





Is your strategic plan based on the PAST.... or on what's coming NEXT?

## **Strategic Plan of Action**

Data





Portrait of a Graduate



**High School Programming Audit** 



## **Timeline of Events**

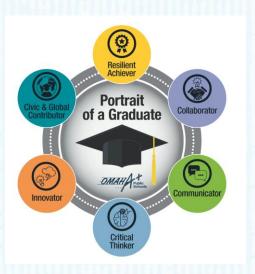
- · November 2019 Steele Dynamics Questionnaire: Written responses from principals/program directors and staff, including district staff
- November 2019 Steele Dynamics: on-site observations and focus groups (leadership team, counselors, teachers, and students) at all seven high schools
- November 2019 OPS completed high school data reviews with Steele Dynamics
- November 2019 Steele Dynamics shared audit results with each high school principal, program director, and central office staff
- January 2020 1:1 visits with principal/program directors at each high school, Career Center & Blackburn
- January 2020 Input from school leadership teams on pathway models
- January 2020 Reviewed high school high skill, high wage, and in-demand data from the NE Department of Labor and US Department of Labor
- February 2020 Local business and industry advisory focus groups
- February 2020-Summer 2020 Individual and collective program meetings with principals/program directors
- September 2020 School principals/program directors and leadership team program meetings
- September 2020-October 2020 School staff program meetings
- · July 2020 Parents, teachers, community partners, and student engagement
- August-November 2020 School leadership team and staff begin process of developing course of study for pathways
- November 2020 School teams and CIS begin focus on master scheduling
- December 2020/January 2021 School teams focus on next steps of five year implementation plan and collaboration on Freshman Academies begins
- January-May 2021 Continued work with schools on development of Freshman Academy, pathway research and development, and professional learning
- January 21 Board of Education Presentation
- February 22 Board of Education Workshop
- May 11 Community Engagement Preparation with Schools
- May/June Community Engagement Meetings and Surveys
- June 22 OEA ProComm meeting
- July Engagement session data reviewed by district
- July 12 Board of Education updated on Engagement Sessions
- July School and CIS Collaborative Meetings
- July 23-26 Feedback meetings with business and industry advisory boards
- July/August CIS, District Communications, SCS Collaborative Planning Meetings
- August 2 Sharing of revisions to school leaders
- August 9-13 School leadership host Community Information Update Session and Staff Update Session
- August 9-11 Small-group teacher meetings with Dr. Logan
- August 16 Board of Education Information Item
- September 9 Board of Education Action



## **Strategic Priority 1: Academics**

The portrait of a graduate outlines the expectations for all Omaha Public Schools graduates. To that end, the academic strategic priority will focus our work on early literacy, program redesign, and establishing a high-quality portfolio of school programs. Omaha Public Schools prepares each student to meet postsecondary expectations.







## **Advanced Academics**

Specialized Diploma	Current	Adding
Advanced International Certificate of Education (AICE)		Benson Bryan Buena Vista South
AP Capstone	Burke	North Westview
Early College Program – Associates Degree MCC		Northwest
International Baccalaureate	Central	

- All high schools will continue offering dual enrollment
- All high schools will continue offering AP courses
- All high schools will continue offering opportunities to earn Seal of Biliteracy















# **Expand Access. Elevate Expectations.**

- Pathways are a series of four or more classes focused on a group of related careers, or cluster. Students in a pathway take classes with a wide range of other students across career interests.
- <u>Academies</u> are a small learning community with a career focus. Groups of students with a similar career interest take classes together. Career-focused classes proceed from one to the next in a series.
- <u>Capstone</u> is a culminating project or assignment a student will complete during the last course in their pathway.







College & Career Academies and Pathways ARE	College & Career Academies and Pathways Are NOT
Offering <b>all students</b> access to rigorous, college and career learning opportunities	Where only some students have access to high quality programs while other students watch from the sidelines
Offering students more <b>ownership in their own</b> high school experience	Where some students take courses only to meet high school requirements, without pursuing passions and planning for life after graduation
Providing a level of focus that instills knowledge, skills, certifications, college credit or advanced diplomas for success after graduation	Where some students leave high school with no college or career plan
Providing space to explore electives like World Languages, music and more	Limiting opportunities
Building in time for students to change and refocus their pathway	Forcing students into a path



# Survey & Engagement Data

- Registration Survey
  - 1,809 Completers
  - 92.1% Did Not Yet Fully Understand CCAP
- Engagement Sessions
  - 73 Sessions
  - More Than 300 Attendees
- Post-Engagement Survey
  - 67% Indicated the Sessions Met or Exceeded Their Expectations
  - 80% Indicated a Moderate or Better Understanding of CCAP



# **Survey Data**

- Support for CCAP
  - 69.0% of Post-Survey Completers Supported the Goals of CCAP
  - 90.1% Supported the Goals of CCAP When both Post-Survey Completers and Registration Survey Results for Those Unable to Attend a Meeting are Included
  - Examples of Component Questions
    - Expand access to high quality programs for all students and raise expectations that prepare students for success in college, career, and life.
      - Likert-type scale ranging from Strongly Disagree to Strongly Agree
    - Students will enjoy a liberal arts education consisting of English, mathematics, science and social studies.
      - Likert-type scale ranging from Strongly Disagree to Strongly Agree



# **Survey Data**

- Change Recommendations
  - 27.7% Program Additions/Clarifications
    - Example Statement: "Expand Central's pathway options to better represent the school's great coursework."
  - 21.3% Customize Your Pathway
    - Example Statement: "If students should be innovators why not let them be innovative and create their own pathway?"
  - All Other Recommendation Categories Received Less Than 10% of Mentions



#### A Well-Rounded Individual Student Plan

# Required Courses, Highlighted (Elective), Pathway or Academy Focus (Business-Entrepreneurship Pathway)

Freshman								
Semester 1	(H) English 1	(H) US History 1	(H) Algebra 1	(H) Physical Science 1	Physical Education/ (H) Concert Band (Marching)/JROTC	Spanish 1	Computer Science 1	Freshman Seminar
Semester 2	(H) English 2	(H) US History 2	(H) Algebra 2	(H) Physical Science 2	Physical Education/ (H) Concert Band/JROTC	Spanish 2	Computer Science 2	Freshman Seminar
			;	Sophomore				
Semester 1	(H) English 3	(H) Human Geography AP Human Geography (Year)	(H) Geometry 1	(H) Biology 1	Physical Education/ (H) Concert Band (Marching)/JROTC	Spanish 3	HGD	Principles of Business, Marketing, and Management
Semester 2	(H) English 4	(H) Economics AP Human Geography (Year)	(H) Geometry 2	(H) Biology 2	Physical Education/ (H) Concert Band/JROTC	Spanish 4	(H) Economics/ Elective	Accounting
				Junior				
Semester 1	English 5 AP Lang & Comp 1	(AP) World History 1	(H) Algebra 3	(AP) Chemistry 1/ Science Elective	(H) Concert Band (Marching)/JROTC	(H) Spanish 5	African American History	(H) Marketing 1
Semester 2	English 6 AP Lang & Comp 2	(AP) World History 2	(H) Algebra 4	(AP) Chemistry 2/ Science Elective	(H) Concert Band/JROTC	(H) Spanish 6	Sociology	(H) Marketing 2
	Senior							
Semester 1	English 7 AP Lit & Comp 1	(AP - Year) American Government	(H) Pre-Calc/Trig 1	(AP) Physics 1/ Science Elective	(H) Concert Band (Marching)/JROTC	(H) Spanish 7	Digital Design	Entrepreneurship 1
Semester 2	English 8 AP Lit & Comp 2	(H) Personal Finance	(H) Pre-Calc/Trig	(AP) Physics 1/ Science Elective	(H) Concert Band/JROTC	(H) Spanish 8	Web Design	Entrepreneurship 2



### A Well-Rounded Individual Student Plan

#### Required Courses, Elective, Change of Pathways

	Freshman							
Semester 1	(H) English 1	(H) US History 1	(H) Algebra 1	(H) Physical Science 1	Physical Education/ (H) Concert Band (Marching)/JROTC	Spanish 1	Journalism 1	Freshman Seminar
Semester 2	(H) English 2	(H) US History 2	(H) Algebra 2	(H) Physical Science 2	Physical Education/ (H) Concert Band/JROTC	Spanish 2	Journalism 2	Freshman Seminar
			:	Sophomore				
Semester 1	(H) English 3	(H) Human Geography AP Human Geography (Year)	(H) Geometry 1	(H) Biology 1	Physical Education/ (H) Concert Band (Marching)/JROTC	Spanish 3	Computer Science 1	Principles of Business, Marketing, and Management
Semester 2	(H) English 4	(H) Economics AP Human Geography (Year)	(H) Geometry 2	(H) Biology 2	Physical Education/ (H) Concert Band/JROTC	Spanish 4	Computer Science 2	Accounting
				Junior				
Semester 1	English 5 AP Lang & Comp 1	(AP) World History 1	(H) Algebra 3	(AP) Chemistry 1/ Science Elective	(H) Concert Band (Marching)/JROTC	HGD	Art 1	Lifespan Development
Semester 2	English 6 AP Lang & Comp 2	(AP) World History 2	(H) Algebra 4	(AP) Chemistry 2/ Science Elective	(H) Concert Band/JROTC	Native American Culture	Art 2	Principles of Education and Training
Senior								
Semester 1	English 7 AP Lit & Comp 1	(AP - Year) American Government	(H) Pre-Calc/Trig	(AP) Physics 1/ Science Elective	(H) Concert Band (Marching)/JROTC	(H) Marketing 1	Computer Graphics 1	Best Practices in Education 1
Semester 2	English 8 AP Lit & Comp 2	(H) Personal Finance	(H) Pre-Calc/Trig	(AP) Physics 2/ Science Elective	(H) Concert Band/JROTC	(H)Marketing 2	Computer Graphics 2	Best Practices in Education 2



#### A Well-Rounded Individual Student Plan

Required Courses, Elective, North High PLTW Engineering Focus (Engineering and Design Academy)

				Freshman				
Semester 1	(H) English 1	(H) US History 1	(H) Geometry 1	(H) Physical Science 1	Physical Education/ (H) Concert Band (Marching)/JROTC	Journalism 1	Robotics 1	Freshman Seminar
Semester 2	(H) English 2	(H) US History 2	(H) Geometry 2	(H) Physical Science 2	Physical Education/ (H) Concert Band/JROTC	Journalism 2	Robotics 2	Freshman Seminar
			5	Sophomore				
Semester 1	(H) English 3	(H) Human Geography AP Human Geography (Year)	(H) Algebra 3	(H) Biology 1	Physical Education/ (H) Concert Band (Marching)/JROTC	Spanish 1	HGD	Intro to Engineering Design
Semester 2	(H) English 4	(H) Economics AP Human Geography (Year)	(H) Algebra 4	(H) Biology 2	Physical Education/ (H) Concert Band/JROTC	Spanish 2	(H) Economics/ African American History	Intro to Engineering Design
				Junior				
Semester 1	English 5 AP Lang & Comp 1	(AP) World History 1	(H) Pre-Calculus/Trig 1	(H) Pre-Calc/Trig 1	(AP) Chemistry 1/ Science Elective	(H) Concert Band (Marching)/JRO TC	Spanish 3	H. Computer Integrated Manufacturing 1
Semester 2	English 6 AP Lang & Comp 2	AP) World History 2	(H) Pre-Calculus/Trig 2	(H) Pre-Calc/Trig	(AP) Chemistry 2/ Science Elective	(H) Concert Band/JROTC	Spanish 4	H. Computer Integrated Manufacturing 2
Senior								
Semester 1	English 7 AP Lit & Comp 1	(AP - Year) American Government	AP Calculus BC	(AP) Physics 1/ Science Elective	(H) Concert Band (Marching)/JROTC	Computer Science 1	H. Digital Electronics 1	H. Engineering Design & Development
Semester 2	English 8 AP Lit & Comp 2	(H) Personal Finance	AP Calculus BC	(AP) Physics 1/ Science Elective	(H) Concert Band/JROTC	Computer Science 2	H. Digital Electronics 2	H. Engineering Design & Development



## **Benson High School**

#### **Advanced Diploma:**

#### **Advanced International Certificate of Education**

Proposed	Through Lines
Design and Construction Academy	The overall through line was that school team reflected on rigor in all academy and pathway opportunities at the school.
Architectural Design	
Digital Design	
Construction Processes and Management	Inclusion of Management to demonstrate more opportunities in industry.
Business and Entrepreneurship Academy	
Business Administration	Aligns to area university programs
Entrepreneurship	
Culinary and Event Planning	Staff reflection and reflection on postsecondary programs.
Health Professions Academy	
Medical and Therapeutic Services	
Human Performance	
Teaching as a Profession	
	Architectural Design  Digital Design  Construction Processes and Management  Business and Entrepreneurship Academy  Business Administration  Entrepreneurship  Culinary and Event Planning  Health Professions Academy  Medical and Therapeutic Services  Human Performance



## **Bryan High School**

Advanced Diploma: Advanced International Certificate of Education

Initial	Proposed	Through Lines
Design and Construction Academy	Design and Construction Academy	
Construction	Construction Processes and Management	Added processes and management to prepare students for deeper construction career pathways.
Architectural Design	Architectural Design	
Interior Design	Interior Design	
Transportation, Distribution, and Logistics Academy	Transportation, Distribution, and Logistics Academy	
International Business, Marketing, and Management	International Business, Marketing, and Management	
Logistics	Logistics and Supply Chain Management	Reflection of college major programs in Omaha area.
Innovative Technology		
Teaching and Leadership Academy	Education Academy	Staff felt Education was a broader title with more opportunities.
Teaching as a Profession	Teaching and Educational Leadership	Staff felt this broadened opportunities in education, including leadership.
	Counseling and Mental Health	Staff and community reflected on need in counseling and mental health.
Urban Agriculture Academy	Urban Agriculture Academy	
Food Science	Food Science	
Agribusiness	Animal Science	Agribusiness will be infused in all Urban Ag pathways.
Plant and Animal Science	Plant Science	Plant and Animal Science split into separate pathways for deeper experiences
Natural Resources Management and Sciences	Environmental and Natural Resources	Staff feedback to focus more on science 16 aspects.

## **Buena Vista High School**

#### Advanced Diploma: Advanced International Certificate of Education

Initial	Proposed	Through Lines
SMART Technology	SMART Technology	
Artificial Intelligence, Virtual Reality, and Nanotechnology	Artificial Intelligence, Virtual Reality, and Nanotechnology	
Mechatronics	Mechatronics	
Computer Engineering	Software Design and Application Development	Alignment to local industry needs and job titles.
Automation and Robotics	Automation and Robotics	
Cybersecurity	Cybersecurity	
Information Technology	Information Technology	
Health and Education	Health and Education	
Behavioral Health and Behavioral Psychology	Behavioral Health	Revising of title to provide greater focus on health science based on community input conversations. Psychology will be offered as a global elective.
	Human Performance	Added to better explore science and performance related career opportunities.
Teaching as a Profession	Teaching as a Profession	17

### **Burke High School**

#### **Advanced Diploma: AP Capstone Diploma Program**

Initial	Proposed	Through Lines
Air and Space Academy	Air and Space Academy	
Flight	Flight	
Aircraft Mechanics	Aircraft Mechanics	
Aerospace Engineering	Aerospace Engineering	
	Airport Management	Added by reflection of other aviation related careers not fitting into any other pathway that could include air traffic control.
Leadership Academy	Business, Marketing, and Analytics Academy	Staff reflection that Leadership Academy (prior academy title) was too limiting of the areas of business, marketing, and analytics of intended focus in this academy.
Management	Management	
Financial Planning and Insurance	Financial Planning and Insurance	
Data Analytics	Data Analytics	
Marketing	Marketing	
<b>Communications Academy</b>	<b>Communications Academy</b>	
	Teaching as a Profession	Staff reflection that communication academy was a better fit for Teaching as a Profession (moved from Business, Marketing, and Analytics Academy).
Web and Digital Design	Web and Digital Design	
Audio Video Production	Audio Video Production	
Journalism	Digital Journalism	Staff reflection around new trends in journalism and technology.

## **Central High School**

#### **Advanced Diploma: International Baccalaureate**

Initial	Proposed	Through Lines
Freshman Academy Arts Band	STEM	Overall staff and community feedback reflection was to refine pathways to demonstrate their higher level of rigor.
	Environmental Studies	Response to community, family, and staff input that we needed more Science and Mathematics.
Orchestra Choir Drama	Computer Science and Mathematics	Rethinks computer science into a computational thinking model.
Drawing and	Robotics	Robotics and Architectural Design was a requested pathway based on student, staff
Painting Sculpture/Pottery	Architectural Design	and community responses/interest and expanded access to STEM.
Stagecraft Fashion and	Global Health Science	Additional Science opportunity. Added learning of new community partner opportunities in this area.
Costume Design Digital Arts Design Leadership	Leadership and Global Studies	
	Political Science	From staff and community feedback reflection to provide more global lens opportunities.
Entrepreneurship and Virtual	Sports and Entertainment Marketing	
Enterprise Teaching as a Profession	International Business and Finance	Added from community engagement responses and staff dialogue round expanding global opportunities as they relate to Economics and Finance.
JROTC	Journalism	
Marketing - Entertainment	Teaching as a Profession	
and Sports Marketing	Global Arts	Desire to deepen opportunities in the arts to create connections, experiences, and
Audio Video Production Journalism	Drama and Theatrical Arts	college and career preparation beyond a foundation.
	Applied Design	
o di il di il di	Vocal Music	
	Instrumental Music	
	Music Technology	



## **North High School**

#### **Advanced Diploma: AP Capstone Diploma Program**

Initial	Proposed	Through Lines	
Engineering and Design Academy	Engineering and Design Academy	Overall through line realized through focused conversations: Access for all students is a game changer for the school and students.	
PLTW Engineering	PLTW Engineering		
Robotics	Robotics		
Precision Machining	Precision Machining		
Drafting and Design	Mechanical Design	Better clarity that students will be designing products with the latest and advanced technology.	
Science and Research Academy	Science and Research Academy	Staff reflection to shift into Health Informatics and	
Medical Research	Medical Research and Health Informatics	Natural and Environmental Resources that connects to many opportunities in the city. The staff did not feel that Forensic Sciences was a good match for North High. Business partner/advisory board and community engagement input confirmed in this decision.	
PLTW Biomedical	PLTW Biomedical		
Forensic Sciences	Natural and Environmental Sciences		
Teaching as a Profession	Teaching as a Profession		
Computer Science and Technology Academy	Computer Science and Technology Academy		
Computer Networking	Computer Networking		
Cybersecurity and Coding	Cybersecurity and Coding		
PLTW Computer Science	PLTW Computer Science		
Audio Video Production	Audio Video Production		



### **Northwest High School**

#### Advanced Diploma: Early College Program (Associates Degree with MCC)

Initial	Proposed	Through Lines
Public and Community Service	Public and Community Service	Separation of Public and Community Service themes to resonate with public input that we needed a more definition to Public and Community Service. Pathways grouped into: Public and Community Service, Emergency Response and Legal Studies
Pre-Law	Energy Systems Technology	
Forensic Science/Criminal Justice (911)	Public Health	Shift from Community to Public Health to better reflect university programs and community practices.
Fire Science	Natural Resource Science and Management	Recognition that public works may be too narrow and staff reflected on feedback to continue to include more Science, increasing the level of rigor.
Public Works/Environmental Science	Audio Video Production	
Community Health	Cybersecurity	
Emergency Medical Technician	Teaching as a Profession	
Teaching as a Profession	Emergency Response	Emergency Response was added as a broad and defining category.
Energy Systems Technology	Emergency Medical Technician	
Cybersecurity	911 Dispatch	Reflection on feedback that curriculum is more aligned with dispatch than a traditional call center.
Audio Video Production	Fire Science	
	Legal Studies	Legal Studies was added as a broad and defining category.
	Pre-Law	
	Forensic Science	Program separated from Forensic Science to better connect to postsecondary alignments.
	Criminal Justice	Δ1

## **South High School**

# Advanced Diploma: Advanced International Certificate of Education

Initial	Proposed	Through Lines
Performing and Visual Arts  Dance Drama Stagecraft Vocal Music Instrumental Music- Band, Guitar, Piano, and Orchestra Drawing and Painting Pottery Fashion and Costume Design Teaching as a Profession Technology and Media Arts Audio Video Production Digital Design Web Design Computer Science Journalism	Dual Language	
	Performing and Fine Arts	Desire to deepen opportunities in the arts to create connections, experiences, and college and career preparation beyond a basic foundation.
	Dance and Movement	
	Theatre Studies	
	Fashion and Costume Design	
	Music (includes concentration focus in Band, Guitar, Piano, Harp, Orchestra)	
	2-Dimensional Art	
	3-Dimensional Art	
	Music Technology	
	Film Studies	
	Teaching as a Profession	
	Technology and Data	Added Technology and Data as a broad grouping title for pathways in STEM.
	Computer Science	
	Robotics	Robotics was added as a pathway of student interest.
	Media Arts	
	Journalism	
	Web Design	
	Digital Design	
	Audio Video Production	



## Westview High School Advanced Diploma: AP Capstone Diploma Program

Initial	Proposed	Through Line
Health	Teaching as a Profession	Separated Teaching as a Profession from any single pathway area to showcase more broad opportunities in education.
Biotechnology/Medical Research	Health Science	Science added to title to reflect as part of the overall career field.
Human Performance Therapeutic Services	Biomechanics and Research	Biomechanics aligns better to college opportunities, based on college majors.
Pharmacy Technician	Therapeutic Services	Therapeutic Services includes Pharmacy Technician but does not limit the pathway to just that opportunity.
Sustainability	Human Performance and Sports Medicine	Split from Therapeutic services. Opportunities are deep enough to warrant a separate pathway, especially with YMCA partnership.
Civil and Community Engineering	Sustainability	
Alternative Fuels Technology	Civil and Community Engineering	
	Clean Energy Research and Development	Title reflects industry and curricular program trends.
	Environmental Studies	Pathway with a greater emphasis on science, heard in family and community engagement.
Business	Business	
Business Management and Insurance	Business Management and Insurance	
Entrepreneurship and Virtual Enterprise	Entrepreneurship and Virtual Enterprise	
Teaching as a Profession	Marketing	Expanded pathway based on community input and school neighborhood opportunities heard through community engagement meetings.
	Business Technology	Community input demonstrated a gap in technology offerings in any specific pathway.
Schools		23

# Flexibility for Students and Schools

# Customize Your Pathway

For a student interested in a high-skill, high-wage and in-demand career not covered by a current pathway, the student and family may work with school counselors and administrators to organize a series of existing courses into a pathway aligned with their goals after graduation.



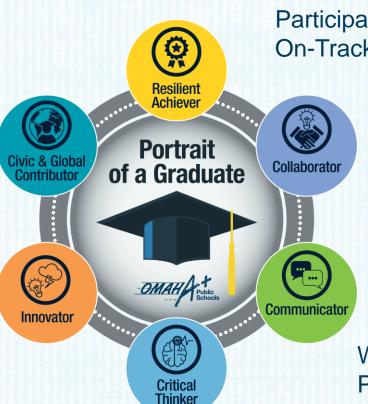


# **Metrics**

FAFSA Completion College Applications

**Graduation Rate** 

Dual Enrollment Credit Industry Certifications



Attendance, Grades, GPA, Participation Demographics, On-Track

> Advanced Diploma Success Rate

Work-Based Learning Pathway Completers



# **Proposed Phased Implementation**

Calendar Year	Grade Impacted	Class Of
2020-2021	<ul> <li>Freshman Academy Preparation</li> <li>Collaboration with schools for development of Pathways and Academies</li> </ul>	
2021-2022	<ul> <li>9th Grade</li> <li>Freshman Academy Launch</li> <li>Continued collaboration with schools for development of Pathways and Academies</li> </ul>	Class of 2025
2022-2023	<ul> <li>9<sup>th</sup> &amp; 10<sup>th</sup> Grade</li> <li>Freshman Academy</li> <li>Implementation of new Pathways and Academies</li> <li>Enhancements to existing Pathways and Academies</li> </ul>	Class of 2026 Class of 2025
2023-2024	<ul> <li>9<sup>th,</sup> 10<sup>th</sup>, &amp; 11<sup>th</sup> Grade</li> <li>Freshman Academy</li> <li>Implementation of Pathways and Academies</li> </ul>	Class of 2028 Class of 2027 Class of 2026
2024-2025	<ul> <li>9<sup>th,</sup> 10<sup>th</sup>, 11<sup>th</sup> &amp; 12<sup>th</sup> Grade</li> <li>Freshman Academy</li> <li>Implementation of Pathways and Academies</li> <li>Senior Capstone</li> </ul>	Class of 2028 Class of 2027 Class of 2026 Class of 2025



# **Investment in Students**

- Estimated yearly cost per student \$297\*
  - Equipment, Technology, and Materials
  - Facility Transformation
  - Professional Learning
    - Teacher Education and Training
    - Curriculum Writing

\*\$297 per student x 15,000 students x 5 years = \$22,275,000







