



Sheffield-Sheffield  
Lake City Schools

# STRATEGIC PLAN

## Goals & Objectives

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# Goal #1

## Communications (Internal & External)



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# Goal #1

## Objectives

**01**

**Develop clear procedural expectations for all forms of internal staff communications so that each building and district department receives consistent and timely updates; ensure all staff members are knowledgeable and informed regarding important district information so that they can confidently act as stewards of the district's vision and decisions. (Internal)**

**02**

**Develop a comprehensive external communications program, including an enhanced focus on community members with no direct connection to Sheffield-Sheffield Lake City Schools; create consistent communication expectations with families, community members and other local organizations; establish consistent brand standards and messaging strategies to further reinforce the mission and vision of the district. (External)**

**03**

**Foster, grow and promote local relationships with both communities to expand community partnerships; effectively link the school district to support organizations, civic/service organizations, local businesses, elected officials and other stakeholder groups to the school's mission. (External)**

# Goal #2

## Curriculum & Academic Achievement



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# Goal #2

## Objectives

**01**

**Perform a comprehensive audit of district curriculum and textbooks; communicate the possible need for new/additional books and resources considering the expenditures related to such purchases. Communicate financial needs to district leadership in a timely manner.**

**02**

**Create and promote multiple pathways for college, career and life readiness via a relevant, rigorous and aligned K-12 curriculum; purposefully communicate a culture of high academic expectations no matter a student's chosen pathway.**

**03**

**Enhance targeted academic resources for student subgroups including gifted and special needs learners; define a consistent process and data review system to determine appropriate gap closing measures and practices for K-12.**

**04**

**Consider the creation and the financial impact of instituting a free, all-day Kindergarten program; identify the possible positive relationship this could create with current or possible new families to the district. Discuss the financial impact this program could potentially have on the district forecast.**

# Goal #3

## Finance, Facilities and Safety



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# Goal #3

## Objectives

**01**

**Review all aspects of physical security throughout the district; recommend changes to policy, application of best practice strategies and necessary updates to safety equipment; ensure consistent application and regular review of all security protocol/procedures for district buildings; identify any misalignment of safety protocols through regular review of procedures.**

**02**

**Analyze current district facilities to make strategic decisions about possible new construction paying particular attention to the elementary buildings. Create a projected final assessment of future facilities needs in concert with master facilities plan; provide community updates related to potential project opportunities, cost, bond issue resources and/or potential OFCC partnerships.**

*For consideration: Review district athletic infrastructure; consider field, stadium and weight room facilities; consider fine arts space requirements and current usage of stage/cafetorium space to make data informed facilities and infrastructure decisions.*

**03**

**Publish and promote a series of simplified/community friendly graphics to educate Sheffield-Sheffield Lake City School District stakeholders and taxpayers more deeply on current and projected (future) expenditures; consistently communicate district financial picture to provide an accurate portrayal of financial standing.**



# Goal #4

## Technology



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# Goal #4

## Objectives

**01**

**Design and implement a district technology integration plan that focuses on the utilization of technology as a transformative creation, advancement and connection tool in the hands of students; establish a balance of technology utilization throughout the school day; further define parent roles and responsibilities with educational technology; ensure cyber security standards are applied across all district devices, staff and students.**

**02**

**Provide continuing professional development opportunities aimed at advancing traditional teaching practices to include a more purposeful use of instructional technology; establish district-wide standards for best-practice instructional methods for K-12.**

# Goal #5

## Climate, Culture & Wellness



# Goal #5

## Objectives

**01**

**Engage a district committee to study challenging student behaviors/risk factors and their direct impact on classroom practice; review district anti-bullying policies and practices to ensure consistent implementation at each building and grade level.**

*For consideration: Develop and provide an opportunity for staff to better understand and be trained in research-based practices that prove to reduce the number of classroom disruptions caused by challenging student behavior.*

**02**

**Examine and create positive behavior models at each grade level; ensure consistent delivery of PBIS strategies and messaging district-wide; create professional learning opportunities for all district personnel to engage in PBIS practices.**

**03**

**Provide professional development opportunities and extended training for staff members related to student social-emotional and mental health needs; create mechanisms for dialogue to more deeply understand the complexities of home life and school life.**

*For consideration: Consider the development of a program that provides community outreach and programming to better educate parents and families on how to manage challenging and at-risk behaviors in the home.*

**04**

**Advance school spirit through proactively planned activities and experiences; create consistent opportunities to display district pride and to celebrate student and staff accomplishments; establish additional club and extracurricular activities beyond athletics to provide a wider range of students with a sense of belonging and pride to their school.**

# Goal #6

## Business Operations and Human Resources



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# Goal #6

## Objectives

**01**

Implement a proactive, targeted system of certified staff member, classified staff member and administrator recruitment; create purposeful systems for the celebration and development of staff members to advance morale and culture building to retain quality employees.

**02**

Prioritize professional development opportunities for the advancement of all staff members related to district vision and goals; implement support mechanisms to avoid staff member burnout and to ensure their social and emotional well-being is being monitored and addressed.

**03**

Conduct classroom aides/paraprofessional audit to ensure optimal staffing levels in each classroom; provide specific guidelines and expectations for paraprofessional/aides utilization.