SANTA ROSA COUNTY DISTRICT SCHOOLS

School Improvement Plan



2026 - 2027

APPROVED IN SESSION

NOV 17 2026

SANTA ROSA COUNTY SCHOOL BOARD

SUPERINTENDENT

SANTA ROSA COUNTY DISTRICT SCHOOLS
RADFORD M. LOCKLIN TECHNICAL COLLEGE
SCHOOL ADVISORY COUNCIL 2026-2027

SECTION 1001.452, FLORIDA STATUTES – DISTRICT AND SCHOOL ADVISORY COUNCILS

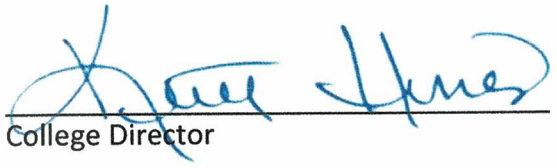
MEMBER	REPRESENTATION
Emily Wyse	Student
Katie Hanna	Student
Abigail Pettus	Student
Nancy Doran	Business/Community
Meredith Sowell	Business/Community
Robert Smith	Business/Community
Kevin Willis	Business/Community
Christine Sahlin	Business/Community
Gerald Gillis	Business/Community
Jody Davis	Business/Community
Jesse Wolfe	Business/Community
Abel Shelby	Business/Community
Roni Boomer	Teacher
Katie Predmore	Teacher
Sean Ham	Teacher
Jo Kirchharr	Support Personnel
Brandon Bastendorf	Support Personnel
Keith Hines	College Director
Jennifer Hines	District Administrator

SANTA ROSA COUNTY DISTRICT SCHOOLS
RADFORD M. LOCKLIN TECHNICAL COLLEGE

ASSURANCES

Through our signatures below, we attest that this School Improvement Plan meets the requirements of F.S.1001.42 (18) and represents the consensus approval of the School Advisory Council. Locklin Technical College assures that the following have been included in the development of the School Improvement Plan:

1. An approval of the school mission and vision statements and strategic objectives in a regularly scheduled meeting by the School Advisory Council.
2. A school needs assessment that includes surveys of all stakeholder groups and an analysis of student achievement and other school performance data.
3. An assessment of staff development needs and an action plan that correlates to the strategic objectives in the School Improvement Plan.
4. The development of implementation strategies with identified resources specific to our total school budget for each School Improvement objective.



College Director

09/10/2026
Date



Chair, School Advisory Council

09/10/2026
Date

SANTA ROSA COUNTY DISTRICT SCHOOLS
RADFORD M. LOCKLIN TECHNICAL COLLEGE

SCHOOL VISION AND MISSION

VISION STATEMENT

The vision of Radford M. Locklin Technical College is to empower students for career success, lifelong learning, and commitment to the community. We strive to be the first choice for career education and training.

MISSION STATEMENT

The mission of Radford M. Locklin Technical College is to prepare students for current and emerging high-demand careers through collaboration with community stakeholders. Expanding opportunities and access to training programs will provide a talent pipeline to meet regional workforce demands.

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Florida Education Priorities

School Improvement Plans shall be designed to achieve the State education priorities pursuant to Section 1000.03(5) (a-h) The priorities of Florida's Early Learning-20 education system include:

(a) Learning and completion at all levels, including increased high school graduation rate and readiness for postsecondary education without remediation. —All students demonstrate increased learning and completion at all levels, graduate from high school, and are prepared to enter postsecondary education without remediation.

(b) Student performance. —Students demonstrate that they meet the expected academic standards consistently at all levels of their education.

(c) Civic literacy. —Students are prepared to become civically engaged and knowledgeable adults who make positive contributions to their communities.

(d) Alignment of standards and resources. —Academic standards for every level of the Early Learning-20 education system are aligned, and education financial resources are aligned with student performance expectations at each level of the Early Learning-20 education system.

(e) Educational leadership. —The quality of educational leadership at all levels of Early Learning-20 education is improved.

(f) Workforce education. —Workforce education is appropriately aligned with the skills required by the new global economy.

(g) Parental, student, family, educational institution, and community involvement. —Parents, students, families, educational institutions, and communities are collaborative partners in education, and each plays an important role in the success of individual students. Therefore, the State of Florida cannot be the guarantor of each individual student's success. The goals of Florida's Early Learning-20 education system are not guarantees that each individual student will succeed or that each individual school will perform at the level indicated in the goals.

(h) Comprehensive Early Learning-20 career and education planning. —It is essential that Florida's Early Learning-20 education system better prepares all students at every level for the transition from school to postsecondary education or work by providing information regarding:

1. Career opportunities, educational requirements associated with each career, educational institutions that prepare students to enter each career, and student financial aid available to pursue postsecondary instruction required to enter each career.
2. How to make informed decisions about the program of study that best addresses the students' interests and abilities while preparing them to enter postsecondary education or the workforce.
3. Recommended coursework and programs that prepare students for success in their areas of interest and ability.

Locklin Technical College shall provide this information to students and parents through our website and available in print, upon request.

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Data Sources Used in Needs Assessment Activities Relevant to Meeting the School Improvement Priorities indicated by an "X" in the Appropriate Priorities Column.

SCHOOL IMPROVEMENT PRIORITIES DATA SOURCES USED	**Priority A** Learning and Completion at all levels	**Priority B** Student Performance	**Priority C** Civic Literacy	**Priority D** Alignment of Standards and Resources	**Priority E** Education Leadership	**Priority F** Workforce Education	**Priority G** Parental, Student, Family, Education Institution, and Community Involvement	**Priority H** Comprehensive Early Learning - 20 Career and Education Planning
	X	X	X	X	X	X	X	X

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Ranking of Priorities

BASED UPON THE SCHOOL'S NEEDS ASSESSMENT ACTIVITIES AND RESULTS AND THE GRADE LEVEL CONFIGUATION OF THE SCHOOL, THE FOLLOWING RANKING HAS BEEN GIVEN TO THE FLORIDA EDUCATION PRIORITIES:

Ranking	Priorities
4	**(a) Learning and completion at all levels, including increased high school graduation rate and readiness for postsecondary education without remediation**—All students demonstrate increased learning and completion at all levels, graduate from high school, and are prepared to enter postsecondary education without remediation.
1	**(b) Student performance**—Students demonstrate that they meet the expected academic standards consistently at all levels of their education.
8	**(c) Civic literacy**—Students are prepared to become civically engaged and knowledgeable adults who make positive contributions to their communities.
6	**(d) Alignment of standards and resources**—Academic standards for every level of the K-20 education system are aligned, and education financial resources are aligned with student performance expectations at each level of the K-20 education system.
2	**(e) Educational leadership**—The quality of educational leadership at all levels of K-20 education is improved.
3	**(f) Workforce education**—Workforce education is appropriately aligned with the skills required by the global economy.
7	**(g) Parental, student, family, educational institution, and community involvement**—Parents, students, families, educational institutions, and communities are collaborative partners in education, and each plays an important role in the success of individual students. Therefore, the State of Florida cannot be the guarantor of each individual student's success. The goals of Florida's K-20 education system are not guaranteeing that each individual student will succeed or that each individual school will perform at the level indicated in the goals.
5	**(h) Comprehensive K-20 career and education planning**—It is essential that Florida's K-20 education system better prepares all students at every level for the transition from school to postsecondary education or work by providing information regarding: 1. Career opportunities, educational requirements associated with each career, educational institutions that prepare students to enter each career, and student financial aid available to pursue postsecondary instruction required to enter each career. 2. How to make informed decisions about the program of study that best addresses the students' interests and abilities while preparing them to enter postsecondary education or the workforce. 3. Recommended coursework and programs that prepare students for success in their areas of interest and ability.

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Action Plan for School Improvement 2026-2027

PRIORITY A: LEARNING AND COMPLETION AT ALL LEVELS
ADEQUATE PROGRESS, PRIORITY A: Adequate progress will have been demonstrated if the strategic objective has been achieved.

STRATEGIC OBJECTIVE A.1: Utilize data to evaluate learning and completion rates.
ADEQUATE PROGRESS, Tier 1: Adequate progress will have been demonstrated if two of the three strategic activities have been achieved.

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity A.1.1 Use local and state data systems and surveys to semiannually assess program performance.	8/2026	Ongoing	0%	100%	Program Instructors Career Specialist CTE Analyst	Data Reports	Time Technology Compliance Data Surveys	$0
Activity A.1.2 Use certification data to assess program performance semiannually.	8/2026	Ongoing	0%	100%	Guidance Program Instructors CTE Analyst	Data Reports	Time Technology	$0
Activity A.1.3 Select Program instructors will develop a standardized method to track student industry certifications.	8/2026	5/2027	0%	100%	Program Instructors Administrator	Method for Tracking Industry Certifications	Time Technology Data	$0

PRIORITY B: STUDENT PERFORMANCE
ADEQUATE PROGRESS, PRIORITY B: Adequate progress will have been demonstrated if two of the three strategic objectives have been achieved.

STRATEGIC OBJECTIVE B.1: Utilize instructional strategies to enhance student performance at all levels.
ADEQUATE PROGRESS, Tier 1: Adequate progress will have been demonstrated if two of the three strategic activities have been achieved.

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity B.1.1 Instructors will conference with students quarterly to review progress on course assignment sheets.	8/2026	Ongoing	0%	100%	Program Instructors Administrator	Course Assignment Sheets Calendar	Time Technology	$0
Activity B.1.2 Instructors will explore strategies to incorporate essential career navigation skills in their program.	8/2026	5/2027	0%	100%	Program Instructors Administrator Guidance	Strategies Courses (Vector)	Time Technology	$5000
Activity B.1.3 Observation of instructors as they implement Student Led Academic Teams as a teaching strategy.	8/2026	Ongoing	0%	100%	Program Instructors Mentors Administrator	Teacher Observation	Time Technology	$0

STRATEGIC OBJECTIVE B.2: Utilize Exceptional Student Education personnel to provide appropriate delivery of curriculum to ESE students.
ADEQUATE PROGRESS, Tier 2: Adequate progress will have been demonstrated if the strategic activity has been achieved.

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity B.2.1 ESE instructor will deliver support services to both instructors and students to enhance student success.	8/2026	Ongoing	100%	100%	ESE Instructors Program Instructors	Consult Logs Sign In Sheets	Time Technology	$0

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STRATEGIC OBJECTIVE B.3: To ensure that students have been afforded the opportunity to attain skills/credentials aligned with the needs of business and industry.
ADEQUATE PROGRESS, Tier 3: Adequate progress will have been demonstrated if one of the two strategic activities has been achieved.

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity B.3.1 Investigate certification options for program development.	8/2025	Ongoing	100%	100%	Program Instructors Administrator	Certification Options	Time Curriculum Technology	$0
Activity B.3.2 Explore options to provide additional certification testing on campus.	8/2026	5/2027	0%	100%	Administrators Testing Coordinator	Investigation Notes	Time Technology	$0

PRIORITY C: CIVIC LITERACY
ADEQUATE PROGRESS, PRIORITY C: Adequate progress will have been demonstrated if the strategic objective has been achieved.

STRATEGIC OBJECTIVE C.1: Prepare students to become civically engaged and knowledgeable adults who make positive contributions to their communities.
ADEQUATE PROGRESS, Tier 1: Adequate progress will have been demonstrated if two of the three strategic activities have been achieved.

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity C.1.1 Utilize guest speakers or other resources to present entrepreneurship training.	8/2026	5/2027	0%	100%	Career Specialist Program Instructors	Guest Speaker Forms	Time Technology	$3500
Activity C.1.2 Participate in campuswide community service project.	8/2026	5/2027	0%	100%	Career Specialist Administrator	Calendar Service Project	Time Technology	$500
Activity C.1.3 Explore opportunities to collaborate with non-profit organizations in our community.	8/2026	5/2027	0%	100%	Career Specialist Administrator	List of opportunities	Time Technology	$0

PRIORITY D: ALIGNMENT OF STANDARDS AND RESOURCES
ADEQUATE PROGRESS, PRIORITY D: Adequate progress will have been demonstrated if two of the three strategic objectives have been achieved.

STRATEGIC OBJECTIVE D.1: Adhere to all aspects of the Digital Classroom Plan to empower learners, including those with special needs, enhance learner outcomes, and encourage independent and cooperative lifelong learning.
ADEQUATE PROGRESS, Tier 1: Adequate progress will have been demonstrated if one of the two strategic activities has been achieved.

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity D.1.1 Adhere to district standards regarding the acquisition of software and hardware.	Ongoing	Ongoing	100%	100%	Technology Para Media Specialist	Software Inventory	Time Software Inventory Training	$0
Activity D.1.2 Create digital resource library for faculty/staff to provide links to resources via SharePoint	8/2026	Ongoing	0%	100%	Technology Para Media Specialist	Digital Resource Links	Time Technology	$0

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STRATEGIC OBJECTIVE D.2: Increase resources for improved consumer advocacy and safety.
ADEQUATE PROGRESS, Tier 2: Adequate progress will have been demonstrated if two of the three strategic activities have been achieved.

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity D.2.1 Utilize technology to increase awareness and educate students and faculty about current events and promote consumer advocacy.	8/2026	Ongoing	100%	100%	Media Specialist Compliance Officer Consumer Advocacy Committee Administrator	LTV Schedule Social Media Marketing	Time LTV	$3,000
Activity D.2.2 The school safety committee/team will promote program area safety and support advocacy efforts.	8/2026	Ongoing	100%	100%	Safety Committee Safety Team Members Program Instructors	Safety Committee Minutes	Time Technology	$0
Activity D.2.3 Increase awareness of LTC Alumni Association with the intent to strengthen our school community.	8/2026	5/2027	0%	100%	Career Specialist Administrator	Social Media LTC Website LTV	Time Technology	$500

STRATEGIC OBJECTIVE D.3: Utilize resources to improve student performance in targeted programs.
ADEQUATE PROGRESS, Tier 3: Adequate progress will have been demonstrated if two of the three strategic activities have been achieved.

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity D.3.1 Increase opportunities for hands-on activities in applicable programs via live work or internship.	8/2026	Ongoing	100%	100%	Program Instructors LTC Staff Administrator	Live Work Forms List of Internships	Time Technology	$0
Activity D.3.2 Use multiple funding sources to obtain instructional equipment that supports student success.	8/2026	Ongoing	100%	100%	Administrator Fiscal Assistant	Budget Reports	Time Technology	$20,000
Activity D.3.3 Develop a tracking system for the pipeline between select secondary and postsecondary programs.	8/2026	5/2027	0%	100%	Administrators Guidance Program Instructors Career Specialist	Meeting Agenda Tracking System	Time Technology	$0

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PRIORITY E: EDUCATIONAL LEADERSHIP

ADEQUATE PROGRESS, PRIORITY E: Adequate progress will have been demonstrated if the strategic objective has been achieved.

STRATEGIC OBJECTIVE E.1: Enhance educational leadership across identified areas.

ADEQUATE PROGRESS, Tier 1: Adequate progress will have been demonstrated if three of the five strategic activities have been achieved.

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity E.1.1 Instructors will participate in professional development on UDL/ accommodations.	8/2025	8/2028	0%	100%	Administrator Program Instructors ESE Instructor Professional Learning Liaison	Inservice Records	Time Technology	$0
Activity E.1.2 New instructors will participate in professional development on Student Led Academic Teams.	8/2026	8/2028	0%	100%	Administrator Professional Learning Liaison Program Instructors Mentors	Inservice Records	Time Technology	$0
Activity E.1.3 Utilize TIP to train mentors and to mentor novice instructors.	8/2025	Ongoing	100%	100%	Administrator Mentors Novice Teachers TIP Leader	TIP Records	Time	$0
Activity E.1.4 Instructors will participate in technology training to enhance student engagement through various digital platforms.	8/2026	Ongoing	NA	100%	Administrator Instructors Professional Learning Liaison	PLC Minutes Inservice Records	Time Technology	$2500
Activity E.1.5 Non-classroom instructors will participate in technology training that is applicable to their role.	8/2026	5/2027	100%	100%	Administrators Non-classroom Instructors Professional Learning Liaison	PLC Minutes Inservice Records	Time Technology	$2500

PRIORITY F: WORKFORCE EDUCATION

ADEQUATE PROGRESS, PRIORITY F: Adequate progress will have been demonstrated if the strategic objective has been achieved.

STRATEGIC OBJECTIVE F.1: Workforce education is appropriately aligned with skills required by the global economy.

ADEQUATE PROGRESS, Tier 1: Adequate progress will have been demonstrated if three of the four strategic activities have been achieved

Strategic Activity / Staff Development	Timelines		Measurable Goals		School Site Person Responsible	Status Indicators	Anticipated Resources Required	Estimated Cost
	Begin	End	Begin	End				
Activity F.1.1 Increase enrollment in Plumbing and Diesel Mechanic apprenticeship programs compared to the previous year.	8/2026	5/2027	50%	100%	Apprenticeship Coordinator Student Services Career Specialist Administrator	Enrollment	Time Technology Marketing	$2,000
Activity F.1.2 Investigate offering pre-apprenticeship programs.	8/2025	5/2028	0%	100%	Administrator Apprenticeship Coordinator	Apprenticeship Program Standards	Time Materials Marketing	$0
Activity F.1.3 Track student participation in internship	8/2026	5/2027	0%	100%	Administrator Apprenticeship Coordinator	Internship Data	Time Materials Marketing	$0