

2023-2024

Continuous Improvement Plan



DELANO 
Community Education

Principles



- **Service** - OUR **CUSTOMERS COME FIRST** - FIND WAYS TO MEET THEM WHERE THEY ARE
- **Team** - WE ARE ALL **ONE TEAM**. WE ARE ONE COMMUNITY, ONE DISTRICT, ONE DEPARTMENT
- **Quality** - FOCUS ON **DEVELOPING** HIGH QUALITY STAFF THAT WILL PRODUCE HIGH QUALITY PROGRAMS
- **Growth** - STRIVE FOR **CONTINUOUS IMPROVEMENT**
- **Change** - **EMBRACING WHAT'S NEXT** - Open to changing how things have been done.

Early Learning



Challenges:

- Legislation Changes:
- All Preschool Teachers - Licensed by FY28.
- All Preschool Teachers - Part of the Master Agreement.
- Sick and Safe Time - Impact on part time workers.

Staffing



Challenges:

- Hire and retain qualified adult staff SAC.
 - Slowest Market segment for job recovery.
 - 80,000-100,000 lost jobs
- Aquatics Program - Evolution Needed
 - Lifeguard shortage drags on for third summer in a row
 - Second Verse, Same as the First: Lifeguarding Shortages Expected Again

Youth Programming



Challenges:

- 7th & 8th Grade Solvency of Programs
 - Traditional Model
 - Booster Subsidized
- Equipment Replacement
 - 5th & 6th Grade Football
 - 7th & 8th Grade Football - Other Sports