Coloma Community Schools Strategic Planning 2022-2027

Goal: Student Achievement					
Objective: Align Curriculum Vertically					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
Quarterly Vertical PLC Meetings - Develop Scope and Sequence - Share with all Depts.		K - 12 Document showing vertical alignment	On Going	PLC Leaders & Building Admin	
Curriculum Review Cycle continues as needed	Time	Meeting Agendas	Social Studies for 22-23	Curriculum Director & Social Studies Team	
Establish essential standards for literacy in social studies and science	Possible literacy support from RESA		*Not established*	Science & Social Studies Teams	
K-5 Math: - Staff will vertically align curriculum	RESA Math Consultant	Curriculum Maps	On Going	Teachers & Administrators	

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in math for K-5 and identify Big Ideas/Concepts **K-5 Reading:** - Review reading curriculum for vertical alignment in K-5	RESA ELA Consultant	Curriculum Maps	On Going	Teachers & Administrators	

Objective: Maintain Commitment to Professional Learning Communities

Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
PLCs to collaborate for Common Assessments	RESA Consultants	Common Assessments	Reading/ELA 2022-23 Math 2023-24	Teachers & Administrators	
PLC leader Meetings		Agendas	Ongoing	PLC Leaders & Administrators	
PLC at Work Professional Development	Title IIA Allocations	Superintendent & CHS Principal to attend RTI @ Work	March 21 & 22, 2023	Curriculum Director & Administrators	
PD on Data Wall Creation and Data Use within PLCs	NWEA Data, Literacy Specialist	Data Wall	On Going	PLC Teams & Administrators	

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(K-5) **Delayed Starts -** *providing time outside of daily schedule*	School Calendar	Strategic Implementation Guide (SIG)	On Going	All Certified Staff	
Objective: Establish a Vision for Instructional Technology					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
Provide Professional Learning for Teachers	➔ Title II A (MACUL) ➔ PD Day (Adjust Calendar)	Title IIA Budget District Calendar	On Going	Adminstration	
Present and Adopt Technology Refresh Cycle	Funding Allocation	Adopted Plan	On Going	Technology Director, Administration, & BOE	
Essentials Technology Competencies for Students (MITECS) - Establish Desired Skills by Grade Level Exit - Provide Camp Chromebook opportunities		Competencies Adopted	22-23	Technology Director, Administration, & BOE	

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for students					
Objective: Modify Curriculum to Maintain Relevance					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
CTE Trackbook /CIP Reviews	MDE Documents	Completed Track Assessments	Yearly	CTE Director and CTE Teachers	
Curriculum Map Review	Delayed Start	Updated Curriculum Maps	Yearly	PLC Teams, Building Principals & Curriculum Director	

Goal: Special Services					
Objective: Strengthen and Build Additional Relationships					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
Capturing Kids Hearts Training - Become a CKH district	Title IIA - yearly allocation to sustain District PD Time	➔ Building Walkthroughs ➔ Title II A Budget ➔ Reduced Discipline Referrals	K-5 Staff for 23-24 and 6-12 Staff 24-24	Curriculum Director & Superintendent	
PBIS (K-12)	Professional Development	➔ Agendas ➔ Common Expectations	On Going	Building PBIS Teams	

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Extra Curricular Clubs ➔ Increase number	➔ Budget Allocation ➔ Club Advisor Handbook	Club Rosters Board Agendas	On Going	Building Administrators & Club Advisors	
Pep Assemblies	Time in the schedule	Bell Schedules Pictures	Homecoming & Winterfest	Administrators	
Objective: Increase Parent Outreach					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
Monthly District E-Newsletter	Lambert	Digital Newsletters linked on webpage	Monthly	Administrative Team	
Social Media Presence	Lambert & CCS Staff with social media access	District & Building Level Social Media Pages	Ongoing	Lambert, designated CCS Staff	
Building Newsletters	Platform to create newsletter	JH & CIS: Weekly Parent Newsletter CES: Bi-Weekly Parent Newsletter CHS: Monthly Newsletter	Ongoing	Building Staff	
Building-Parent Communication - Focus on making	Telephones, School Messenger, Webpage	Call Logs, Log Entires in PowerSchool	Ongoing	Principals and Teaching Staff	

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more positive messages calls					
Promote and Celebrate Opportunities to be in Buildings: - Back to School Nights - Open Houses - Parent - Teacher Conferences - Award Ceremonies - Athletics - Concerts - Musicals - Plays	School Messenger, Social Media Accounts, access to webpages, & platform for newsletters	Social Media activity & log from School Messenger	Ongoing - when opportunities present	All staff!	

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Objective: Promote Student Accountability for Behavior Expectations					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
PBIS District Wide - Include PBIS P.D. for all staff	➔ Professional Development ➔ Title IIA Funding ➔ Time ➔ RESA Support	Meeting agendas, PD Logs, integration into handbooks	Ongoing K-8, exploratory for 9-12 for 22-23	Building Principals and PBIS Teams, All staff supporting, Grant Manager	
Code of conduct across all buildings	Legal Updates & Thrun Support	Student Handbooks, signs, & posters	Ongoing/Yearly	Building Principals & Superintendent	
Parent Involvement & Communication	Red Flag (MTSS) Meetings, email, & telephones	Log Entries, MTSS Data Sheet, PT Conf Logs	Ongoing	Administrators & Teaching Staff	
De-escalation Training	Adjusted TCI Lesson Plans, dedicated time during staff meetings	Staff Meeting Agendas	Monthly/Ongoing	Building Principals	
Progressive Discipline	PowerSchool for tracking, Behavior Specialist, Asst. Principal, Dean of Students	Log Entries	Ongoing	Building Principals & Teaching Staff	

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Goal: Community Engagement					
Objective: Provide Student Service Projects					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
NHS, Student Council Volunteers - Angel Tree - Backpacks - 2 Hour Delay Child Care - Rake-a-difference	Club Advisors, time during day for some activities	Meeting minutes, pictures	Ongoing	Advisors & Student Leadership Teams	
Club Service Projects	Advisors	Meeting Minutes and Project Log Sheets	22-23	Advisors & Student Leadership Teams	
ChoirBand - Halloween in the park - Santa in the Park - Peachfest Parade - St. Patrick's Day Parade	Transportation	Participation	22-23	Directors	

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Objective: Develop Additional Community Partnerships					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
NHS & student council volunteers	Advisors & Time from school day	Pictures	22-23	Advisors & Student Leadership Team	
Youth Development Corporation	Funding	Grant Applications & Agreement	22-23	Superintedent & Grant Manager	
Athletic Camps - Varsity Sports host Youth League Camps		Camp Fliers & Gym Schedules	22-23	Varisty Coaches & Athletic Director	
Attend Local Municipalities' Meetings		Calendars	22-23	BOE President & Superintendent	
Meet with elected representatives		Calendars, Letters of Invite	22-23	Superintendent & Superintendent	
Attend & Host Chamber of Commerce Meeting		Calendars	Monthly, host in April/May	Superintedent	

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Senior Center - Volunteer to assist	Student Release Time		Monthly	High School Principal	
March is Reading Month - invite community members to read to students	Title I Funding	Letters of Invite	March/April is Reading Month	K-5 Literacy Staff	
Veteran's Day Breakfast & Celebration	Student Volunteers (Student Council)	Program & Pictures	November	Fine Arts Teachers, Director of Business Services, Superintendent, & Food Service Director	

Objective: Increase Parent Connections to Our Schools

Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
Positive Parent contact	Telephones & email	Call Logs & Log Entries	Ongoing	Teachers & Administrators	
Open Houses / Back to School Nights	Social Media & email	District Calendar	August	District Staff	
Parent Teacher Conferences	Social Media, Phone, & email	District Calendar	October & March	Teachers & Administrators	
PowerSchool Parent Portal	Technical Support for parents	Training materials and videos	Ongoing	Office Staff & Technology Department	
Newsletters &	Digital platform	Newsletters	Ongoing	Teachers and	

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Website - District, Building, & Classroom				Administrators	
Social Media Pressence	Lambert & Central Office	Social Media Posts	Ongoing	Superintendent & Building Principals	
CIS Student of the Month Celebrtation		Pictures	Monthly	School Social Worker & Principal	
Building Transition Programs		District Calendar & Presentations	Fall & Spring	Building Principals & Social Worker/Counselors	
Award Nights - Athletic and Academic, K-12		District Calendar & Pictures	Ongoing	Building Principals & Athletic Director	
Athletics Contests	Funding	Athletic Schedules	Ongoing	Athletic Director	
Fine Arts Performances & Displays		District Calendar	Seasonal	Fine Arts Teachers & Building Principals	
Holiday Parties (K-5)	Time during school day	Building Calendar & Newsletter	Seasonal	K-5 Staff	
Boosters (Athletics, Band, & PTO)		Orginization Newsletter, Meeting	Monthly/Ongoing	Administration Support & Parent Support	

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CJH Technology Night for Parents	Technology Staff	Minutes Flier	January	Building Principal & Technology Staff	

Goal: Human Resources					
Objective: Develop New Strategies to Recruit and Retain Staff					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
Create a new teacher mentor program		New Mentor/Mentee Handbook	August 2022	Committee of CEA and Administration Team	
New Staff Professional Development & Welcome Day		Agenda	August, Annually	Administration Office and Technology Department	
Provide Leadership Opportunities	Funding Source	Contracts, Meeting Agendas	Ongoing	Superintendent, Building Principals, and CEA Leadership	
Employees voice		Surveys & Meeting Minutes	Ongoing	All Leaders	
Cadet Teaching Program	Funding Source	Trackbook, Master Schedule	23-24	High School Principal & CTE Director	

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Teacher Service Credit	Funding Source	Collective Bargaining Agreement	Implement 22-23	Board of Education & CEA Leadership Team	
New Teacher Academy through Berrien RESA	Title IIA Funding	Professional Development Logs	Ongoing for new teachers	Administration & Grant Manager	
Participate in Grow Your Own Program (MDE)	Funding (MDE)	Approved Grant, transcripts	Starting January 2023	Grant Manager, Superintendent, and applicants	
Host Student Teachers		Student Teacher	Ongoing	Superintendent & Building Principals	
Staff Awards - Recognition - The Rock (CES) - HS Traveling Award	Funding	Opening Day Agenda, Staff Meeting Agendas, Newsletters	Ongoing	Superintendent & Building Principals	
Promote Positive Culture	Funding for *Power of Positive Teams* and *The Energy Bus*	Meeting Agendas, and Newsletters	Ongoing	All District Personnel	
Book Study: *Putting Teachers First*		Admin Meeting Agendas	22-23	Dsitrict Leadership Team	
Survey & meet with new staff	Survey	Completed Survey & Calendar	22-23	Superintendent	

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Objective: Provide Professional Development for All Tiers of Instruction					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
Kagan Cooperative Learning	Title IIA	Contract,Training Agenda, & Classroom Observations	20-21 through 24-25	Grant Manager, Building Principals, Teachers, and Superintendent	
Technology Training (District Led)	Time, assistance from local experts	District Calendar & Training Schedule	22-23 - would like to make yearly event	Technology Department	
Staff Meetings		Meeting Agendas	Ongoing	Building Principals	
Teachers Attendance at Off-Site Professional Development	Title IIA or Building Budget	Sign in logs, invoices, and staff meeting agendas	Ongoing	Admin Leadership Team and Teachers	
Transportation - Annual Training	Funding	Sign in log	Yearly	Transportation Director	
Food Service - Annual Training		Sign in log	Yearly	Fiid Service Director	
Paraprofessional Training	Funding and Time	Training Log	22-23	Superintendent and Grant Manager	

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Secretary Training		Meeting Agendas	Ongoing/Monthly	Superintendent and District Lead Secretary	

Goal: Facilities and Operations					
Objective: Maintain and Modernize District Facilities					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
District Facilties Plan		Adopted Plan	21-22, Amended as needed	Building & Grounds Committee	
Bond Proposal to Upgrade Facilities	Stakeholder Input, Facilities Plan, 3rd Party Contractors, and Revenue	Board of Education Meeting Agendas	22-23: May Election	Building & Grounds Committee	
Landscaping Service	Revenue	Contract	Ongoing	Superintendent & Director of Business Services	
Painting of Internal Spaces	Revenue	Paited Spaces, update maintenance logs	Ongoing during student breaks	Superintendent (Dir of Operations)	
Custodial Services	Revenue	Contract	Ongoing	Superintendent & Director of Business Services	
Magnetic Door Locks - Exterior Doors	Revenue (Grant)	Contracts & Magnetic Locks	Spring 23	Director of Business Services - Director of Technology	

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Branding items - signage	Revenue	Signs in Community, Comet Gear	Ongoing	Director of Business Services	
Objective: Align Expenditures with District Mission and Core Values					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
Zero Based Budgeting Process ➔ Maximize Grant Usage	Annual Training	Meeting Agendas	Annual Process	District Leadership Team	
District Improvement Plan	Funding Source	Meeting Agendas	Annual Process	District School Improvement Team	
Technology Refresh Plan & Budget		*Adopted Plan*	*22-23 for Adoption*	*Director of Technology*	
District Strategic Plan	Funding and Time	Adopted Plan	Adopted May of 2022	Superintendent & Board of Education	

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Objective: Seek Fiscal Opportunities to Add Resources to Our District					
Activity	Resources/Support Needed	Evidence	Timeline	Responsible Parties	Status
Fundraising - for all areas (PTO, Athletic, Building)		Meeting Agendas & Treasurer Reports	Ongoing	Administration and Parent Volunteers	
Create a Coloma Education Foundation	Training & Mentorship		Explore Spring 23, create 23-24	Superintendent & Board of Education	
Berrien Community Foundation Grants		Approved Applications	Ongoing - As Needed	Staff Seeking Funds	
NRA SchoolShield Grant		Approved Application	22-23	Grant Manager	

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