2023-2024

Continuous Improvement Plan



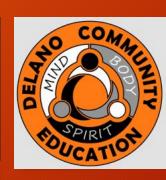


Principles



- 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