

# **Plymouth-Canton Community Schools: Dynamic Plan 2021-27**

## **STRATEGIC THEMES:**

- Equity and Inclusion Grounded in Social Justice and Anti-Racism
  - All students have what they need to be successful and feel safe, respected, valued, and represented.
- Community Engagement and Partnerships
  - As a partner, the community is involved, informed, and engaged in the student experience at P-CCS.
- Student-Centered Learning Experiences
  - Students are at the forefront of decisions, culture, teaching, and learning.
- Leader in Educational Innovation
  - P-CCS is recognized nationally as a positive disruptor for student learning and growth.

## **STRATEGIC GOALS:**

- A. P-CCS will increase achievement for all students and close achievement gaps.
- B. All P-CCS students and staff will report they feel physically, psychologically, and emotionally safe and represented at school.
- C. P-CCS will increase, enhance, and sustain community partnerships to improve student outcomes, student and family engagement, student enrollment, and opportunities.
- D. P-CCS will incorporate student voice and input throughout the educational experience.
- E. P-CCS will be recognized as a leader and innovator for student learning and growth.

**LEARN. PREPARE. THRIVE.**

A. P-CCS will increase achievement for all students and close achievement gaps.

- **Teaching & Learning**

- **Strategic Objective TL-I:** Ensure all students increase their achievement and performance to a level of proficiency or higher and eliminate gaps in achievement and performance between demographic groups.
- **Strategic Objective TL-II:** Develop and embed the P-CCS Learner Profile into all academic programs to ensure students have the knowledge, skills, and dispositions necessary to be college, career, and life ready as evidenced by their academic, social-emotional, and behavioral performance.
- **Strategic Objective TL-III:** Develop and consistently implement culturally responsive PreK-12 vertically aligned, standards-based curriculum, instruction, and assessment in all content areas to support student achievement and increase student engagement.

- **Human Resources**

- **Strategic Objective HR-I:** Diligently, intentionally and consistently recruit, attract, hire and retain exceptional and diverse staff members who demonstrate a growth mindset for every school and district position.
- **Strategic Objective HR-II:** Implement relevant and meaningful, job-focused training and professional development to build the capacity of staff members to increase achievement for all students and close the achievement gap.

- **Finance & Operations**

- **Strategic Objective FO-I:** Align financial resources to the areas of focus throughout the Dynamic Plan and the areas of greatest need as identified through academic achievement data.
- **Strategic Objective FO-II:** Align state and federal resources to areas of greatest need as support for individual students as identified through academic achievement data.

- **Student Services**

- **Strategic Objective SS-I:** Develop consistent student attendance procedures, with a focus on decreasing student truancy.
- **Strategic Objective SS-II:** Review and update the district threat / risk assessment protocols and process to ensure all administrators use the same process.
- **Strategic Objective SS-III:** Create opportunities for students in the GOALS program to be trained and work in the school community and the Nutrition Department

- **Communications & Marketing**

- **Strategic Objective CM-I:** Grow the scope and scale of appropriate and meaningful partnerships with local colleges, universities, and career preparedness partners which expand opportunities for student advancement and achievement through on- and off-campus opportunities for preK through Post-secondary.
- **Strategic Objective CM-II:** Create outlets and processes that specifically communicate and celebrate the academic achievements of our students, staff, and schools on a regular basis.

- **Student & Family Engagement**

- **Strategic Objective SFE-I:** Create and implement a Family Academy Program.
- **Strategic Objective SFE-II:** Provide tutoring opportunities for students.
- **Strategic Objective SFE-III:** Develop a Kindergarten Learning Literacy Kit.
- **Strategic Objective SFE-IV:** Ensure all buildings have Student and Family Engagement incorporated into their School Improvement Plans.
- **Strategic Objective SFE-V:** Provide and model student engagement strategies.
- **Strategic Objective SFE-VI:** Develop mentoring program

LEARN. PREPARE. THRIVE.

B. All P-CCS students and staff will report they feel physically, psychologically, and emotionally safe and represented at school.

- **Teaching & Learning**

- **Strategic Objective TL-IV:** Design and ensure that all schools consistently implement a Culturally Responsive Framework grounded in equity and inclusion so students are represented in all aspects of the P-CCS environment.
- **Strategic Objective TL-V:** Review, revise, and consistently implement a comprehensive and culturally responsive Multi-Tiered System of Supports to provide the needed support for the academic, social-emotional, and behavioral growth of all PreK through post-secondary students.

- **Human Resources**

- **Strategic Objective HR-III:** Enhance and increase employee opportunities and services on health education, wellness strategies, and lifestyle skills which enable staff to achieve their best possible health and overall well-being, as evidenced by job satisfaction.
- **Strategic Objective HR-IV:** Engage in dialogue and services which promote respect, fairness, and support for staff so they can achieve their highest potential as evidenced by job satisfaction.

- **Finance & Operations**

- **Strategic Objective FO-III:** Utilize the 10-year facility needs plan through the 2020 Bond program to create environments that are well built, maintained and support the physical, security and nutritional health of all students and staff.
- **Strategic Objective FO-IV:** Align financial resources to the areas of greatest need to support the social-emotional needs of all staff and students.

- **Student Services**

- **Strategic Objective SS-IV:** Update and ensure staff training, accountability, access control administrative guidelines district-wide.
- **Strategic Objective SS-IV:** Design an implementation plan to increase perimeter access control points at P-CEP for increased safety.
- **Strategic Objective SS-VI:** Provide every district classroom and school bus with a lockdown safety kit.
- **Strategic Objective SS-VII:** Kits will include access controls for law enforcement and building maps with predetermined sectors.
- **Strategic Objective SS-VIII:** All buildings within the district will be evaluated for safety and security improvements.
- **Strategic Objective SS-IX:** Evaluate the district's use of technology in areas such as access control, cameras, sensors, etc. for additional security measures that can be implemented within the district to improve safety by leveraging available technology.
- **Strategic Objective SS-X:** Create an environment within the school cafeterias that allows for nutritional needs that not only meet and exceed USDA guidelines; Regain breakfast and lunch participation to pre covid number to sustain a self funding program; Increase diversity of nutritional offerings at our buildings.

- **Communications & Marketing**

- **Strategic Objective CM-III:** Offer an increased variety of informational resources, which are relevant and connectable to all students and families, and diverse learning opportunities in the areas of social-emotional health and wellness through continued relationships with external organizations, as well as our internal support staff.

- **Student & Family Engagement**

- **Strategic Objective SFE-VII:** Launch a heart health clinic for our students.
- **Strategic Objective SFE-VIII:** Mental Health Fair.

LEARN. PREPARE. THRIVE.

C. P-CCS will increase, enhance, and sustain community partnerships to improve student outcomes, student and family engagement, student enrollment, and opportunities.

- **Teaching & Learning**

- **Strategic Objective TL-VI:** Increase and strengthen partnerships that enhance the student experience and further students' understanding of how their education applies to the world.

- **Human Resources**

- **Strategic Objective HR-V:** Increase and enhance communication channels to promote active engagement with employee groups, families and students to improve overall connection and productivity in our school district.

- **Finance & Operations**

- **Strategic Objective FO-V:** Improve and enhance district-wide services for transportation, custodial and other services through stronger partnerships with contractors.
- **Strategic Objective FO-VI:** Broaden the outreach to a greater number of diverse vendors through the purchasing process.
- **Strategic Objective FO-VII:** Expand the recruitment of skilled staff in partnership with the Human Resources department to create a larger, more experienced applicant pool, including the development of internal apprenticeship programs.

- **Student Services**

- **Strategic Objective SS-XI:** Develop a consistent behavior data tracking system and procedures for MISTAR to reduce behavior issues.
- **Strategic Objective SS-XII:** Provide an efficient and accessible enrollment procedure for families.

- **Communications & Marketing**

- **Strategic Objective CM-IV:** Deepen our partnerships with local community groups, service clubs, and organizations to boost goodwill, support stabilizing / increasing enrollment, and bring time, talent, and support to the diverse needs of all students in our district.
- **Strategic Objective CM-V:** Better engage, and increase the frequency of connections with our municipal and state government leaders / agencies to provide increased opportunities and direct support for our students and schools.

- **Student & Family Engagement**

- **Strategic Objective SFE-IX:** Build partnerships with community organizations.

LEARN. PREPARE. THRIVE.

D. P-CCS will incorporate student voice and input throughout the educational experience.

- **Teaching & Learning**

- **Strategic Objective TL-VII:** Increase student representation on district / school level committees to regularly solicit and incorporate their feedback in decisions to empower students as leaders.
- **Strategic Objective TL-VIII:** Monitor and adjust instructional and extracurricular programming based on student feedback from focus groups, surveys, committee representation, and other forms of data collection.

- **Human Resources**

- **Strategic Objective HR-VI:** Increase opportunities for students to serve on interview committees to provide their voice and perspective in the human resource hiring process.
- **Strategic Objective HR-VII:** Elevate student voice and engagement to provide opportunities for students to discuss their experiences in the areas of diversity, equity and inclusion to improve the overall school experience for our students.

- **Finance and Operations**

- **Strategic Objective FO-VIII:** Create methods for students to be involved in planning for investments in their learning environments and actively seek and incorporate student feedback.

- **Student Services**

- **Strategic Objective SS-XIII:** Expand opportunities for every student to provide input for nutritious and well-balanced breakfast and lunch within our district.
- **Strategic Objective SS-XIV:** Provide opportunities for students that focus on improving the design of the school environment which can lead to a reduction in the fear and incidence of crime and an improvement in the quality of the school experience.
- **Strategic Objective SS-XV:** Expand opportunities for every student to provide input for the student dress code, attendance practices and discipline.
- **Strategic Objective SS-XVI:** Expand opportunities for students, families and staff members to have access to nutritional information via Social Media and professional communications.

- **Communications & Marketing**

- **Strategic Objective CM-VI:** Design and implement student-centered and deliverable student feedback processes and instruments for all levels and programs with a focus on maximizing student participation and engagement.

- **Student & Family Engagement**

- **Strategic Objective SFE-X:** Create and distribute a student and family engagement newsletter.
- **Strategic Objective SFE-XI:** Create and update Student and Family Engagement pages on the district website.
- **Strategic Objective SFE-XII:** Family Liaisons will provide support and guidance during a variety of meetings and interactions in our district.

LEARN. PREPARE. THRIVE.

E. P-CCS will be recognized as a leader and innovator for student learning and growth.

- **Teaching and Learning**

- **Strategic Objective TL-IX:** Design, implement, and sustain a culture of innovation that encourages new approaches, promotes flexibility, integrates new ideas, and challenges existing ways of thinking to enhance student experiences.
- **Strategic Objective TL-X:** Embed the six dispositions of the P-CCS Learner Profile (*Collaborator, Communicator, Critical Thinker, Ethical and Global Citizen, Goal Directed and Resilient, and Innovator*) into innovative programming to support the personalization of learning and the creation of authentic learning experiences.

- **Human Resources & Student Services**

- **Strategic Objective HR-VIII:** Design and implement new models of mentoring and job-embedded coaching to provide staff with the tools needed to be innovators in their field as lifelong learners.

- **Finance & Operations**

- **Strategic Objective FO-IX:** Seek out, implement, and evaluate new service delivery models to improve the effectiveness and efficiency of the District, including innovative practices and structures through the bond program.
- **Strategic Objective FO-X:** Ensure district capability to anticipate and respond to strategic changes or opportunities in educational service and delivery systems through sound fiscal planning.

- **Student Services**

- **Strategic Objective SS-XVII:** P-CCS strives to be a leader in school safety and security with innovative and non-traditional solutions to school safety while embracing a model of continuous improvement. As such P-CCS has begun the research and planning phase of implementing a firearms and emotional support K9 program within the district.
- **Strategic Objective SS-XVIII:** Establish a School Safety tab on the district's website to share information with the school community.
- **Strategic Objective SS-XIX:** Purchase and implement an Emergency Management and Communications software.
- **Strategic Objective SS-XX:** Partner with local service organizations to find grant and funding solutions to assist in enhancing school safety and security.
- **Strategic Objective SS-XXI:** Address food insecurities of students - A well fed child is a child ready to learn.

- **Communications & Marketing**

- **Strategic Objective CM-VII:** Strengthen our connection with the P-CCS community and maximize customer satisfaction with all P-CCS Stakeholders through two-way interactions using a variety of innovative and accessible events, outlets, and opportunities.
- **Strategic Objective CM-VIII:** Boost the scope and scale of our media relations efforts to more proactively earn positive coverage from a greater range of traditional, non-traditional, and developing media outlets.

- **Student & Family Engagement**

- **Strategic Objective SFE-XIII:** Participate in district affinity groups for students.

LEARN. PREPARE. THRIVE.