

Status

Blue

Green

Yellow


Red Violation

Not Applicable

**Part A: Implementation Status**





YEAR TWO						
<p><b>Recommendation #2</b></p> <p>1. Existence of a new RCSD Human Capital website and social media reflecting upgraded branding by June 30, 2021.</p> <p>2. Organization charts are updated and appear on the district and school websites by August 15 of each year.</p> <p>3. New talent management plan by July 2021.</p> <p>4. Implementation of new talent management plan by September 2021.</p> <p>5. Creation of a reorganized Department of Human Capital</p>		Green				<p>6/30/2021</p> <p>8/15/2021</p> <p>7//2021</p> <p>9/2021</p>
<p><b>Recommendation #3</b></p> <p>1. Submit final draft of SOP for progressive discipline to Monitor by April 2021.</p> <p>2. State Monitor should review a redacted aggregate of employee progressive discipline records on a bi-weekly basis effective July 1, 2021.</p>						
<p><b>Recommendation #4</b></p> <p>1. Submission of an annually updated systematic professional development plan by May 1 for the subsequent school year.</p> <p>2. Submission of an annually updated program evaluation instrument by May 1 for the subsequent school year.</p> <p>3. Implement a protocol whereby all supervisors support, coach, and hold direct reports accountable for progress in meeting academic and department goals. Ensure</p>	<p>Please see Part C regarding requests for modification.</p>					<p>1/1/2021</p>

supervisors provide regular, meaningful, clear, and timely feedback aligned with performance goals;  
4. Effective January 1, 2021 program evaluation indicators shall be used quarterly to measure the impact of programs.

**MULTI-YEAR**









1. By April 2021, present a multi-year curriculum adoption schedule to the ESSA COW that shall include a cost analysis.
2. By July 1, 2021, present the final adoption schedule as a resolution to the Board
3. By December 30, 2020, the COO and the CAO shall present to the Superintendent a plan and budget for removing all dated curricular materials from schools and storage spaces.
4. Create and implement a curriculum adoption plan to provide students and teachers with updated curriculum materials beginning September 2021 through June 2025



Recommendations for Culture Shift Domain

Recommendation(s)	Benchmarks	Current Status	District Action(s)	Evidence of Action	Other Information	Final Date to Complete/Implement
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**YEAR ONE**

Green

Recommendation #1





2021. Should the Board approve recommendations for new Zone configurations, Phase I of the implementation plan to change the geographic configuration and the staffing of RCSD Zones will be budgeted in the 2023

Status  
New  
Modified  
Eliminated

**Part C: Plan Modifications Requests**

Turnaround Leadership Domain			
Activity	Current Status	Revision	

**Part D: Violations of Academic Plan**

Date of