



Strategic Plan Goal Area	Organizational Effectiveness and Efficiency
Strategic Plan Performance Objective	Develop an efficient organizational structure that supports a performance-based culture

PLAN	
Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?	
<ul style="list-style-type: none"> • With one exception, we can celebrate that all targets for FY2016 have been met. 	
DO	
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.	
<ul style="list-style-type: none"> • Develop performance-based learning modules for incumbent and aspiring principal supervisors. • Provide professional development and learning experiences for incumbent Principal Supervisors through the Regional Superintendent Academy. • Provide professional development and learning experiences for aspiring Principal Supervisors through the Aspiring Principal Supervisor Academy. • Expand the use of the National SAM Innovation Project. • Develop tools and processes to monitor progress in achieving targets identified through Continuous Improvement Plans. 	
CHECK	
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?	
<ul style="list-style-type: none"> • We are getting the results needed to reach the Performance Targets. • We are monitoring through monthly meetings of the Wallace Leadership Development Core Team. 	
ACT	
What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?	
<ul style="list-style-type: none"> • The Selection Resource Guide for the Aspiring Principal Supervisor Academy will be calibrated after implementation in April through August of 2016. 	