### Strategic Plan Goal Area
Organizational Effectiveness and Efficiency

| Strategic Plan Performance Objective | Establish a decision-making model that sustains a high performance organization |

#### 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?

- Continued monthly monitoring of fund balance.
- Maintaining budget integrity as measured by percentage of budget to actual expenditure.

#### DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.

Finance continues to provide and evaluate monthly financial reports and analysis of expenditure accounts to ensure we are on track to meet targets set forth by the department.

#### CHECK
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

Finance continues to provide and evaluate monthly financial reports and analysis of expenditure accounts to ensure we are on track to meet targets set forth by the department.

#### 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?

- The challenges/obstacles in Finance are those of time, limited staff and antiquated software system.
- Limited staff issues exacerbated by time demands of ERP project.
### Progress Check for Continuous Improvement

**Finance**  
**June 30, 2017**

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<th>Strategic Plan Goal Area</th>
<th>Organizational Effectiveness and Efficiency</th>
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<td>Strategic Plan Performance Objective</td>
<td>Improve efficient use of resources, processes, and management structure to support system innovation</td>
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**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?

Continued concentration on problem areas of employee verification/budget status reports.

**DO**  
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.

Finance continues to evaluate monthly financial reports and analysis of expenditure accounts to ensure we are on track to meet targets set forth by the department.

**CHECK**  
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

Finance continues to evaluate monthly financial reports and analysis of expenditure accounts to ensure we are on track to meet targets set forth by the department.

**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?

The challenges/obstacles in Finance are those of time, limited staff and antiquated software system. Additional challenges are salary equity with other local school districts.