



STRATEGIC ACTION PLAN 2025-2027

WE WILL CHALLENGE ALL LEARNERS AND WORK
IN PARTNERSHIP WITH STUDENTS,
PARENTS/GUARDIANS AND COMMUNITY
MEMBERS TO ACHIEVE HIGH STANDARDS.

www.redjacket.org

MISSION STATEMENT

Every employee of the District plays a vital role in the success of our students. With an uncompromising commitment to the pursuit of excellence, we will:

- Meet the unique needs of each student
- Provide challenging and real-world experiences
- Cultivate student ownership
- Promote a learning environment that maximizes each student's ability and potential to succeed in an ever-changing, highly technical, and diverse world.



CARDINAL RULES AND NORMS

C- Care: We care for our learning community.

A-Ask: We ask questions to deepen understanding.

R-Reflect: We think about how we learn and how we treat others.

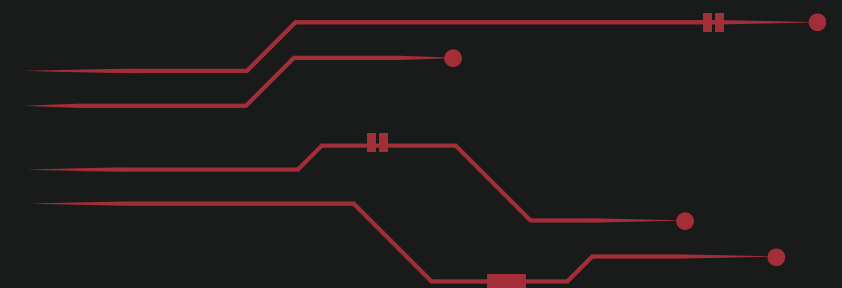
D-Discuss: We share our thoughts and listen to others.

I-Include: We make space for all voices.

N-Notice: We notice what's working and what needs attention

A-Act: We take action that matches our goals.

L-Learn: We stay open to learning every day.



CARDINALS



Cooperation



Accountability



Respect



Excellence

PRIORITY ONE: CULTURE

Establish and maintain a strong foundational (Tier One) culture that promotes respect, dignity, and community pride.

If we strengthen community involvement, foster an inclusive environment, and implement CARDINAL rules and norms-focused programs, then students and staff will experience a stronger sense of belonging, increased positive behavior, and improved school climate. As shown by an increase in stakeholder satisfaction on perception surveys and a 10% reduction in disciplinary referrals.



Key Climate Insights

- 60% of respondents indicated concerns regarding bullying and cyberbullying.
- 44% perceived discipline as inconsistent or unfair.
- 25% felt programs for students with special needs require improvement.

Initiatives:

- Strengthen inclusive programs and enhance staff professional development on equity and belonging to support the following:
 - Implement PBIS and Restorative Practices district-wide.
 - Launch district-wide anti-bullying campaigns with training and reporting systems.
 - Promote monthly student and staff recognitions through CARDINAL programming.

Culture Goals:

- 90% of students and staff report a positive climate (Annual District survey).
- Expand MTSS to improve behavioral and academic support.
- Emphasize student recognition and SEL activities.

PRIORITY TWO: ENGAGEMENT AND COLLABORATION

Goal: Strengthen partnerships between students, families, staff, and the broader community to enhance student success at all Tiered Levels.

If we host community events, improve communication, and develop advisory groups, then families and students will feel more connected and supported. As shown by increased event participation, better survey feedback, and higher extracurricular involvement.



Key Climate Insights

- 46% of parents/guardians expressed a lack of engagement or partnership with the school.
- Respondents emphasized the need for better communication and transparency.

Initiatives:

- Host a minimum of three family engagement events annually per building.
- Create structured parent/guardian advisory groups.
- Maintain a parent/guardian portal and feedback system for real-time communication.

Engagement Goals:

- Increase and enhance opportunities for student engagement
- Enhanced family-school communication and digital engagement strategies.
- Effectively integrating technology to teach students how to think critically, solve problems with technology, stay safe online, and use digital tools responsibly and effectively.

PRIORITY THREE: ACHIEVEMENT

Goal: Provide a high-quality, core instruction (Tier One) that personalizes learning experiences to ensure academic success for all students.

If we implement student-centered learning and monitor progress through data-driven instruction,

Then students will receive targeted academic support,

As shown by growth on the appropriate diagnostics and academic performance metrics.



Key Climate Insights

- Gaps identified in support for students with special needs and gifted learners.
- 30% of respondents noted inadequate services for social and emotional development.

Initiatives:

- Regularly assess program effectiveness, especially for special education and enrichment.
- Implement Personalized Learning (PL) strategies across all grade levels.
- Expand counseling and student support services with SEL programming.

Engagement Goals:

- Utilize Tier 1 instructional practices to enhance the learning environment in which all students can feel a sense of belonging.
- Utilize specific qualitative and quantitative data identified by each building to show individual student and cohort growth.
- Utilize specific formative and summative assessments identified by each building to show individual student and cohort growth.
- Utilize classroom walk throughs to engage with students in the learning environment to gain insight to the effectiveness of intentional shifts in instructional practices that impact student learning.

DISTRICT-WIDE ACTION PLAN

INTEGRATION



1. Improve Climate through Fair Discipline and Anti-Bullying Programs
 - Review and update discipline policies for equity and clarity.
 - Implement anti-bullying training and clear reporting systems.
2. Expand and Evaluate Support Programs
 - Conduct needs assessments for special education and enrichment.
 - Train staff to meet diverse student needs.
3. Strengthen SEL and Mental Health Supports
 - Expand access to counseling.
 - Embed SEL across all levels with professional development.
4. Foster Inclusivity and Diversity
 - Audit existing programs for representation and accessibility.
 - Implement cultural competence training for all staff.
5. Enhance Parent/Guardian Engagement and School Connections
 - Improve communication platforms.
 - Include families in decision-making through advisory groups.

MEASURING SUCCESS

- Academic: Utilize specific qualitative and quantitative data, as well as formative and summative assessments identified by each building.
- Engagement: Attendance, event participation, club/activity involvement.
- Climate: Annual District Survey trends, disciplinary referrals, stakeholder feedback.
- Monitoring: Monthly council reviews, annual assessments, and Board of Education updates.



CELEBRATING SUCCESS

- Regular staff and student recognitions.
- Highlight achievements via newsletters, social media, and assemblies.



CONCLUSION

This integrated plan reflects our district's strategic focus on fostering culture, engagement, and achievement while directly addressing the concerns raised in the PRIDE Climate Survey. Together, through collective ownership, we will continue building an inclusive, thriving, and high-performing learning environment where all Red Jacket students and staff can succeed.



BUILDING/DEPARTMENT-LEVEL GUIDANCE

[ES Building Plan Link](#)

[Food Service Department Plan Link](#)

[MS Building Plan Link](#)

[Transportation Department Plan Link](#)

[HS Building Plan Link](#)

[Athletics Department Plan Link](#)

[CC Team Department Plan Link](#)

[BOE Plan Link](#)

[Superintendent Plan Link](#)



THANK YOU!



Please feel free to ask any
questions you may have.

