

Centreville Public Schools

~ 2023-2024 Strategic Plan

Goal I: Student Success

Improve student growth through the use of Multi-Tiered Systems of Support (MTSS) framework.

Focus Area	Strategies/Activities	Measure of Success	Timeline for Reporting
Attendance	<p>Provide personalized attendance data and direct communication to parents in order to promote positive attendance patterns for their student.</p> <p>Use of tiered supports and interventions.</p> <p>Educate on the direct correlation between attendance and academic success.</p> <p>Use of building DOS to monitor, track, and intervene with chronically absent students.</p>	<p>Every student will be in attendance 95% of the school year.</p> <p>Documented meeting with students/families.</p> <p>Use and implementation of Panorama.</p>	<p>Yearly. End of marking period/semester.</p> <p>Monthly reporting provided to the district office by the deans.</p>
Behavior	<p>Establish clearly defined expectations for students and staff.</p> <p>Use of tiered supports and interventions.</p> <p>Student understanding of Self Awareness, Self Management, Decision Making, Relationship Skills, and Social Awareness.</p>	<p>25% decrease in Office Discipline Referrals.</p> <p>50% decrease in Out of School Suspensions (OSS).</p> <p>Use and documentation of corrective interventions.</p> <p>Use and implementation of Panorama.</p>	<p>Yearly. End of marking period/semester.</p> <p>Monthly reporting provided to the district office.</p>
Course/Grade Level Completion	<p>Develop a culture of shared academic responsibility and success between staff, parent(s), and students.</p> <p>Use of tiered supports and interventions.</p> <p>Implementation of remedial and recovery programming.</p>	<p>All students will meet achievement and/or growth targets.</p> <p>All students will graduate with their class and/or successfully be promoted to the next grade level.</p> <p>Creation of building level academic interventions.</p> <p>Use and implementation of Panorama.</p>	<p>Yearly. End of marking period/semester.</p> <p>Semester reporting to the district office.</p>
Climate and Culture. Safety	<p>Use of Student Advisory Committees to increase student voice.</p> <p>Use of Parent Advisory Committees for increased communication and feedback.</p> <p>Opportunity for student involvement and participation in extracurricular/school activities including Summer Programming/Camps.</p> <p>Student ownership of climate, culture, expectations, and an understanding of a safe school environment.</p>	<p>Expansion of opportunities to increase student involvement and participation.</p> <p>Use and implementation of Panorama.</p>	

Goal II: Teaching and Learning*Implement high-quality professional learning practices to build the capacity of staff to improve student learning experiences and outcomes.*

Focus Area	Strategies/Activities	Measure of Success	Timeline for Reporting
Professional Development (PD)	Ensure PD time is used efficiently and directly connected to the goals of the Strategic Plan. Use of district staff to present and provide learning opportunities to each other. Staff input and feedback to ensure PD time is of value and appropriate. Professional Development is tightly focused and responsive to academic data.	Student outcomes on various assessments, student growth, and course/grade level completion.	Yearly. End of semester/ marking period. As data becomes available.
Curriculum	Ensure vertical and horizontal alignment for grade levels and content areas is tangible, defined, and known. Creation of pacing guides/curriculum maps to ensure consistency of instruction. Pacing guides are easily accessible.	Vertical and horizontal alignment of curriculum and pacing guides/curriculum maps are available and can be physically provided. Pacing guides/curriculum maps are available and can be physically provided.	2023-2024
Grading Practices	Standards-based grading guidelines and practices are clearly defined and implemented with fidelity by all staff.	Standards-based grading is clearly defined, understood by all stakeholders, and used with fidelity.	2023-2024
Instructional Practices	Regular use of literacy strategies in all content areas/grade levels through SIOP and disciplinary literacy practices. Use of PD and instructional training is demonstrated within teaching and lesson plans on a consistent and regular basis throughout all classrooms.	Student achievement on various reading/literacy assessments. Teacher evaluations/observations.	Yearly.
Use of Data	Understanding and use of NWEA assessment and data to drive teaching and learning. Understanding and use of academic data to drive teaching and learning.	Student growth data.	Yearly. End of semester/ marking period. As data becomes available depending on assessment.
Climate and Culture. Safety	Staff events, opportunities for social involvement, and a sense of belonging and appreciation. Knowledge of Emergency Operation Plan and measures to ensure safety. Acknowledgement and celebration of individuals and achievements. Open door policy: Clear communication with continuous two-way feedback.	Retention of staff, staff feedback/input, and belief that the district is headed in the right direction (staff survey data).	

Goal III: District Departments*Ensure departments within the district uphold a high standard, meet stakeholder satisfaction, and are efficient.*

Focus Area	Strategies/Activities	Measure of success	Timeline for Reporting
Transportation	Continuous education for students, staff, and parents regarding bus safety to create and maintain safer bus routes and trips. Maintain efficiency in routes, vehicle preventative maintenance, and use of staff time to keep costs low, all while keeping safety a priority. Improved communication and response to behavioral issues between the building administration and transportation department.	Processes are used and implemented within the department. Bus drivers are confident their concerns will be addressed. Fewer bus referrals than previous year.	Yearly.
Custodial, Maintenance, and Facilities	Implement and maintain regularly scheduled maintenance and upkeep of buildings/facilities to improve visual appearance and cleanliness/sanitation of the district. Monitoring and oversight of construction projects. Continue to ensure security improvements and upgrades throughout the district. Ensure bond projects are within scope and sequence of proposal and in-line with district goals.	Clearly noticeable improvement of the appearance of the district and its facilities. Bond projects are completed within their scope and timeline.	Yearly.
Technology	Ensure the management of technology throughout the district is uniformed and consistent. Continue to ensure security improvements and upgrades throughout the district. Technology is updated, current, and is working as intended.	A noticeable difference and improvement of the impact of technology and security/safety of the district. Renewal/replacement plan for technology.	Yearly.
Human Resources	Ensure adequate staffing to meet student and district needs. Aggressively promote open positions. Seek out potential candidates to fill positions. Staffing roles and positions are clearly defined.	All positions are filled by qualified individuals capable of performing at a high level. Finances are adequate to ensure employment stability with the district.	Yearly.
Finance	Develop a budget that meets the needs of the district and its goals. Offer competitive compensation. Effectively use finances to improve the infrastructure and facilities of the district. Seek out grant funding. Ensure academic needs that provide value to the learning of Centreville students are fully funded.	Fund balance of no less than 18%.	Yearly.

	<p>Review and assess the value and outcome of purchases to ensure the cost is worth the investment.</p> <p>Financial position of the district remains strong as defined by Fund Balance.</p>		
Climate and Culture. Safety	<p>All departments are led and managed by individuals that ensure a safe working environment, inspire, motivate, and promote the work and individuals within the department.</p> <p>Acknowledgement and celebration of individuals within the department.</p> <p>Mid-year and end of year evaluations of staff that provide meaningful feedback on job performance.</p> <p>Open door policy.</p> <p>Clear communication with continuous two-way feedback.</p> <p>Staff events, opportunities for social involvement, and a sense of belonging and appreciation.</p> <p>Knowledge of Emergency Operation Plan and measures to ensure safety.</p>	Employment stability.	

Goal IV: Community Outreach

Increase and provide clear and transparent communication to all stakeholders through the use of various communication tools to promote the district, further establish its presence within the county, and maintain/increase student enrollment.

Focus Area	Strategies/Activities	Measure of success	Timeline for Reporting
Website Development	Consistently used to provide information. User friendly and aesthetically pleasing. Increase communication and awareness.	Regular use and maintenance of the district website.	Yearly.
Social Media presence	Consistent use of social media platforms to promote the district and inform stakeholders. Streamline social media platforms. Increase communication and awareness.	Social Media traffic and followers.	Yearly.
Marketing	Involvement in various internal/external events and activities to promote the district. Consistent branding. Increase awareness and promote successes.	Increase in Enrollment number.	Yearly.
Opportunities for stakeholder collaboration and involvement	Increase community, organizations, and private sector partnerships. Establishment of district foundation.	District presence and involvement at community events. Involvement from the community at district events. Increased opportunities for students beyond the school setting.	Yearly.
Climate and Culture. Safety	Ensure the community experience with the district is positive, enjoyable, and safe.	Participation and feedback.	

END.