

**I HIGH STUDENT PERFORMANCE**

**A Early intervention options and opportunities are encouraged and offered by the district**

**YEAR 1**  
Coordinate with public libraries to provide literacy opportunities for children and families

**YEAR 2**  
Explore preschool delivery models for public schools including financing options, blended classroom models, assessments techniques and transitions from pre-k to kindergarten

**YEAR 3**  
Begin design of a long-range district plan for preschool education  
Expand preschool opportunities in the school district

**ONGOING**  
Enlist business, interagency and community leaders to help inform and educate the community on school/grade readiness for all students  
Create and publicize a recommended summer reading list, word list, math skills list, and activity lists.  
\*Utilize data analysis to direct instructional teaching strategies and methods  
~Engage student learning by developing strategies that address all learning styles, i.e. including hands-on projects and activities

\* Currently being used district wide  
~ Limited use at this time

**I HIGH STUDENT PERFORMANCE**

**B Academic challenges identified and addressed for every child by the end of second grade**

**YEAR 1**  
Coordinate with public libraries to provide literacy opportunities for children and families  
Explore feasibility and funding of summer math and reading camps

**YEAR 2**  
Develop writing across the curriculum emphasizing vocabulary development, mechanics, and problem solving strategies, grades pre-k through grade 12  
Explore common planning schedules to allow for vertical teaming, collaboration, and professional development

**YEAR 3**  
Expand preschool opportunities in the school district  
Implement writing across the curriculum emphasizing vocabulary development, mechanics, and problem solving strategies, grades pre-k through grade 12

**ONGOING**  
\*Teach study skills at all grade levels  
Create and publicize a recommended summer reading list, word list, math skills list, and activity lists.  
\*Continue six year curriculum plans in the content areas (reading/Language Arts/English, mathematics, science, and social studies and Career Technical Education)  
\*Utilize data analysis to direct instructional teaching strategies and methods  
~Integrate technology across the curriculum  
Utilize test results to identify students that need intervention assistance and accelerated skill development  
~Engage student learning by developing strategies that address all learning styles, i.e. including hands-on projects and activities  
~Design and review Personalized Education Plans(PEP) for every student K-12  
~Provide additional resources to students who are challenged by academically rigorous work

\* Currently being used district wide  
~ Limited use at this time

# I HIGH STUDENT PERFORMANCE

## C Rigorous and relevant academic standards and assessment systems for every student

### YEAR 2

Develop writing across the curriculum emphasizing vocabulary development, mechanics, and problem solving strategies, grades pre-k through grade 12  
Design annual review of career development plans for each 7th through 12<sup>th</sup> grade student  
Explore preschool delivery models for public schools including financing options, blended classroom models, assessments techniques and transitions from pre-k to kindergarten

### YEAR 3

Begin design of a long-range district plan for preschool education  
Implement writing across the curriculum emphasizing vocabulary development, mechanics, and problem solving strategies, grades pre-k through grade 12  
Conduct annual review of career development plans for each 7th through 12<sup>th</sup> grade student

### ONGOING

\*Continue six year curriculum plans in the content areas (reading/Language Arts/English, mathematics, science, and social studies and Career Technical Education)  
\*Utilize data analysis to direct instructional teaching strategies and methods  
~Review and utilize benchmark assessments for evaluation of content area skill acquisition  
~Integrate technology across the curriculum  
~Design and review Personalized Education Plans(PEP) for every student K-12  
Require all students to take an academically rigorous core curriculum  
~Instill the expectation among staff that pathway of choice preparation will be a goal for every student  
Provide staff development to assist in guiding students toward rigorous course offerings  
~Teach higher order thinking skills  
~Provide additional resources to students who are challenged by academically rigorous work

\* Currently being used district wide  
~ Limited use at this time

# I HIGH STUDENT PERFORMANCE

## D Every student completes high school appropriately

### YEAR 1

Coordinate with public libraries to provide literacy opportunities for children and families  
Initiate Drop-Out Prevention Task Force  
Explore feasibility and funding of summer math and reading camps

### YEAR 2

Analyze dropout data and align School Improvement Plan (SIP) strategies to reduce dropouts  
Develop writing across the curriculum emphasizing vocabulary development, mechanics, and problem solving strategies, grades pre-k through grade 12  
Design annual review of career development plans for each 7th through 12<sup>th</sup> grade student  
Explore common planning schedules to allow for vertical teaming, collaboration, and professional development

### YEAR 3

Implement writing across the curriculum emphasizing vocabulary development, mechanics, and problem solving strategies, grades pre-k through grade 12  
Conduct annual review of career development plans for each 7th through 12<sup>th</sup> grade student  
Provide adult “advisors” to help students set and work toward goals

### ONGOING

Enlist business, interagency and community leaders to help inform and educate the community on school/grade readiness for all students  
\*Teach study skills at all grade levels  
Create and publicize a recommended summer reading list, word list, math skills list, and activity lists.  
Analyze discipline referral data and align SIP strategies to reduce discipline problems  
\*Continue six year curriculum plans in the content areas (reading/Language Arts/English, mathematics, science, and social studies and Career Technical Education)  
~Develop and Implement a mentor/mentee advisory process utilizing school and community agencies  
\*Utilize data analysis to direct instructional teaching strategies and methods  
~Review and utilize benchmark assessments for evaluation of content area skill acquisition  
~Integrate technology across the curriculum  
\*Utilize test results to identify subgroups that need intervention assistance and accelerated skill development  
~Engage student learning by developing strategies that address all learning styles, i.e. including hands-on projects and activities  
~Design and review Personalized Education Plans(PEP) for every student K-12  
Require all students to take an academically rigorous core curriculum  
Provide staff development to assist in guiding students toward rigorous course offerings  
~Provide students with information about, and help with, the college application process prior to the senior year in high school  
~Provide additional resources to students who are challenged by academically rigorous work

\* Currently being used district wide  
~ Limited use at this time

# I HIGH STUDENT PERFORMANCE

## E District supports every student to access and pursue their pathway of choice after high school

### YEAR 1

Coordinate with public libraries to provide literacy opportunities for children and families  
Initiate Drop-Out Prevention Task Force

### YEAR 2

Develop writing across the curriculum emphasizing vocabulary development, mechanics, and problem solving strategies, grades pre-k through grade 12  
Design annual review of career development plans for each 7th through 12<sup>th</sup> grade student

### YEAR 3

Implement writing across the curriculum emphasizing vocabulary development, mechanics, and problem solving strategies, grades pre-k through grade 12  
Conduct annual review of career development plans for each 7th through 12<sup>th</sup> grade student  
Provide adult “advisors” to help students set and work toward goals

### ONGOING

~Develop and Implement a mentor/mentee advisory process utilizing school and community agencies  
\*Utilize data analysis to direct instructional teaching strategies and methods  
\*Utilize test results to identify subgroups that need intervention assistance and accelerated skill development  
~Engage student learning by developing strategies that address all learning styles, i.e. including hands-on projects and activities  
~Design and review Personalized Education Plans(PEP) for every student K-12  
Require all students to take an academically rigorous core curriculum  
Provide staff development to assist in guiding students toward rigorous course offerings  
~Teach higher order thinking skills  
~Provide students with information about, and help with, the application processes for pathway of choice prior to the senior year in high school

\* Currently being used district wide  
~ Limited use at this time

## II HEALTHY STUDENTS IN SAFE, ORDERLY AND CARING SCHOOLS

### A Learning environment inviting and supportive of high student performance

#### YEAR 2

Select and implement bullying prevention programs K – 12 with staff development

Create a district safety committee that reviews procedures and develops consistent safety policy procedures for staff and schools

#### YEAR 3

Form a Safe Schools Task Force in the three schools to study abuse, neglect and drug abuse, and develop intervention plans

Implement a peer mediation program

#### ONGOING

\*Standardize student handbooks in order to provide consistent policies and procedures throughout the district

~Incorporate classroom instruction on healthy behaviors at all grade levels

~Implement and review a wellness policy with healthy living recommendations

Launch a healthy habit campaign publicizing good nutrition and physical activities

Physical activity integrated into curricular activities

\* Currently being used district wide

~ Limited use at this time

## II HEALTHY STUDENTS IN SAFE, ORDERLY AND CARING SCHOOLS

### B Schools provide and support healthy lifestyle choices and curriculum

#### YEAR 2

Create a district safety committee that reviews procedures and develops consistent safety policy procedures for staff and schools

#### YEAR 3

Form a Safe Schools Task Force in the three schools to study abuse, neglect and drug abuse, and develop intervention plans

Implement a peer mediation program

#### ONGOING

~Create media announcements that highlight healthy school habits at every grade level

Initiate and strengthen district initiatives such as graduation activities and Red Ribbon Week /Prevention Month

~Incorporate classroom instruction on healthy behaviors at all grade levels

~Implement and review a wellness policy with healthy living recommendations

\*Administer Youth Risk Behavior Factor Surveillance Survey (YRBS) Grades 7-12

~Use Alcohol, tobacco, and Other Drug Survey (ATOD) and Bullying/safe schools Survey to guide programming and evaluate effectiveness

\* Currently being used district wide

~ Limited use at this time

## II HEALTHY STUDENTS IN SAFE, ORDERLY AND CARING SCHOOLS

### C Mutual respect of students, teachers, administrators and parents

#### YEAR 2

Create a district safety committee that reviews procedures and develops consistent safety policy procedures for staff and schools

#### YEAR 3

Form a Safe Homes Schools Force in the three schools to study abuse, neglect and drug abuse, and develop intervention plans

Implement a peer mediation program

#### ONGOING

Standardize student handbooks in order to provide consistent policies and procedures throughout the district

Incorporate classroom instruction on healthy behaviors at all grade levels

~Implement and review a wellness policy with healthy living recommendations

\*Administer Youth Risk Behavior Factor Surveillance Survey (YRBS) Grades 7-12

~Use Alcohol, Tobacco, and Other Drug Survey (ATOD) and Bullying/safe schools Survey to guide programming and evaluate effectiveness

\* Currently being used district wide

~ Limited use at this time



## II **HEALTHY STUDENTS IN SAFE, ORDERLY AND CARING SCHOOLS**

### D **Safe educational facilities that support high student performance**

#### **YEAR 2**

Select and implement bullying prevention programs K – 12 with staff development

Create a district safety committee that reviews procedures and develops consistent safety policy procedures for staff and schools

#### **ONGOING**

Align all school safety and emergency procedures with district safety plans

\* Currently being used district wide  
~ Limited use at this time

### III **QUALITY TEACHERS, ADMINISTRATORS AND STAFF**

#### A **Recruit, retain, and compensate a diverse core of quality teachers, administrators, and staff**

##### **YEAR 1**

Review salaries and maintain a competitive schedule

Develop a plan for job-embedded staff development based on school needs that includes mentor training

Analyze school data collected by school/district-based teams to improve teacher strategies

Review and refine staff Individual Growth Plans (IGP) to increase clarity for providing more specific and constructive feedback and positive discipline practices

##### **YEAR 2**

Strengthen mentoring and new teacher induction processes

Identify and recruit new teachers to reflect the student population

##### **YEAR 3**

Align staff evaluation instruments with research-based best practices to promote high student performance

Research best practices and utilize peer coaching in the development of professional learning communities within our schools

##### **ONGOING**

~Ensure staff development focuses on positive and efficient customer service

### III QUALITY TEACHERS, ADMINISTRATORS AND STAFF

#### B Continuous learning and professional development to support high performance of all employees

**YEAR 1**  
Develop a plan for job-embedded staff development based on school needs that includes mentor training  
Analyze school data collected by school/district-based teams to improve teacher strategies  
Review and refine staff Individual Growth Plans (IGP) to increase clarity for providing more specific and constructive feedback and positive discipline practices  
Survey staff regarding staff development needs  
Utilize 360° feedback for staff (admin)

**YEAR 2**  
Strengthen mentoring and new teacher induction processes  
Utilize 360° feedback for staff (staff)

**YEAR 3**  
Align staff evaluation instruments with research-based best practices to promote high student performance  
Research best practices and utilize peer coaching in the development of professional learning communities within our schools

**ONGOING**  
~Ensure staff development focuses on positive and efficient customer service  
\*Continue evaluation procedures for all staff

\* Currently being used district wide  
~ Limited use at this time

**III QUALITY TEACHERS, ADMINISTRATORS AND STAFF**  
**C High ethical and professional standards for all employees**

**YEAR 1**  
Develop a plan for job-embedded staff development based on school needs that includes mentor training  
Analyze school data collected by school/district-based teams to improve teacher strategies  
Review and refine staff Individual Growth Plans (IGP) to increase clarity for providing more specific and constructive feedback and positive discipline practices  
Utilize 360° feedback for staff (admin)

**YEAR 2**  
Strengthen mentoring and new teacher induction processes  
Utilize 360° feedback for staff (staff)

**YEAR 3**  
Align staff evaluation instruments with research-based best practices to promote high student performance  
Research best practices and utilize peer coaching in the development of professional learning communities within our schools

**ONGOING**  
\*Continue evaluation procedures for all staff

\* Currently being used district wide  
~ Limited use at this time

#### **IV STRONG FAMILY, COMMUNITY, AND BUSINESS SUPPORT**

**A District education priorities that are responsive to the needs of all children, families, community,**

**B Build the capacity of the district to respond to and sustain meaningful partnerships**

##### **YEAR 1**

Identify, promote and strengthen volunteer services through parental and corporate collaboration on and off-school sites

Strengthen the vocational programs and the vocational advisory committee

##### **YEAR 3**

Utilize multiple assessment processes to improve responsiveness to community needs

Create a communication process that brings groups together to assess and plan collaboratively and keep the community informed of district actions

##### **ONGOING**

~Strengthen the campaign about the district's need for community involvement

~Gain community and business input in district strategic planning

~Strengthen partnerships with community-based organizations

Explore opportunities for an effective parent liaison program in every school

\* Currently being used district wide

~ Limited use at this time

**V EFFECTIVE AND EFFICIENT OPERATIONS**

**A Decision-making made at the most appropriate level and communicated to those impacted**

**YEAR 1**  
Review staff assignments to ensure that staff is "highly qualified" and assigned in areas needed to implement the strategic plan and maximize student performance

**YEAR 2**  
Utilize site-based school leadership teams for planning and decision-making of all issues that affect the school community

**YEAR 3**  
Implement high performance processes and operations in Human Resources, Finance, Auxiliary and Technology departments

**ONGOING**  
Implement data collection and analysis for planning and monitoring school improvement efforts

\* Currently being used district wide  
~ Limited use at this time

**V EFFECTIVE AND EFFICIENT OPERATIONS**

**B Information and accountability systems that report operational and strategic results**

**YEAR 3**  
Implement high performance processes and operations in Human Resources, Finance, Auxiliary and Technology departments

**ONGOING**  
~School representatives continue to promote education speaking engagements at agencies, clubs and business organizations  
Implement data collection and analysis for planning and monitoring school improvement efforts  
\*Ensure all school facilities meet a standard of cleanliness, in good repair and are adequately maintained  
~Utilize the most current technologies whenever possible and appropriate  
\*Advocate with City Council and State for increased school funding

\* Currently being used district wide  
~ Limited use at this time

**V EFFECTIVE AND EFFICIENT OPERATIONS**

**C Align personnel and financial resources to support high student performance**

**YEAR 1**  
Review staff assignments to ensure that staff is "highly qualified" and assigned in areas needed to implement the strategic plan and maximize student performance

**YEAR 3**  
Implement high performance processes and operations in Human Resources, Finance, Auxiliary and Technology departments

**ONGOING**  
Implement data collection and analysis for planning and monitoring school improvement efforts  
\*Advocate with City Council and State-for increased school funding

\* Currently being used district wide  
~ Limited use at this time



**V EFFECTIVE AND EFFICIENT OPERATIONS**

**D Cohesive, visionary planning communicated to the public**

**YEAR 1**  
Review staff assignments to ensure that staff is "highly qualified" and assigned in areas needed to implement the strategic plan and maximize student performance

**ONGOING**  
~School representatives continue to promote education speaking engagements at agencies, clubs and business organizations  
Implement data collection and analysis for planning and monitoring school improvement efforts  
Explore opportunities for an effective parent liaison program in every school  
~Utilize the most current technologies whenever possible and appropriate  
\*Advocate with City Council and State for increased school funding  
Assess school-to-parent communications at each school to locate best practices

\* Currently being used district wide  
~ Limited use at this time