

SUGGESTED STRATEGIES

YEAR 1

Initiate Drop-Out Prevention Task Force
Coordinate with public libraries to provide literacy opportunities for children and families
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
Review staff assignments to ensure that staff is "highly qualified" and assigned in areas needed to implement the strategic plan and maximize student performance
Analyze school data collected by school/district-based teams to improve teacher strategies
Survey staff regarding staff development needs
Utilize 360° feedback for staff (admin)
Develop a plan for job-embedded staff development based on school needs that includes mentor training
Review salaries and maintain a competitive schedule
Explore feasibility and funding of summer math and reading camps
Review and refine staff Individual Growth Plans (IGP) to increase clarity for providing more specific and constructive feedback and positive discipline practices

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 12th grade student
Explore common planning schedules to allow for vertical teaming, collaboration, and professional development
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
Strengthen mentoring and new teacher orientation processes
Identify and recruit new teachers to reflect the student population
Explore preschool delivery models including financing options, blended classroom models, assessments techniques and transitions from pre-k to kindergarten

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
Begin design of a long-range district plan for preschool education
Conduct annual review of career development plans for each 7th through 12th grade student
Provide adult “advisors” to help students set and work toward goals
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
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
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
Implement high performance processes and operations in Human Resources, Finance, Auxiliary and Technology departments

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.
- Require all students to take an academically rigorous core curriculum
- Provide staff development to assist in guiding students toward rigorous course offerings
- Analyze discipline referral data and align school improvement plan strategies to reduce discipline problems
- Launch a healthy habit campaign publicizing good nutrition and physical activities
- Initiate and strengthen district initiatives such as graduation activities and Red Ribbon Week /Prevention Month
- Align all school safety and emergency procedures with district safety plans
- Explore opportunities for an effective parent liaison program in every school
- Implement data collection and analysis for planning and monitoring school improvement efforts
- Assess school-to-parent communications at each school to locate best practices
- Physical activity integrated into curricular activities
- ~Design and review Personalized Education Plans(PEP) for every student K-12
- ~Teach higher order thinking skills
- ~Integrate technology across the curriculum
- ~Provide students with information about, and help with, the application processes for pathway of choice prior to the senior year in high school
- ~Develop and Implement a mentor/mentee advisory process for students utilizing school and community agencies
- ~Engage student learning by developing strategies that address all learning styles,i.e. including hands-on projects and activities
- ~Instill the expectation among staff that pathway of choice preparation will be a goal for every student
- ~Incorporate classroom instruction on healthy behaviors at all grade levels
- ~Implement and review a wellness policy with healthy living recommendations
- ~Provide additional resources to students who are challenged by academically rigorous work
- ~Review and utilize benchmark assessments for evaluation of content area skill acquisition
- ~Ensure staff development focuses on positive and efficient customer service
- ~Use alcohol, tobacco, and Other drug survey (ATOD) and bullying/safe schools survey to guide programming and evaluate effectiveness
- ~School representatives continue to promote education speaking engagements at agencies, clubs and business organizations
- ~Gain community and business input in district strategic planning
- ~Utilize the most current technologies whenever possible and appropriate
- ~Strengthen partnerships with community-based organizations
- ~Strengthen the campaign about the district's need for community involvement
- *Ensure all school facilities meet a standard of cleanliness, in good repair and are adequately maintained
- *Utilize data analysis to direct instructional teaching strategies and methods
- *Teach study skills at all grade levels
- *Advocate with City Council and State for increased school funding
- *Continue evaluation procedures for all staff
- *Administer Youth Risk Behavior Factor Surveillance Survey (YRBS) Grades 7-12
- *Standardize student handbooks in order to provide consistent policies and procedures throughout the district
- *Utilize test results to identify students that need intervention assistance and accelerated skill development
- *Continue six year curriculum plans in the content areas (reading/Language Arts/English, mathematics, science, and social studies and Career Technical Education)

* Currently being used district wide

~ Limited use at this time