

# STRATEGIC PLAN

(this is a working document and subject to updates)

**MISSION:** To provide a safe and exceptional learning environment to prepare and inspire each student to reach their full potential.

**MOTTO:** Excellence in Teaching and Learning

**VISION:**

The school district will be a model of innovation and initiative, leading the state in excellence.

**Imagine schools that:**

- Create excitement in the learning environment.
- Appreciate the value in each child and build upon their strengths.
- Allow all students, staff, parents and community members to work together toward common goals.
- **Focus Areas:**
  - I. Communication
  - II. Student Achievement
  - III. Business and Operations
  - IV. Facilities

## I. Communication

**GOAL:** The District will create a coordinated and effective communication process, which operates in an atmosphere of trust and respect, throughout the District and community.

- A. Public Information Plan
- B. Gathering stakeholders opinion
- C. Strengthening relationships

### Communication Plan

Strategy	Actions	Completion date	Responsible Person	People involved in getting the work done	Method of evaluation
A. Public information plan	1. Upgrade website, include newspaper article on web. Involve students	1. On going	1. Superintendent Vian/ Russell Miles	1. Sharon Deitrick/ Russell Miles/ Carol Robinson/Heidi Adams/Students	1a. Survey link on website
	2. <b>Create a Face Book</b> page Involve students	2. March 1 <sup>st</sup>	2. Superintendent	2. Superintendent students and volunteers	2a. Completed and operational b. Increase likes 50%

	3. Establish information systems to justify levies and bonds using easy to understand and user friendly reports.	3. 2 months prior to elections	3. Superintendent	3. Business Manager/ Technology Director/ Superintendent	3. Pass the levy.
B. Gathering stakeholder opinion	1. Poll the stakeholders by surveys distributed through all methods of communication  2. Utilize student advisory groups to solicit input from peers and contribute to ideas.	1. Annually  2. End of first Semester and May Board meeting.	1. Danielle Hardy  2. Building Administrators	1. Superintendent/ Board Clerk/Board of Trustees/ Strategic Planning committees  2. Building Administrators/ Student Council/ Class advisors	1. Feedback from all stakeholders (community, staff, students, parents)  2. Quarterly student presentation to board
C. Strengthening relationships	1. Administrators each join a different community group.  2. Create a Newsletter	1. ongoing  2. on going	1. All administrators  2. Superintendent	1. All administrators  2. District Office staff/ Dan Hull/Shawn Ball/Shelley Brooks	1. All administrators demonstrate involvement  2. Newsletters being distributed via e-mail and hard copy.

## II. Student Achievement

GOAL: Our students will be provided the finest education in the nation, so that each student will become lifelong learners.

- A. Curriculum/Instruction/Assessment-
- B. Special Services
- C. Technology
- D. Learning Environment
- E. Student Recognition
- F. Post-Secondary Education

### Student Achievement Plan

Strategy	Actions	Completion date	Responsible Person	People involved in getting the work done	Method of evaluation
A. Curriculum/ Instruction/ Assessment	1. Implement school-wide RTI Model	1. ongoing	1. All staff (administrators, teachers, paraprofessionals)	1. All staff (administrators, teachers, paraprofessionals)	1. <i>Student growth on screening tests Aimesweb in primary grades. ACT, SAT, ASVAB scores for secondary.</i>
	2. Establish career pathways at the secondary level	2. ongoing	2. All staff (administrators, teachers, paraprofessionals)	2. All staff (administrators teachers, paraprofessionals)	2. <i>ACT, SAT, ASVAB scores for secondary. Report on letter Grades by quarters.</i>
	3. Use data to establish goals for improvement	3. ongoing	3. Administrators	3. Teachers	3. <i>Secondary-SAT, ASVAB. Dual enrollment rates, SBAC, SWISS (monthly)</i>  <i>Elementary-IRI, Aimsweb, NAEP MAPS Standards, SWISS (monthly)</i>
B. Special Services	1. Match funding to services	1. On Going	1. Special Education Director/Business Manager/Superintendent	1. Special Services Administrator, school staff, program staff, superintendent	1. Services are being billed accurately and on an appropriate timeline

	<p>2. Comply with Special Education Mandates</p> <p>3. Improve communication</p> <p>4. Revise paraprofessional evaluations</p>	<p>2. ongoing</p> <p>3. ongoing</p> <p>4. ongoing</p>	<p>2. Special Education Director</p> <p>3. Special Education Director</p> <p>4. Special Education Director</p>	<p>2. Special Education Director, school staff, program staff, superintendent</p> <p>3. Special Education Director</p> <p>4. Special Education Director</p>	<p>2. Semi-Annual Compliance Audits</p> <p>3. Annual performance evaluations</p> <p>4. Evaluation is provided to board for consideration for approval</p>
C. Technology	<p>1. Develop Technology Plan</p> <p>2. Disseminate Technology Plan</p> <p>3. Upgrade teacher computing devices</p> <p>4. ENA to maintain the system</p> <p>5. Integrate technology in all classrooms</p>	<p>1. Ongoing Revised 5/14/14</p> <p>2. On-going</p> <p>3. Sept. 2013</p> <p>4. Sept., 2013</p> <p>5. Ongoing</p>	<p>1. Technology Coordinator/ Superintendent</p> <p>2. Tech Coordinator/ Superintendent</p> <p>3. Technology Director</p> <p>4. Technology Administrator</p> <p>5. Administrators</p>	<p>1. Administrators, teachers</p> <p>2. Tech Coordinator Superintendent</p> <p>3. Superintendent</p> <p>4. School staff, technology district office staff, teachers, paraprofessionals</p> <p>5. Technology, Admin, teachers</p>	<p>1. Annually reviewed and revised</p> <p>2. Public has access to plan</p> <p>3. Staff Development is ongoing</p> <p>4. Project complete</p> <p>5. Ongoing</p>
D. Staff Development	<p>1. Implement technology professional development plan</p>	<p>1. 2013-2014 school year</p>	<p>1. Super./Technology Coordinator/ Building Administrators</p>	<p>1. Teachers/ Administrators</p>	<p>1. 85% participation from teacher evaluation plan</p>

	<p>2. improving instruction</p> <p>3. Instant and consistent response to teaching gaps</p> <p>4.Improve Staff Evaluations using surveys of students for teachers and staff for administrators</p>	<p>2. June 2015</p> <p>3. June 2015</p> <p>4. April 1, 2015</p>	<p>2. Super.</p> <p>3. Administrator Superintendent</p> <p>4.Teachers ,Administrators and Superintendent</p>	<p>2. Teachers</p> <p>3. Teachers Principals</p> <p>4.Teachers, Administrators, and Superintendent</p>	<p>2. Spence Rogers, LEADS, Common Core</p> <p>3. Increase in use of coaching/mentoring activities</p> <p>4. Surveys completed</p>
E. Student Recognition	<p>1. Recognize Positive student involvement within the district and community.</p> <p>2. Student leadership classes and or organization at three grade levels (Elem./Jr. High/ High School)</p> <p>3. Elementary Schools to recognized “effort and hard work” in students on a regular basis</p>	<p>1.May 2014/ Ongoing</p> <p>2. 2014-2015 school year</p> <p>3. 2014-2015 school year</p>	<p>1. Building Principals</p> <p>2. Building Administrators</p> <p>3. Building Administrators</p>	<p>1. All Staff</p> <p>2. Counselors/Building Administrators</p> <p>3. Teachers</p>	<p>1. Reports to the Board/posted on the web site and noted in the news media.</p> <p>2. Classes established in all schools.</p> <p>3. Programs as a part of PBIS established at TS and OES.</p>
F. Post-Secondary Education	<p>1. Seek Grant opportunities such as “Go on Challenge” to improve student opportunities for post-secondary education.</p>	<p>1. March 2015</p>	<p>1. Super.</p>	<p>1. Super.</p>	<p>1. Report to the Board of Trustees.</p>

	2. Develop Scholarship Plan to encourage students to seek career and college educational training while in High School	2. May 2015	2. Super.	2. Scholarship Committee	2. Report to the Board of Trustees.
	3. Research the costs and plan of action to require at least one post-secondary class for every student	3. March 2015	3. Super.	3. Super.	3. Report to the Board of Trustees

### **III. Business and Operations**

GOAL: The district will establish a long-term financial support system by July 2013.

- A. Request operating levy in
- B. Request bond levy in
- C. Create a 2014-2015 budget based on actual needs and best-practices

#### Business and Operations Plan

Strategy	Actions	Completion date	Responsible Person	People involved in getting the work done	Method of evaluation
A. Create a user-friendly budget based on actual needs and best practices	1. Each administrator will establish their own budget for 2015-2016 year using a uniform model to establish well-informed income and expenses.	1.Ongoing	1. Super.	1. Super., School Board Administrators	1.Each building administrator completes project

B. Create a budget based upon needs and best practices.	1. Expectations for teaching staff to utilize funding available to enhance classroom experience and student learning	1. Ongoing	1. Teachers	1. Super., Administrators	1. Classroom engagement, as identified in post class surveys, is increased.
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#### IV. Facilities

GOAL: The District will upgrade district facilities and maintain them so that they are a source of pride for our community and continue to be usefulness to the citizens of the district.

- A. Develop and maintain a comprehensive updated Ten Year Facilities Plan
- B. Annual budget will identify needs that will be met
- C. Annual Report of District Maintenance Project

Strategy	Actions	Completion date	Responsible Person	People involved in getting the work done	Method of evaluation
A. Develop and maintain a comprehensive updated Ten Year Facilities Plan	1. Identify and prioritize maintenance/repair/upgrade/replacement needs per building	1. March 2015	1. Super.	1. Superintendent Board Administrators	1. Plan completed and needs assessment done each spring annual with annual reports of progress
	2. Develop short (5 year) and long (10 year) term timeline for maintenance/repair/upgrade/replacement	2. Ongoing	2. Super.	2. Super., Custodians Administrators	2. Plan completed for consideration by Budget Committee.
B. Annual budget will identify needs that will be met	1. Identify yearly maintenance priorities based on Ten Year Plan and yearly assessment identifying projects deemed urgent and include them in the budget	1. Ongoing	1. Super.	1. Super./ Board/Strategic Planning Committee	1. Budget accurately reflects needs Facilities bonds pass

Annual Report of District Maintenance	1. Report to the Board at September Board meeting	1. Ongoing	1. Super.	1. Super.	1. Report details all maintenance for the past school year.
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**Adopted 12/17/2012 Amended 12/12/13, 6/13/14, 9/25/14**