



Ottawa Area ISD®  
Learn. Serve. Lead.

# Strategic Plan 2022-2027

Ottawa Area ISD



# OAISD Goals

# OAISD Objectives



## Student Success

Ensure that every student is challenged and engaged by providing multiple pathways for student success, broadening opportunities, building support systems and eliminating barriers and opportunity gaps so all students achieve their full potential.



1. Support and facilitate growth and achievement for all students in the Ottawa area, with notable impact on students in OAISD programs.
2. Increase participation in K-12 and Adult Career and Technical Education programming.
3. Engage all students in OAISD programs in experiences that provide important life and/or workplace skills.
4. Support and facilitate access to community college and post-secondary credential opportunities.
5. Increase access to continued high-quality learning opportunities for at-risk students.



## Student Well-Being

Nurture all students' intellectual, physical, mental, social and emotional growth in healthy, safe and supportive learning environments.



6. Personalize the delivery of social and emotional services and supports based on individual student needs.
7. Partner with schools, agencies and community programs to ensure all students can access systems of support that positively impact their well-being.
8. Improve student well-being in the areas of substance use, bullying, suicidal thoughts and other risk factors.
9. Increase access to mental health resources for students and staff.



## Leadership & Innovation

Strengthen and improve system-wide operations to meet the needs of OAISD's growing and changing community.



10. Organizational programs and services will reflect high standards of excellence and value as determined by those we serve.
11. Foster an innovative mindset of turning challenges into opportunities and ideas into creative solutions as an organizational standard.
12. Address long-term facility needs through forward-thinking planning and mechanisms that can evolve as needs emerge.
13. Engage in and influence educational initiatives at the local, regional and state levels.
14. Improve and enhance security and safety coordination, planning, training, response and recovery efforts.
15. Create and diversify new business models to ensure financial responsibility and stability.
16. Embed digital accessibility into our organizational culture and practices.



## Engaged & Healthy Workforce

Recruit, hire and invest in a highly-effective and diverse workforce to ensure OAISD is the place where talented individuals choose to work and continue working.

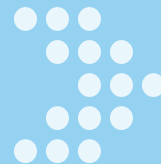


17. Gain a better understanding of factors that contribute to employee job satisfaction and resignations to increase retention of a highly-effective workforce.
18. Set an expectation that all staff members participate in training that meets or exceeds industry standards for their position and is aligned with organizational goals.
19. Increase diversity of staff to better reflect the demographics of the communities that we serve.



## Partnerships

Develop strong, mutually-supportive relationships and connections among schools, families, employers and the community to broaden opportunities for community service and student learning, development and growth.



20. Strengthen trust in, and support for, education through transparency, civility, discourse and community engagement.
21. Expand and strengthen community support for regional education initiatives.
22. Increase partnership opportunities to meet the needs of students and employers.
23. Encourage students and staff to exercise stewardship by giving back to the community through civic and community engagement, service and leadership.

## Mission

To ensure that all learners in the Ottawa area have an opportunity to realize their potential, both as individuals and as part of a thriving community.

## Vision

We embrace a future where every learner has access to the education they need to achieve their potential, enriching both their own quality of life and that of the communities they serve.

## Guiding Principles

### Excellence:

Ensure all students receive an exemplary education that is academically challenging and meets their social and emotional needs.

### Inclusivity:

Strengthen our community by valuing people for who they are, nurturing our diversity and embracing the contributions of all students, families and staff.

### Integrity:

Build trust by acting honestly, openly, ethically and respectfully.

### Collaboration:

Expand and advance programs, services and ideas through teamwork, partnerships and civic and community engagement that involves discussion, active listening, brainstorming and diverse perspectives.

### Innovation:

Cultivate creativity and resourcefulness and engage in critical and forward thinking to identify bold ideas that enable us to be responsive to the expectations of our organization and community.

### Stewardship:

Foster a nurturing culture that embraces the contribution of time, talent and treasure for the greater good of the organization and community.

**Individually and collectively, our OAISD team of employees come to work each day inspired by a common PURPOSE: to learn, serve and lead in an effort to facilitate and support personalized learning.**

## Learn.

Continuous learning is foundational for growth, adaptability and innovation. We engage in ongoing research and professional learning to meet student and customer needs, but also to assure our efforts are aimed toward long-term visions of excellence.

## Serve.

We serve young children to adult learners directly through instructional programs delivered by OAISD in the classroom or workplace. We serve indirectly through services to local schools in the areas of staff development, non-instructional supports and coordination of collaborative and consortium models designed to optimize resources.

## Lead.

Through servant leadership, we nurture growth, exercise humility, model a forward-thinking mindset and empower others to lead the changes necessary to evolve our profession.

**oaisd.org**  
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The OAISD does not discriminate on the basis of race, color, religion, sex, national origin, age, height, weight, marital status, handicap, disability, or limited English proficiency in any of its programs or activities. The following office has been designated to handle inquiries regarding nondiscrimination policies: Human Rights Officer, Human Resources Department, Ottawa Area Intermediate School District, 13565 Port Sheldon Street, Holland, MI 49424 1-877-702-8600 (toll free).