

Master List of Key Division Initiatives

CURRENT CHANGE (2010-2011 School Year)						
Key Category or Project	Sponsor	Category	Strategic Goal	Change Challenge	Adaptive (A), Technical (T), or Both (A/T)	Stage of PDSA
SchoolNet as a useful repository of high-quality curriculum, assessment, and instructional materials	Luvelle (Technical) & Billy (Adaptive)	Strategic Moving to Operational	1	21st Century Teaching and Learning	A/T	D-->S
Division level-oversight of classroom walkthrough data to inform professional development needs and changes in instructional practices	Billy	Strategic Moving to Operational	1	21st Century Teaching and Learning	A	D-->S
Use of Instructional Coaching Model to support Division goals and impact of position changes (ex. Title 1)	Billy	Strategic Moving to Operational	5	21st Century Teaching and Learning	A	S-->A
SIS transition, position changes, process improvements, plan to address technical and adaptive challenges	Luvelle (Technical & Adaptive) & Billy (Adaptive)	Strategic Moving to Operational	5	Continuous Improvement	A/T	P-->D
Shift to modified 4 X 4 scheduling	Billy	Strategic Moving to Operational	5	Funding and Resources	A/T	P

Management of learning resources including impact of reduction in funding for resources	Billy	Strategic Moving to Operational	1	21st Century Teaching and Learning	A/T	P-->D
Restructure of central media services and support for Media Center Specialists	Billy	Strategic Moving to Operational	5	21st Century Teaching and Learning	A/T	P-->D
Restructure of Division professional development including master professional development plan to address adaptive challenges related to any new initiatives as well as ongoing professional growth	Billy	Strategic Moving to Operational	3	Human Capital Management	A/T	P
Human Capital Management Data Systems (HCMDS) - i3 Project	Bruce	Innovative Moving to Strategic	3	Human Capital Management	A/T	P
Human Resources alignment to provide improved support for licensed staff	Bruce	Strategic Moving to Operational	3	Human Capital Management	A	P-->D
FLSA compliance related to position payroll input	Bruce	Operational	5	Continuous Improvement	A/T	D-->S

After action activities related to introduction of revised RIF policy for licensed and classified staff	Bruce	Strategic Moving to Operational	3	Human Capital Management	A	D-->S
Implementation of school-level Balanced Scorecard (BSC) model and plan to address adaptive challenges	Luvelle (Technical & Adaptive) & Billy (Adaptive)	Strategic Moving to Operational	5	Continuous Improvement	A/T	P-->D
Refinement of budget process including communication to stakeholders and joint Board collaboration	Bruce	Operational	5	Continuous Improvement	A	S-->A
Expansion of current Balanced Scorecard (BSC) model including automation and refinement of processes	Luvelle	Strategic Moving to Operational	5	Continuous Improvement	A/T	S-->A
Instructional Technology (CIP)	Luvelle	Operational	5	Funding and Resources	T	P-->D
Administrative Technology (CIP)	Luvelle	Operational	5	Funding and Resources	T	P-->D
School Maintenance (CIP)	Bruce	Operational	5	Funding and Resources	T	P-->D
Technology Grant (CIP)	Luvelle	Operational	5	Funding and Resources	T	P-->D
Network Infrastructure (CIP)	Luvelle	Operational	5	Funding and Resources	T	P-->D
Restructure Academic Leadership Compensation Model	Billy	Strategic Moving to Operational	5	Funding and Resources	A	P-->D

Knowledge Management System (KMS) including knowledge transfer from retirees or as a result of downsizing	Will be handled by school or department leaders on a case-by-base basis (Systematic process is needed)	Strategic Moving to Operational	5	Human Capital Management	A	P
Other significant changes due to operational reductions in departments	Will be handled by school or department leaders on a case-by-base basis	Strategic Moving to Operational	5	Funding and Resources	A	P
Project management rollout including plan to address adaptive challenges	Bruce	Strategic Moving to Operational	5	Continuous Improvement	A	P
Face of the Division (information architecture, systems integration, process improvement) including plan for technical and adaptive challenges	Luvelle	Strategic Moving to Operational	5	Continuous Improvement	A/T	P-->D
Continued support of Division-wide R&D through seed projects	Luvelle	Innovative Moving to Strategic	1	21st Century Teaching and Learning	A	D-->S
Expansion of online SOL testing	Luvelle	Strategic Moving to Operational	2	21st Century Teaching and Learning	A/T	P-->D

Management and refinement of stakeholder relationships and strategic communication	Bruce	Strategic Moving to Operational	4	Continuous Improvement	A	S-->A
Division-wide intervention and prevention initiatives	Billy	Strategic Moving to Operational	1	21st Century Teaching and Learning	A/T	D
Alignment and refinement of organizational performance management systems	Bruce	Strategic Moving to Operational	4	Continuous Improvement	A	P-->D

PLANNED CHANGE (~2011-2013)						
Key Category or Project	Sponsor	Category	Strategic Goal	Change Challenge	Adaptive (A), Technical (T), or Both (B)	Stage of PDSA
LAN/WAN upgrades and plan to address technical challenges	Luvelle	Strategic Moving to Operational	5	Funding and Resources	T	P
Increased use of digital learning resources to support teaching and learning once LAN/WAN upgrades occur	Billy	Strategic Moving to Operational	1	21st Century Learning Spaces	A/T	P-->D
Projects evolving from SPQA feedback	Bruce	Strategic Moving to Operational	4	Continuous Improvement	A/T	P

Assessment model changes and plan to address both adaptive and technical challenges	Luvelle (Technical/Adaptive) & Billy (Adaptive)	Innovative Moving to Strategic	2	21st Century Teaching and Learning	A	P-->D
Virtual learning R&D with City of Charlottesville	Pam	Innovative Moving to Strategic	1	21st Century Teaching and Learning	A	P
Standards-based gradebook implementation including plan to address technical and adaptive challenges	Luvelle (Technical) & Billy (Adaptive)	Innovative Moving to Strategic	1	21st Century Teaching and Learning	A/T	P
<i>**Continued improvements and operationalization of all strategic initiatives listed in CURRENT CHANGE</i>	<i>See above</i>	<i>See above</i>	<i>See above</i>	<i>See above</i>	<i>See above</i>	<i>See above</i>

ENVISIONED CHANGE (Graduates of 2023)						
Key Category or Project	Sponsor	Category	Strategic Goal	Change Challenge	Adaptive (A), Technical (T), or Both (B)	Stage of PDSA
Long-Range Planning - recommended projects	Bruce	Strategic Moving to Operational	5	Funding and Resources	A/T	P
"21st Century Teaching and Learning" to support graduates of 2023 (need to define and manage)	Luvelle (Technical) & Billy (Adaptive)	Innovative	1	21st Century Teaching and Learning	A/T	P

Ubiquitous one-to-one computing	Luvelle (Technical/Adaptive) & Billy (Adaptive)	Strategic Moving to Operational	1	21st Century Teaching and Learning	A/T	P-->D
Anytime anywhere access for all students and employees	Luvelle (Technical/Adaptive) & Billy (Adaptive)	Strategic Moving to Operational	1	21st Century Teaching and Learning	A/T	P-->D

