



# 2015-2020 STRATEGIC PLAN

ENLIGHTEN, ENGAGE, EMPOWER

## OUR VISION

To be characterized by the use of best practices resulting in effectively providing for the diverse needs of all learners.

## OUR MISSION

To ensure rigorous learning for all through engaging, innovative instruction, responsible resource management & meaningful community & family collaboration focused on student success.

### GUIDING PRINCIPLES

- Ensuring academic achievement & success for all students through rigorous, relevant curriculum & engaging, effective instruction that result in college & career ready graduates
- Using data to guide decision making, to demonstrate accountability, to ensure equity of opportunity & to inform continuous improvement
- Engaging in collaborative partnerships & teamwork among staff, students, families & the community to focus all efforts & resources on student success
- Supporting the continued professional development & growth of all employees & valuing their contributions
- Providing safe & secure school facilities that are well maintained, well equipped & technology rich
- Maintaining open communication, fiscal responsibility & equitable distribution of district resources to inspire trust, cooperation & active support for student success;

### STAKEHOLDER PRIORITIES

- Review, revise school attendance zones & transportation routes; adjust zoning plans to optimize learning & use resources most effectively
- Expand college & career readiness, career awareness & career-technical education programs to enhance student employability post graduation
- Provide safe, modern, well-maintained facilities & current technology to support teaching & learning
- Engage in effective communication that results in consistent application of policies & procedures with shared knowledge of system governance & decision-making;

### STRENGTHS

- Community schools with local support
- Many new, state-of-the-art facilities
- Multiple innovative programs
- Enthusiastic stakeholders at all levels
- Safe schools
- Size of system, strength in numbers
- High level of care & concern for student success;

### OPPORTUNITIES

- Proximity to urban resources for student involvement & to attract employees
- Desire for innovation, interest in progress & achievement
- Supportive Board, leaders & local governments
- Optimal situation for grants & research
- Partnership opportunities for internships, job shadowing, dual enrollment, early college & real world learning;

### CHALLENGES

- Large geographic area with many constituent populations with whom to collaborate & communicate
- Some aging facilities
- Some reluctance to embrace change
- Diverse student populations, diverse student needs
- Many surrounding systems with more abundant resources & funding
- Changing economics, demographics & housing patterns
- Instability of state funding
- Enrollment shifts due to city systems pulling out



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### Goal 1 GOVERNANCE & LEADERSHIP

#### Support & deliver excellent governance & leadership

- Board of Education members are qualified, effective, collaborative & engaged in on-going development of skills & knowledge
- District & school administrators are qualified, effective, innovative, collaborative & engaged in on-going development of skills & knowledge
- Employees, community members, families & students have equitable opportunities to participate in system leadership, governance, planning & decision-making

### Goal 2 TEACHING & LEARNING

#### Deliver excellent teaching & instructional services to achieve excellent learning

- All schools provide rigorous curriculum & relevant, challenging & engaging instruction
- All schools provide equitable learning opportunities to meet the needs of all students
- All schools meet or exceed established yearly learning goals for all sub-groups in all subjects & sustain progress toward the target graduation rate of 100%
- All personnel are highly qualified, highly effective & engaged in on-going development of knowledge & skills
- All decision-making is based on data that is effectively collected, analyzed, used to improve teaching & learning; to provide equity of opportunity & allocation of district-wide instructional resources

### Goal 3 FACILITIES & SUPPORT SYSTEMS

#### Provide & sustain excellent facilities, resources & support systems

- Facilities are safe, secure, appropriate, well-maintained & equitably equipped throughout the school district
- Stable financial, physical & human resources are available; equitably allocated to sustain innovation & support continuous improvement of district operations, instructional programs & student achievement
- Current technology, infrastructure, essential equipment & resources are provided to deliver high-quality instruction, to facilitate effective communication & to support student achievement

### Goal 4 COMMUNICATION & COLLABORATION

#### Engage in excellent communication & collaboration with families, community partners & all entities that promote student success

- School district data & achievements are effectively disseminated & made easily accessible to provide accountability to enhance credibility, to promote equity & to enhance support for programs
- Effective collaborative relationships with families, post-secondary institutions, business-industry groups & the community are initiated, maintained & expanded to maximize student success

### Goal 5 CONTINUOUS IMPROVEMENT

#### Sustain & demonstrate excellent commitment to continuous improvement

- Published plans are effectively implemented, evaluated & modified to increase student achievement, to evaluate school & district success & to guide decision-making at all levels
- The district's strategic plan is regularly reviewed, monitored, evaluated & revised & progress is communicated