

PERSONALIZED LEARNING ENVIRONMENTS:

OBJECTIVE #1 - Proficiency-based curriculum, instruction, assessment, and reporting that is relevant and responsive to student needs

ACTION STRATEGIES:

- Promote, support, and implement ideal proficiency-based instructional and assessment practices
 - Build capacity in high impact instructional strategies
 - Clarify, share and align CRM practices
 - Build capacity in assessment literacy and development

OBJECTIVE #2 - Individual Learning Plans (ILPs) for all students with learner involvement in the process

ACTION STRATEGIES:

- Building capacity for monitoring student progress district-wide
- Implement latest version of ILP - through IC
- Engage students in personalized goal setting through:
 - ILPs
 - Planning for future/Career and Education Development standards
 - High impact instructional strategies

OBJECTIVE #3 - Expanded cultural offerings and learning opportunities to ensure our students meet diploma requirements in all areas

ACTION STRATEGIES:

- Define what we mean by cultural offerings and examine the need for expansion
- Survey and inventory current cultural offerings in all schools and programs
- Promote local culturally diverse opportunities [Abbe, US Bells, Chewonki, SERC, Challenger (enter), Collins Center, Woodlawn, Grand]

OBJECTIVE #4 - Both a zero-based budget for standard and customary items and a flexible “learner needs” budget

ACTION STRATEGIES:

- Updated budget development SOP to reflect changes to accounting handbook and ED 279
- Budget workshops and presentations
- Expand budget information to Facebook

OBJECTIVE #5 - Increased access to library and technology resources in multiple literacies (information, digital, visual, textual, and technological)

ACTION STRATEGIES:

- Achieve 100% 1:1 Chromebook for grades 3-6
- Schedule time for district librarians to collaborate and share digital resources.
- Train teachers to use Destiny to help support classroom instructional classroom.
- Focus on supporting/coaching teachers with technical integration for instructional purposes.

STAFF RETENTION THROUGH MENTORING AND SUPPORT:

OBJECTIVE #1 - Progressive evaluation tool that gauges employee and educator effectiveness

ACTION STRATEGIES:

- Revise/update artifacts list under each PE/PG domain.
- Continue to implement PE/PG tool with fidelity.
- Expand Kim Marshall’s teacher evaluation rubric(PE/PG rubric).
- Develop and formalize rubrics for non-teaching/support staff.

OBJECTIVE #2 - Specialized professional development that is relevant and responsive to faculty and staff needs within all programs and departments.

ACTION STRATEGIES:

- See out a tool or tools to facilitate individualized professional development
- Create cross-district grade-level professional development opportunities to build common vocabulary and common understanding of best practices.

OBJECTIVE #3 - Competitive salaries and benefits packages for all

ACTION STRATEGIES:

- Negotiations with teachers and support professionals (paraprofessionals)
- Explore feasibility of a student loan benefit program.

OBJECTIVE #4 - Focused coaching and/or professional resources in order to improve staff cultures, and provide support to employees

ACTION STRATEGIES:

- Develop resources to support teachers in improving performance in unit development and progress monitoring (Collaborative Response Model)
- Explore the possibility/feasibility of instructional coaches (district or school based)
- Assess and refine the current teacher mentor system to increase teacher capacity and effective instructional practices district-wide.

INCREASED EFFICIENCY AND SUSTAINABILITY:

OBJECTIVE #1 - Proactive plan for improvement and maintenance of all facilities

ACTION STRATEGIES:

- Schedule for 10 year capital improvement plans for CHS, ELS, MVS, PNS.

OBJECTIVE #2 - Continue to build a stable financial capacity (lower debts, increased balances, reserves, escrows, and assets)

ACTION STRATEGIES:

- Continue building escrows
- Expand capital improvement reserve with bond proceeds.

OBJECTIVE #3 - Research and Explore optimal facilities structures and replacement cycles (computers, busses, curriculum materials) to meet future student enrollment needs

ACTION STRATEGIES:

- Create life cycle management/depreciation schedule
 - Inventories
 - Replacement schedule and cost
 - Maintenance cost/plans
 - Recycle/dispose options
- Major capital construction project
 - Concept approval
 - Bond approval
 - Design phase
 - Land purchase

OBJECTIVE #4 - Utilize available and emerging technology to promote transportation routing efficiency and communications in response to changing facility schedules and configurations

ACTION STRATEGIES:

- Install repeaters
- Explore other technologies to facilitate transportation management

COLLABORATIVE, SAFE AND INVITING CULTURES:

OBJECTIVE #1 - Provide choice in a variety of nutritious foods that students want to eat

ACTION STRATEGIES:

- Continue providing opportunities for student feedback through surveys, taste testing, and other means.
- Utilize the survey results to make changes to the offerings

OBJECTIVE #2 - Develop understanding of vision, programs, policies and procedures through transparent, user-friendly communication

ACTION STRATEGIES:

- Continue to identify and use multiple modes of communication to reach all members of the district (ex. IC messenger) regarding school related business

OBJECTIVE #3 - Increased positive media presence (Facebook likes, Website views, etc.)

ACTION STRATEGIES:

- Re-administer and examine communication survey results to assess most effective communication methods
- Continue to utilize and monitor effectiveness of media platforms

OBJECTIVE #4 -Increase safety and reduce behavioral issues through the use of intervention strategies within facilities and on busses.

ACTION STRATEGIES:

- Professional development for all staff to address social/emotional needs of our students
- Intentional training for bus drivers to address the safety (medical) and social/emotional needs of our students

OBJECTIVE #5 - Implement security structures and systems for building access and monitoring

ACTION STRATEGIES:

- Continue to update facility security measures
 - Expand camera systems
 - Update applicable policies
 - Update emergency response procedures
- Expand Bus/Van monitors