



**TROY**  
CITY SCHOOLS

**Constructing Our Legacy**

TROY'S BLUEPRINT FOR SUCCESS



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## **MISSION**

**To empower students to dream big, work hard and succeed.**

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## **VISION**

**To become a leading district with successful students, innovative staff, engaged families and a collaborative community.**



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## BELIEFS

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1. **A high-quality education changes lives and improves our world.**
2. **Excellent public schools are the heart of a thriving community.**
3. **Our schools will be safe, welcoming and inspiring.**
4. **Our passion will inspire students to dream big.**
5. **Our fundamental goal is to develop lifelong learners.**
6. **High quality instruction is the greatest driver of student learning**
7. **Engaging parents and our community enhances student learning.**
8. **Fiscal responsibility and good stewardship is our ethical duty.**
9. **Professional development and collaboration are essential to teacher efficacy.**
10. **Diversity is a strength to be embraced and celebrated.**
11. **Communication builds trust and encourages engagement.**

# GOAL 1: We will provide safe and healthy learning environments to meet student learning needs.



## Measures of Success:

1. Build new K-6 buildings on time and on budget.
2. Maintain our high school, junior high, athletic and support facilities.

### We will continue to:

1. implement a five-year capital improvement plan focusing on the needs of our high school, junior high and athletic facilities.
2. explore additional safety measures for staff and students.

### We will focus on:

1. developing flexible learning spaces conducive to learning.
2. ensuring staff and community input on our building project.
3. keeping our community informed throughout our building project.
4. updating our high school, including a complete HVAC installation.

## **GOAL 2: All students will be future ready through content mastery and development of 21st Century Skills.**



### Measures of Success:

1. Tested areas will score in the top 10 in our comparison group or will improve by two places.
2. Every teacher will achieve at least one year's growth for all student subgroups.
3. Each building and the district will have an overall rating of at least four stars on the state report card.
4. All graduates will demonstrate college and career readiness by earning state and/or local diploma seals.

### We will continue to:

1. develop Professional Learning Communities in all buildings. They will use common formative assessments directly tied to learning targets to monitor progress and modify instruction.
2. use our Portrait of a Graduate to develop 21st Century Learning skills in our students.
3. use the Trojan Way to support Positive Behavior Interventions and Supports (PBIS).

### We will focus on:

1. all buildings implementing consistent schedules and intervention processes.
2. clarifying PLC expectations for all buildings and improving consistency between them.
3. providing professional development for staff on developing, implementing and assessing 21st Century Learning skills.
4. developing and expanding STEM opportunities.
5. refining our Multi-Tier System of Supports (MTSS).
6. improving literacy aligned with The Science of Reading.

## **GOAL 3: We will maintain high standards for fiscal responsibility and stewardship while developing a budget that meets the goals outlined in our strategic plan.**



### Measures of Success:

1. A balanced annual budget.
2. Clean annual audits.
3. Positive ratings from community, parent and staff surveys.

### We will continue to:

1. review the priorities and strategic alignment of our district budget.
2. focus spending on classroom instruction aligned to district goals.
3. identify and pursue grants from local and state agencies.

### We will focus on:

1. identifying financial benchmarks for the district and communicating them clearly to all stakeholders.

## **GOAL 4: We will recruit, develop and retain highly effective staff members who are dedicated to student growth and development.**



### Measures of Success:

1. Attracting and retaining highly effective staff members.
2. Increasing the percentage of highly effective staff.

### We will continue to:

1. utilize effective recruitment tools.
2. utilize high quality, consistent employee screening tools and interview processes.
3. implement comprehensive orientation and onboarding processes.
4. make consistent use of the evaluation model as an improvement tool to increase efficacy.
5. provide professional development that is personalized, collaborative and aligned to our goals.
6. provide meaningful opportunities for teacher collaboration.
7. maintain competitive compensation and benefit packages.

### We will focus on:

1. encouraging and developing leadership skills.
2. supporting strategic innovation that is effectively implemented and aligned to district goals.

## **GOAL 5: We will engage all stakeholders through a comprehensive communication plan.**



### Measures of Success:

1. Positive feedback from community, parent, staff and student surveys.
2. Consistent engagement from social media analytics.
3. Positive news publications and coverage.
4. Consistent website traffic and interaction.

### We will continue to:

1. provide regular building-level updates for staff.
2. keep our websites updated.
3. distribute quarterly newsletters.
4. provide an annual “State of the Schools”.
5. communicate regularly through social media.
6. engage the public through in-person and virtual meetings.
7. provide timely and effective feedback to our students.
8. utilize our learning management systems.

### We will focus on:

1. developing building and district leadership teams.
2. expanding implementation of our culture blueprint.
3. providing opportunities for student voices at the building and district level.