



<b>Strategic Plan Goal Area</b>	Organizational Effectiveness and Efficiency
<b>Strategic Plan Performance Objective</b>	Establish a decision-making model that sustains a high performance organization

**PLAN**

**Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?**

- Continued monthly monitoring of fund balance.
- Maintaining budget integrity as measured by percentage of budget to actual expenditure.

**DO**

**Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.**

Finance continues to provide and evaluate monthly financial reports and analysis of expenditure accounts to ensure we are on track to meet targets set forth by the department.

**CHECK**

**Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?**

Finance continues to provide and evaluate monthly financial reports and analysis of expenditure accounts to ensure we are on track to meet targets set forth by the department.

**ACT**

**What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?**

- The challenges/obstacles in Finance are those of time, limited staff and antiquated software system.
- Limited staff issues exacerbated by time demands of ERP project.



<b>Strategic Plan Goal Area</b>	Organizational Effectiveness and Efficiency
<b>Strategic Plan Performance Objective</b>	Improve efficient use of resources, processes, and management structure to support system innovation

<b>PLAN</b>	
<b>Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?</b>	
Continued concentration on problem areas of employee verification/budget status reports.	
<b>DO</b>	
<b>Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.</b>	
Finance continues to evaluate monthly financial reports and analysis of expenditure accounts to ensure we are on track to meet targets set forth by the department.	
<b>CHECK</b>	
<b>Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?</b>	
Finance continues to evaluate monthly financial reports and analysis of expenditure accounts to ensure we are on track to meet targets set forth by the department.	
<b>ACT</b>	
<b>What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?</b>	
The challenges/obstacles in Finance are those of time, limited staff and antiquated software system. Additional challenges are salary equity with other local school districts.	