NOVI COMMUNITY SCHOOL DISTRICT

NCSD Strategic Plan 2024-27

FOCUS AREA	**INNOVATIVE ACADEMICS**
GOAL 1	**ENHANCE LITERACY ACROSS ALL STUDENT GROUPS K-4:** Ensure students achieve proficiency in reading, writing, speaking, and listening at or above their grade level.
MEASURES OF SUCCESS	1. Annual spring **i-Ready Reading ELA proficiency** scores will reflect an increase compared to the average of the prior three years. 2. Annual spring **M-STEP ELA proficiency** scores will reflect an increase compared to the average of the prior three years. 3. Annually, on **i-Ready fall-to-spring** comparison, the "progress toward annual **stretch growth**" in reading for students from historically underserved populations will be greater than that of the aggregate group. 4. Teaching and Learning Department observations of K-4 literacy lessons will reflect above 90% fidelity of implementation of literacy programs and best instructional practices. 5. 100% of teachers, PreK through 5th grade, will successfully complete literacy professional development as measured by attendance rosters and post-test completion.
STRATEGIES AND ACTIVITIES	1. Curriculum Enhancement: • Implement a more structured literacy approach utilizing Wit & Wisdom and Really Great Reading resources • Incorporate diverse reading materials that reflect various cultures and perspectives with high interest topics. • Explore and appropriately utilize technology in classrooms to enhance literacy development, such as software for reading and writing, apps for practicing speaking skills, and tools for assessing listening comprehension 2. Ongoing Professional Learning for Educators: • Literacy best practices specific to grade level and/or discipline • Literacy assessment practices • Literacy instructional routines that enhance curricular materials 3. Literacy Interventions: • Implement targeted school-day intervention programs for students identified as not proficient in literacy • Pending available funding, Implement targeted before/after-school and/or summer intervention programs for students identified as not proficient in literacy 4. Parent and Community Engagement: • Develop initiatives to involve parents and the community in supporting literacy development • Partner with local libraries and community organizations to provide additional resources and opportunities for students 5. Monitoring and Evaluation: • Regularly review literacy improvement efforts for fidelity and effectiveness. Adjust strategies and resource allocation based on what the evidence suggests to be most effective.

FOCUS AREA	**INNOVATIVE ACADEMICS**
GOAL 2	**INTEGRATION OF TECHNOLOGY IN LEARNING: Explore and implement advanced technology tools, including artificial intelligence, to enhance the depth and personalization of student learning.**
MEASURES OF SUCCESS	1. Increase in the percentage of all staff reporting that district technologies support and enhance their work. 2. Positive feedback from parent surveys regarding the impact of technology on the learning experience. 3. Positive feedback from student surveys regarding the impact of technology on the learning experience.
STRATEGIES AND ACTIVITIES	1. Technology Infrastructure: • Invest in and upgrade the district's technology infrastructure to support widespread use of advanced tools, including artificial intelligence (AI). • Develop and implement policies and practices to protect student data and privacy. 2. Professional Development: • Provide ongoing training for teachers on integrating technology tools that encourage student engagement and add value to learning. • Facilitate workshops and professional learning communities focused on best practices in educational technology including ethical best practices for digital tools, including AI. • Train teachers to analyze and interpret data from technology tools to inform and improve their instructional strategies. 3. Curriculum Integration: • Continuously update curriculum to allow students to leverage technology ethically, enhance efficiency, complete tasks, and achieve goals. • Educate students on cybersecurity, online safety, and responsible digital citizenship. 4. Personalized Learning: • Explore and implement tools that provide real-time feedback and customized learning paths for students. 5. Assessment and Data Analytics: • Explore and use technology, including AI, to enhance assessment practices, providing more timely and accurate data about student performance. 6. Student Engagement and Collaboration: • Explore and implement interactive and collaborative technology tools that engage students in deeper learning experiences. • Explore and implement virtual reality (VR), augmented reality (AR), and other immersive technologies to enhance learning. 7. Partnerships and Resources: • Establish partnerships with technology companies, higher education institutions, and community organizations to provide resources, mentorship, and real-world learning opportunities.

FOCUS AREA	INNOVATIVE ACADEMICS
GOAL 3	**ENHANCE CURRICULUM AND INSTRUCTIONAL PRACTICES: Develop and implement aligned curriculum and resources along with common research-based instructional practices to ensure all students learn and flourish.**
MEASURES OF SUCCESS	1. Annual spring i-Ready proficiency scores will reflect an increase compared to the average of the prior three years in all tested subjects. 2. Annual spring M-STEP proficiency scores will reflect an increase compared to the average of the prior three years in all tested subjects. 3. Annual spring PSAT/SAT proficiency scores will reflect an increase compared to the average of the prior three years in all tested subjects. 4. Annually, on **i-Ready fall-to-spring** comparison, the "progress toward annual **stretch growth**" in reading and math for students from historically underserved populations will be greater than that of the aggregate group. 5. 100% of teachers will receive a 5D Instructional Framework observation and feedback cycle completed by an administrator and a peer. 6. Increased use of research-based instructional practices as measured by percentage of teachers earning indicator scores of "Proficient" or "Distinguished" on year-end evaluations. 7. Increase in percentage or achievement of 100% of subject areas in Atlas curriculum management system reflecting "guaranteed, viable curriculum" status.
STRATEGIES AND ACTIVITIES	1. Curriculum Alignment and Development: • Develop and implement a vertically and horizontally aligned curriculum that meets state standards and incorporates best practices. • Ensure curriculum materials are culturally responsive and inclusive. 2. Professional Learning: • Provide ongoing, high-quality professional development for teachers aligned with the 5D Instructional Framework research-based instructional practices. • Build Professional Learning Communities (PLCs) in which assessment data is systematically used for ongoing planning, decision making, and adaptation of curriculum and instruction. • Support teachers in using multiple points of assessment data to improve teaching and learning. • Provide modeling and instructional coaching with colleagues who demonstrate effective practices and provide opportunities for teachers to reflect on their knowledge, practice, and goals in an ongoing and continuous manner. 3. Instructional Practices: • Implement evidence-based instructional strategies aligned to the 5D Instructional Framework. • Instruction is systematically observed and adjusted at the classroom, building, and district level by teachers, coaches, and administrators for alignment with the 5D vision for instruction. • Provide ongoing, high-quality professional development for teachers focused on the 5D Instructional Framework research-based instructional practices. 4. Assessment and Data Utilization: • Establish a process for analyzing state and local common assessment data to make decisions about retaining, modifying, or replacing programs and practices. • Establish and maintain a comprehensive assessment system that includes formative, summative, and diagnostic assessments to monitor student progress. • Use data analytics to identify trends, inform instruction, and provide targeted interventions for struggling students through our MTSS process. 5. Monitoring and Continuous Improvement: • Establish a district-wide committee to systematically implement, review, and adjust curriculum and instruction to ensure standards alignment, relevancy, inclusiveness and effectiveness for all learners. • Foster a culture of continuous improvement by encouraging feedback from all stakeholders and using it to refine practices.

FOCUS AREA	STAFF SUPPORT
GOAL 1	**SUPPORTIVE WORK ENVIRONMENT: Foster a supportive and collaborative work environment that provides people the resources to flourish in their roles and creates a place where people love coming to work.**
MEASURES OF SUCCESS	1. The 3-year average resignation rate is declining or kept below 3% of staff. 2. Annual increase or achieve 80% scores on Panorama employee engagement and satisfaction surveys related to a supportive work environment. 3. Observations show increased collaboration among staff members as found on Indicator One of the Professional Collaboration and Communication Dimension of the 5D+ Rubric.
STRATEGIES AND ACTIVITIES	1. Coaching and Mentorship Programs: • Enhance mentorship and coaching programs to support staff in their professional growth and career advancement. 2. Collaborative Work Time: • Create structures that encourage collaboration, such as professional learning communities (PLCs), cross-functional teams, and regular staff meetings. • Provide time within the school schedule for collaborative planning and teamwork. • Provide release time and/or compensated out-of-work time for collaboration on extended projects and tasks. 3. Resources: • Ensure that staff have access to the necessary resources, tools, and technology to perform their jobs effectively. • Provide staff with budgets that support their work and reduce out of pocket spending. 4. Community-Building and Appreciation: • Implement robust recognition programs to celebrate staff achievements, milestones, and contributions such as Weekly Wildcat, Educator of the Year, and Years of Service Awards. • Organize team-building events and activities that promote staff appreciation and build a sense of community, such as staff appreciation days, social events, and team-building activities... 5. Work-Life Balance: • Promote work-life balance by offering flexible scheduling options, wellness programs, and resources for managing stress and maintaining health. 6. Inclusive and Positive Culture: • Foster an inclusive work environment where diversity is valued and all staff feel respected and supported. • Address issues of equity and inclusion through training, policy development, and ongoing dialogue.

FOCUS AREA	**STAFF SUPPORT**
GOAL 2	**COLLABORATIVE DECISION MAKING: Develop and maintain open and effective processes for decision-making where major decisions that impact a particular group of employees will ensure their voices are included in the decision.**
MEASURES OF SUCCESS	1. Number of employees involved in decision-making above 30% of total staff as reported on Panorama staff survey. 2. 90% of major decisions/initiatives (defined as an initiative impacting more than 1 building or over 50 employees) include representatives from stakeholder groups affected by the decision. 3. Annual increase or achieve 80% scores in employee satisfaction Panorama survey scores related to involvement in decision-making processes. 4. Annual increase or achieve 80% scores in employees who feel their opinions are valued and considered on Panorama surveys.
STRATEGIES AND ACTIVITIES	1. Establish Decision-Making Committees: • Form committees or focus groups comprising representatives from different employee groups to participate in major decision-making processes. • Define clear roles and responsibilities for committee members, ensure diverse representation, and provide training on effective collaboration and communication. 2. Regular Stakeholder Meetings: • Hold regular meetings with stakeholders to discuss upcoming decisions, gather input, and provide updates on decision-making processes. 3. Surveys and Feedback Mechanisms: • Conduct surveys and use other feedback mechanisms to gather input from employees on major decisions and proposals. • Develop clear and concise surveys, analyze results promptly, and use findings to inform decision-making. 4. Transparent Communication Channels: • Establish and maintain transparent communication channels to keep employees informed about decision-making processes and outcomes. 5. Inclusive Procedure Development: • Involve employees in the development and revision of procedures and processes that affect their work and professional environment. • Create working groups to draft and review procedures, solicit input, and make revisions based on feedback. 6. Feedback Loops: • Establish feedback loops to ensure employees know how their input was used in the decision-making process and the outcomes of those decisions. • Communicate back to employees after decisions are made, explaining how their feedback influenced the final decision and what steps will follow. 7. Pilot Programs and Trials: • Implement pilot programs or trials for major initiatives to gather employee feedback and make adjustments before full-scale implementation. • Select pilot sites, involve affected employees in the planning and evaluation phases, and use their feedback to refine the initiative.

FOCUS AREA	WELLNESS
GOAL 1	**SCHOOL SAFETY: Develop and maintain a safe and nurturing school environment that prioritizes the physical security, psychological health, and social-emotional well-being of every member of the school community.**
MEASURES OF SUCCESS	1. Increase in the number of accurately and timely completed safety drills or achieve 90% or higher. 2. Annual reduction in the number of reported bullying incidents across the district. 3. Annually, increase the number of CPR/AED-certified staff members or above 30% of staff. 4. Annually improve or achieve above 80% student scores regarding perceptions on the school learning environment, culture and climate using the Panorama Social-Emotional Learning (SEL) Questionnaire. 5. Annually improve or achieve above 80% teacher/staff scores regarding perceptions on the school learning environment, culture and climate using the Panorama Social-Emotional Learning (SEL) Questionnaire. 6. Annually improve or achieve above 80% family scores regarding perceptions on the school learning environment, culture and climate using the Panorama Social-Emotional Learning (SEL) Questionnaire. 7. Attain 0 major findings and less than 10 minor findings on the annual SEC School Safety audit.
STRATEGIES AND ACTIVITIES	1. Physical Safety: • Upgrade and maintain security infrastructure, including surveillance cameras, controlled access points, and alarm systems. • Conduct regular assessments of physical security measures, and make necessary improvements based on findings. 2. Safety Drills: • Accurately schedule and document school safety drills following State of Michigan requirements using Raptor Drill Manager. • Conduct regular safety drills (e.g., fire, ALICE, severe weather) and provide comprehensive training for students and staff on emergency procedures. • Accurately document and archive all threat and suicide assessments using Raptor Student Safe. • Establish documented threat assessment teams at each school and hold meetings/trainings throughout the school year 3. Staff Training: • Train all staff and students and implement the Standard Response Protocol for emergencies. • Provide all staff with scenario-based, hands-on ALICE training and annual ALICE refresher training. • Provide appropriate staff professional development on the Columbia Sucide Severity Rating Scale (C-SSRS). • Provide educators with strategies to implement at the Tier 1, 2 and 3 level to support SEL skill development and promote a positive learning environment through the use of Playbook from Panorama. • Provide CPR/AED training to all medical response team members and coaches. 4. Early Warning Systems: • Utilize multiple tools including the use of technology to identify early warning behaviors in students and provide proper support. 5. Expanded Mental Health Resources: • Expand access to mental health resources and implement programs that promote mental health awareness and resilience. • Implement the Positivity Project district-wide, equipping educators and families with the resources, training and strategies to support social-emotional learning and character education. • Build a comprehensive toolkit that provides staff, students and families access to available resources that support mental health and social-emotional learning. 6. Parent and Community Workshops: • Engage parents and the community in safety and well-being initiatives through workshops, informational sessions, and volunteer opportunities.

FOCUS AREA	**WELLNESS**
GOAL 2	**PROACTIVE COMMUNICATION: Develop and maintain proactive, transparent, and effective channels of communication between all stakeholders and the district.**
MEASURES OF SUCCESS	1. Annual increase or above 10% of invited guests in participation rates in optional district meetings, forums, and events. 2. Annual increase or above 50% in response rates to district surveys from all stakeholder groups. 3. Annual increase or above 50% in the number of read emails from the superintendent to parent/community. 4. Maintain 90% or above building/department newsletters sent on time and on schedule. 5. Annually improve or achieve above 80% positive staff scores regarding perceptions on the school communications using Panorama surveys. 6. Annually improve or achieve above 80% positive parent/guardian scores regarding perceptions on the school communications using Panorama surveys. 7. Annually improve or achieve above 80% positive student scores regarding perceptions on the school communications using Panorama surveys.
STRATEGIES AND ACTIVITIES	1. Meetings/Forums/Events: • Schedule and hold regular meetings and forums (i.e. Listening Tours) with various stakeholder groups (e.g., parents, students, staff, community members) to discuss updates, gather input, and address concerns. • Organize community engagement initiatives such as town hall meetings, open houses, and information sessions to foster dialogue and collaboration. 2. Surveys: • Conduct surveys to gather feedback from stakeholders on communication effectiveness, district initiatives, and areas for improvement. 3. Communication Methods: • Regularly share transparent reports and documents with stakeholders, including budget reports, strategic plans, and meeting minutes. • Utilize a variety of communication platforms (e.g., website, email newsletters, social media, mobile apps) to reach stakeholders effectively. • Ensure all platforms are regularly updated with relevant information and are user-friendly and accessible to all stakeholders - including different languages and ability considerations. 4. Consistent Communications: • Develop and implement a proactive communication strategy that includes regular updates, anticipates stakeholder concerns, and provides timely information. • Create a communication calendar, designate responsible personnel for updates, and establish protocols for crisis communication. 5. Staff Training: • Provide training for district staff on effective communication skills, including transparency, responsiveness, and stakeholder engagement. • Offer workshops and professional development sessions with key personnel, and encourage staff to apply best practices in their interactions with stakeholders.

FOCUS AREA	**WELLNESS**

GOAL 3	**CONNECTION AND BELONGING: Foster a culture of connection and belonging within the Novi Community School District, ensuring that every student and staff member is valued, included, and supported in their education/work.**
MEASURES OF SUCCESS	1. Annually improve or achieve above 80% student scores regarding perceptions on connections and belonging using the Panorama Social-Emotional Learning (SEL) Questionnaire. 2. Annually improve or achieve above 80% teacher/staff scores regarding perceptions on connections and belonging using the Panorama Social-Emotional Learning (SEL) Questionnaire. 3. Annually improve or achieve above 80% family scores regarding perceptions on connections and belonging using the Panorama Social-Emotional Learning (SEL) Questionnaire. 4. Annual decrease or maintain below 10% rate in student absenteeism. 5. Annually 100% of school buildings include a building-wide multicultural event.
STRATEGIES AND ACTIVITIES	1. Events and Gatherings: • Organize events and programs that celebrate diversity and promote inclusion, such as cultural festivals, heritage months, and diversity workshops. 2. Mentoring • Establish mentorship programs that pair new students and staff with experienced peers to provide guidance and support. • Recruit volunteers for mentorship roles, provide training, and create structured opportunities for regular interaction and support. 3. Resources and Programming: • Implement recognition programs to celebrate the achievements and contributions of students and staff, reinforcing a sense of value and belonging. • Establish and implement mentorship programs for students and staff to provide guidance and support. • Recruit volunteers for mentorship roles, provide training, and create structured opportunities for regular interaction and support. • Utilize resources provided in the district comprehensive toolkit (i.e. Positivity Project, Second Step, Panorama Playbook, etc.) to help students develop positive relationships, build strong character, and engage in social-emotional learning. 4. Training: • Provide ongoing professional development for culturally responsive teaching practices and implicit bias. • Offer workshops, training sessions, and resources to help staff create inclusive classrooms and work environments. 5. Engagement: • Establish regular feedback mechanisms, such as surveys and focus groups, to gather input from students, staff, and parents on their experiences and perceptions of belonging. • Develop partnerships with local organizations and community groups to support initiatives that promote connection and belonging.

FOCUS AREA	**STUDENT PASSIONS AND INTERESTS**
GOAL 1	**PERSONALIZED LEARNING PATHWAYS: Develop personalized learning pathways that allow students to tailor their educational experience according to their strengths, interests, and career aspirations.**
MEASURES OF SUCCESS	1. Annual increase or above 80% of students attending Novi High School completing internships, job shadowing, or career-related site visits. 2. Annual increase or above 80% of students earning industry-recognized certifications or college credits before graduation. 3. Annual increase or above 90% in students grade 5-12 who open and discuss their Educational Development Plan (EDP) through Xello. 4. Annual increase or above 90% of courses linked to an identifiable career pathway.
STRATEGIES AND ACTIVITIES	1. Surveys: • Conduct needs assessments and interest student/family surveys to understand student strengths, interests, and career aspirations. 2. Course Design: • Design new and connect current courses to potential career pathways. • Collaborate with teachers, industry partners, and higher education institutions to maintain and create diverse and relevant course offerings. 3. Learning Pathways and EDPs: • Work to develop individualized learning pathways for each student, outlining their educational goals, course selections, and career aspirations. • Engage students, parents, and counselors in the planning process, and review and update EDPs regularly to reflect student progress and changing interests. • Utilize technology platforms such as Xello to support personalized learning, including linking personal strengths to future coursework. 4. Industry Exposure: • Offer opportunities for career exploration through internships, job shadowing, project-based learning, and industry partnerships. 5. Early Recognition of Strengths: • Help students identify some of their inherent personality and vocational strengths using inventories and assessments such as RIASEC and the Keirsey Temperament Survey. • Provide support to link personality and vocational strengths to potential learning and career pathways.

FOCUS AREA	**STUDENT PASSIONS AND INTERESTS**
GOAL 2	**EXTRACURRICULAR AND INTEREST-BASED OPPORTUNITIES: Provide a wide range of extracurricular school activities for students leading to increased participation.**
MEASURES OF SUCCESS	1. Annual increase or above 75% of students participating in a school club or activity. 2. Annually improve or achieve above 80% student scores regarding extracurricular options and participation in Panorama surveys. 3. Annually improve or achieve above 80% parent/guardian scores regarding extracurricular options and participation in Panorama surveys.
STRATEGIES AND ACTIVITIES	1. **Needs Assessment and Interest Surveys:** • Conduct needs assessments and interest surveys to identify student preferences and areas for potential new activities. • Review current clubs, activities, and interest groups to determine if and where additional groups may be needed 2. **Elementary Development:** • Develop and introduce equitable extracurricular activities that cater to a wide range of interests, including arts, technology, sports, and academic clubs in grade K-5. • Collaborate with teachers, students, and community members to create diverse and relevant activities. 3. **Promotion and Accessibility:** • Actively promote extracurricular activities to ensure all students are aware of available opportunities. • Use multiple communication channels (e.g., school website, newsletters, social media) and ensure activities are accessible to all students, including those with special needs or transportation challenges. 4. **Partnerships and Community Engagement:** • Develop partnerships with local organizations, businesses, and community groups to support and enhance extracurricular opportunities. • Leverage community resources, expertise, and facilities to offer unique activities and programs. 5. **Training and Support for Advisors:** • **Activity:** Provide training and resources for teachers and staff who lead extracurricular activities to ensure they can effectively manage and support these programs. • **Implementation:** Offer workshops and professional development on topics such as student engagement, leadership, and activity planning.

FOCUS AREA	FINANCIAL AND INFRASTRUCTURE MANAGEMENT
GOAL 1	**FINANCIAL STABILITY AND SUSTAINABILITY: Develop and implement sustainable financial practices that ensure long-term fiscal stability, enabling the district to consistently support high-quality education, invest in innovative programs, and respond to the evolving needs of the district.**
MEASURES OF SUCCESS	1. Final audited budget with less than 1.5% variance between projected and actual spending. 2. Annually, increase in the district's fund balance or maintain at least 15% of expenditures. 3. Annually, increase in alternative revenue funding sources (e.g., grants, partnerships, fundraising). 4. Zero (0) findings or material weaknesses found on the district annual audit. 5. Internal controls in-place and tested at 100% on the district annual audit.
STRATEGIES AND ACTIVITIES	1. Financial Planning and Forecasting: • Align financial resources to the areas of focus throughout the Dynamic Plan and the areas of greatest need as identified through academic achievement data. • Develop a multi-year financial plan that aligns with the district's strategic goals and includes projections for revenue, expenditures, and reserve targets. • Involve key stakeholders in the planning process, update the plan annually, and adjust based on changing circumstances and priorities. • Create a transparent and inclusive budget development process that prioritizes student learning and operational efficiency. 2. Progress Monitoring and Review: • Conduct regular budget reviews, involve stakeholders in decision-making, and use data-driven approaches to monitor and adjust spending. • Conduct regular audits and reviews of district expenditures to identify and eliminate inefficiencies. • Monitor debt levels regularly, seek favorable refinancing options, and prioritize debt repayment in budget planning. • Enhance transparency by regularly sharing detailed financial reports and updates with the school board, staff, and community. 3. Cost-Saving Measures and Efficiency: • Implement cost-saving measures, negotiate better terms with vendors, and invest in technology and processes that improve operational efficiency. 4. Training and Engagement: • Educate stakeholders on the district's financial status, challenges, and plans through workshops, information sessions, and accessible materials. • Create opportunities for community input, address concerns proactively, and build support for financial initiatives. • Provide ongoing professional development for district financial staff to ensure they are equipped with the latest knowledge and skills in financial management and planning. • Offer training sessions, attend relevant conferences (including MSBO), and encourage continuous learning and improvement.

FOCUS AREA	**FINANCIAL AND INFRASTRUCTURE MANAGEMENT**
GOAL 2	**COMMON STANDARD OF EXCELLENCE: Implement and maintain a common standard of excellence for all school facilities and buildings to ensure consistent and equitable learning spaces across the district.**
MEASURES OF SUCCESS	1. Annually increase in the percentage or achieve 100% of district facilities meeting the district's defined Facility Common Standards of Excellence. 2. Annual reduction or maintain level from the previous year in energy consumption across the district. 3. Annual increase in the percentage or achieve 100% of district school buildings receiving a "Green School" certification. 4. Annual reduction or less than 100 incidents of facility-related complaints and issues reported through SchoolDude attributed to the lack of adherence to the Facility Common Standards of Excellence.
STRATEGIES AND ACTIVITIES	1. Development of Facility Common Standards of Excellence • Develop and adopt a district-wide Facility Common Standards of Excellence for school facilities, including design guidelines, amenities, safety protocols, energy efficiency, and accessibility requirements. • Involve stakeholders in the development process, ensure standards are aligned with best practices, and regularly review and update the standards. 2. Planning and Assessment: • Conduct comprehensive assessments of all school facilities to identify needs and areas for improvement. • Develop a detailed facilities master plan, and prioritize projects based on urgency and impact. The master plan will provide a process that enacts actions at certain points of growth and needs in the future. 3. Budget Allocation: • Allocate sufficient funds in the district budget for ongoing facility maintenance, upgrades, and new construction projects. 4. Maintenance Efficiency: • Implement a proactive maintenance schedule and regular upgrades to ensure facilities remain in excellent condition. • Ensure that resources for facility improvements are distributed equitably across all schools in the district. • Use data from facility assessments to allocate funds and prioritize projects in underserved areas. 5. Energy Efficiency: • Implement energy-efficient practices and sustainable building designs in all facility projects. • Conduct energy audits, retrofit existing buildings with energy-efficient systems, and incorporate sustainability into new construction plans. 6. Construction and Capital Projects: • Engage stakeholders, including students, staff, parents, and community members, in the planning and implementation of facility projects.