOLS

**2025-2029
STRATEGIC PLAN
2024-2025 Outcomes &
2025-2026 Measures**

CCPS Strategic Plan



2024-2025 Strategic Plan Measures

5 Year Goals	2024-2025 Measures
Academic Excellence	15
Safe Learning Environment	5
Fiscal Responsibility and Workplace Efficiency	7
Recruitment and Retention/Human Relations	5
Communication and Engagement	3
	35



2024-2025 Outcomes

- 33 goals met
- 1 goal not met
- 1 goal pending

Highlights include:

- 100% of Math Measures met
- 14% increase in dual enrollment opportunities with CCPS Technical Colleges
- Bear Creek Elementary School opened
- Several new efficiencies implemented

**Detailed report attached to the board item*



2025-2026 Strategic Plan Measures

5 Year Goals	2025-2026 Measures
Academic Excellence	15
Safe Learning Environment	5
Fiscal Responsibility and Workplace Efficiency	9
Recruitment and Retention/Human Relations	5
Communication and Engagement	3
	37



2025-2026 Strategic Plan

Academic Excellence - Literacy Measures:

- By June 2026, CCPS will increase the percentage of students in grades 3-10 scoring on grade level or above from 66% to 68% as measured by the FAST English Language Arts (ELA) assessment (PM3).
- By June 2026, CCPS will increase the percentage of students in grades 1-2 scoring on grade level or above from 57% to 59% as measured by the STAR reading assessment (PM3).
- By June 2026, CCPS will increase the percentage of Students with Disabilities (SWD) in grades 3-10 scoring on grade level or above from 36% to 38% as measured by the FAST ELA assessment (PM3).
- By June 2026, CCPS will increase the percentage of English Language Learners (ELL) in grades 3-10 scoring on grade level or above from 26% to 28% as measured by the FAST ELA assessment (PM3).
- By June 2026, CCPS will increase the percentage of students in grades 3-10 making learning gains from 64% to 65% on the FAST ELA assessment (PM3).



2025-2026 Strategic Plan

Academic Excellence - Math Measures:

- By June 2026, CCPS will increase the percentage of students in grades 3-8 scoring on grade level or above from 75% to 76% as measured by the FAST Math assessment (PM3).
- By June 2026, CCPS will increase the percentage of students scoring on grade level or above in Algebra 1 from 76% to 77% as measured by the End-of-Course (EOC) exam.
- By June 2026, CCPS will increase the percentage of Students with Disabilities (SWD) in grades 3-8 and Algebra I scoring on grade level or above from 52% to 54% as measured by the FAST Math (PM3) and ALG 1 EOC assessments.
- By June 2026, CCPS will increase the percentage of English Language Learners (ELL) in grades 3-8 math and Algebra I scoring on grade level or above from 54% to 56% as measured by the FAST Math (PM3) and ALG 1 EOC assessments.
- By June 2026, CCPS will increase the percentage of students making learning gains from 67% to 68% on the FAST PM3 and BEST EOC assessments.



2025-2026 Strategic Plan

Academic Excellence - Early Learning Measures:

- Increase access to Voluntary Pre-Kindergarten (VPK) in the 2025-26 school year by 10%.
- Continue to increase the percent of CCPS VPK students who are ready for kindergarten from 61% to 63% (based on the State's updated proficiency criteria).



2025-2026 Strategic Plan

Academic Excellence - College and Career Measures:

- By June 2026, CCPS will increase the District's high school graduation rate. *Data will be provided by January 2026.*
- By June 2026, CCPS will increase Career Technical Education (CTE) dual enrollment opportunities with CCPS technical college campuses by 15%.
- By June 2026, CCPS will increase the performance of students in advanced academics in grades 9-12.



2025-2026 Strategic Plan

Safe Learning Environment Measures:

- Strengthen school security processes and procedures in accordance with board policy and state law.
- Continue to harden school and district facilities.
- Enhance provided role-based network security awareness training for employees to reduce risk of network/data breach.
- Continue to provide site-based administrator trainings with topics related to safety and security and/or student discipline to ensure consistency with the Code of Student Conduct and the Discipline Matrix.
- District administrators will continue to review each School Environmental Safety Incident Reporting (SESIR) code to ensure compliance with Florida Department of Education (FLDOE) state reporting and consistency with the Code of Student Conduct and Discipline Matrix.



2025-2026 Strategic Plan

Fiscal Responsibility and Workplace Efficiency Measures:

- Promote fiscal transparency by conducting quarterly audit committee meetings, holding mid-year school board budget work sessions, and producing an Annual Comprehensive Financial Report.
- Identify and implement cost saving initiatives.
- Create new efficiencies through enhancements to the procurement process.
- Monitor and ensure compliance with standardized operating procedures across technical college campuses.
- Construct and open Ave Maria Elementary.
- Expand digital timekeeping management.
- Optimize and enhance the budget planning process.
- Leverage automation to gain efficiencies in Accounts Payable processes.
- Create new efficiencies through enhancements to the Asset Management processes.



2025-2026 Strategic Plan

Recruitment and Retention Measures:

- Successful implementation and optimization of the human resources information system to support recruitment and retention. 2025- 2026 continued implementation of final 3 additional ISP platforms in Central.
- Reduce amount of time from acceptance to hire from 19.68 days to 17 days.
- Increase mid-point progression data and its impact on promotion from 8% to 10%.
- Increase succession of employees from within CCPS.
- Increase overall engagement and response rates to onboarding surveys.
- Increase participation in the Engagement Survey.



2025-2026 Strategic Plan

Communication and Engagement Measures:

- Create system to provide long-term student outcome data to identified Collier County educational organizations.
- Conduct internal research of current communication systems used by schools and district staff for communicating with parents.
- Create a master list of engagement opportunities to help connect individuals, businesses, communities with individual schools.

