

2017-2022 3D Strategic Plan Action Plan

STRATEGIC GOAL 1: Parents, teachers, and neighbors cultivating a learning environment that develops social, respectful, emotionally healthy students who can creatively problem-solve and become positive contributors to their community

Major Activities	Strategic Targets	Actions	Board/Staff	Resources	Timelines	Indicators of Success
1. Increase engagement of students, parents, and community through authentic learning experiences and opportunities.	1. Provide opportunities beyond the school day for meaningful stakeholder input. 2. Increase opportunities for students to engage in service-based activities and events	1. Create Superintendent forum in the evening 2. Promote/ invite community to events- holiday concerts, read alouds within the schools. 3. Hosting of Parent Events 4. Online learning video/portals	Superintendent Principals Supervisors Teachers Technology Coordinator	Time	September-May	Agenda, Sign-In Sheets, attendance
		2. Create one building based Principal Forum at each school	Each building principal	Time	September - May	Sign in sheets
		3. Explore parent night activities highlighting curricular efforts. a. Parent Math night b. Read with your child c. Allergy awareness night	Supervisors Principals	Time	September-May	Agendas, Sign in sheets

Major Activities	Strategic Targets	Actions	Board/Staff	Resources	Timelines	Indicators of Success
2. Create a culture of respect for the learning process and celebrate individual accomplishments	1. Foster students being in charge of their own learning process.	1. Work with students regarding the workshop model. 2. Have students lead the learning conversation.	Teachers	Professional Development	September-May	Teacher observations
	2. Highlight student achievement at district events.	1. Bring students into board meetings 2. School award ceremonies 3. Graduation	Superintendent Principal	Time	September-May	Board Agenda, Graduation Program
3. Meet the child where they are: socially, emotionally, and academically.	1. Address emotional needs.	1. Ensure roll out of Mindfulness initiative continues. 2. Work on achieving mindfulness within the district.	Supervisors Principals Teachers	Professional Development space Consultant	September-May	Teacher observations
	2. Make sure all students are being taught on their level	1. Running records 2. Math assessments 3. Streamline process for struggling students: BSI, I&RS, CST	Teachers/CST Supervisors	Time Professional Development Materials	September-May	Validity Check Adherence to Timelines Report cards Staff/ Family Meetings
4. Promote a learning environment for staff, students, and parents in the social/emotional development of all children.	See goal 2.1	See goal 2.1				

Strategic Plan Goal 2: To foster a learning environment that creates a positive connection between the student and all community members to produce global citizenship

Major Activities	Strategic Targets	Actions	Board/Staff	Resources	Timelines	Indicators of Success
1. To initiate programs that will increase character building, empathy and awareness.	1. Investigate common classroom model K-5 incorporating character education into daily practices, i.e. Responsive Classroom Model	1. Create a committee to investigate responsive classroom and other models 2. Create/analyze student/staff survey	Superintendent Principals Supervisors Teachers	Time	September-May	Agenda
		2. Visit other districts currently utilizing the responsive classroom model and/or other models to see them in action.	Principals Supervisors Teachers	Time Professional Development Needs assessment	September-May	Notes of visits Results from needs assessment
		3. Create needs assessment for implementation of the chosen program and budget accordingly. 4. Provide learning to teachers so that they understand that character building is constant.				

Major Activities	Strategic Targets	Actions	Board/Staff	Resources	Timelines	Indicators of Success
2. Develop unique ways to engage families in the school community.	1. Create and maintain district social media	1. Further use the District Facebook Page and Twitter account for communicating information.	Superintendent Supervisors Principals Building and Grounds Supervisor Technology Coordinator	Social Media District Website Flyers, Invitation, Communication, AM/PM events	Year round	Proof of Facebook/Twitter messages
	2. Create a plan to build community awareness of the district's key messages and brand..	1. Share specific strengths of the school district.	Superintendent Principals Supervisors Buildings and grounds supervisor Technology Coordinator	Website, Email Blasts, Communication Flyers	Sept-May	Flyers, emails, website
3. Create partnerships that develop mutually beneficial relationships between community groups and organizations.	1. Create a plan to involve community groups and organizations in the schools.	1. Form committee to determine which businesses we can partner with that would benefit students. 2. Appoint a liaison between the district and local businesses 3. Create plan to involve businesses in student activities	Teachers Supervisors Principals	Time	Sept-May	Completion of plan
Major Activities	Strategic Targets	Actions	Board/Staff	Resources	Timelines	Indicators of Success

4. Develop full foreign language program for K-8 students.	Research/Investigate programs	1. Look at elementary level programs, both technological and text-based for world languages.	Teachers Supervisors Principals	Time	August	Board Approved curricula
	2. Plan and install program addressing world languages at the elementary level.	2. Write curriculum for world languages program.	Teachers Supervisors Principals	K-2 World Language Teacher	Aug. 2017 - K-1 World Language Curriculum	Board Approval of Curricula
		3. Create budget for installation of program	Teachers Supervisors Principals	Hire of personnel to support the delivery of the curriculum	July 2017	Board Approval
		4.. Begin rollout of program in grades K-2 at Briarwood School.	Teachers Supervisors Principals	Generation of schedule to include world language as a special, supplemental materials	July 2017	Supplies and schedule in place by September 2017
		5. Research different programs for grades 6-8.	Teachers Supervisors Principals	Presentation from publishers, Visiting high achieving districts, providing sample to teachers	October 2018	Curriculum Council recommends to the Board Curriculum Committee a new program
5. Create open communication with nearby districts to leverage strengths and share services.	1. Schedule regular meetings with nearby districts.	1. Invite the Team leaders from other districts to a meeting to discuss collaborative efforts	Superintendent Principals Supervisors Teachers	Space/Time/ Sub Coverage	Sept-May	Meeting Agendas

Strategic Goal 3: To create a healthy, safe, and secure learning environment that maximizes student access to 21st Century Tools.

Major Activities	Strategic Targets	Actions	Board/Staff	Resources	Timelines	Indicators of Success
1. STE “A”M-All schools, all grades. Spaces (media centers/IA)	1. Develop and implement STEAM programs throughout the district.	1. Research STEAM programs in other districts.	Superintendent Principals Supervisors Teachers	Time	Curriculum: (6-8) August 2017 (3-5) October 2017 (K-2) August 2018	Board Approval of Curricula
		2. Research program and curricular needs.	Supervisor of Curriculum and Instruction	Time	Implementation: (6-8) Sept. 2017 (3-5) Sept. 2018 (K-2) Sept. 2019	9/2017 -RMS - Use pre-existing space and supplies, class begins sessions where students use the design process. 9/2018 -RMS - Use new space for sessions using the design process. 9/2018 -BKL - Supplies and Space created to begin sessions using the design process. 9/2019 -BWD - Supplies and Space created to begin sessions using the design process.
		3. Create program overview including action plan for roll out and initial implementation	Supervisor of curriculum and instruction Buildings and grounds	Room construction, furniture, storage, software, hardware, networking, & supplies	Initial Budgets: (6-8) Oct. - Dec. 2017 (3-5) Oct. - Dec. 2017 (K-2) Oct. - Dec. 2018	Budgets created by administration and approved by Board of Education.
		4. Create budget for items needed	Supervisor of curriculum and instruction	Recurring supplies: software, building printing, electrical supplies	Recurring Budgets: (6-8) Oct. - Dec. 2018 - 2020 (3-5) Oct. - Dec. 2018 - 2020 (K-2) Oct. - Dec. 2019-2020	Budgets created by administration and approved by Board of Education.

<p>2. Keep classroom technology current and embrace piloting programs and innovation</p>	<p>1. Continued investigation of innovative teaching, learning techniques, & professional development.</p>	<p>1. Collaborate with other high performing districts to see what they are doing. 2. Continued professional development offered in the areas of using tools and integration strategies and problem-based learning, supplemented Instructional tutorials and Integration strategies 3. There will be faculty meeting for sharing grade-level best practices in technology integration projects and ideas. Teachers will be connected with available resources in the district, which include the IDE Portal, Atomic Learning.</p>	<p>Supervisor of curriculum and instruction Principals Technology Coordinator</p>	<ul style="list-style-type: none"> • Online technology training •G Suite •IDE Portal • Summer Training • Math application and fluency software • Simulation software • World Language software 	<p>Sept. 2017 - ongoing</p>	<ol style="list-style-type: none"> 1. PD Certificates 2. Lesson plans 3. Portfolios 4. Tech sign-in sheet
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		<p>etc.</p> <p>4. Teachers will review the iSearch research model the district has adopted and utilize faculty meetings and team meetings to ensure all students are following process. Additionally look to the media center website for ideas, tips and strategies for using this method.</p>				
	<p>2. Implement and continue to investigate Google suite for educators use in the classroom</p>	<p>1. Research best professional development for staff for proper implementation of google apps for educators.</p> <p>2. Implementation of Google as main platform:</p> <ul style="list-style-type: none"> ● Google Classroom ● Google Apps ● Google ● Drive 	<p>Principals, Tech Coordinator/Media specialist Supervisor of Curriculum and Instruction</p>	<p>Time Technology GSuite</p>	<p>Sept. 2017 - ongoing</p>	<p>1. PD Certificates 2. Lesson plans 3. Portfolios 4. Tech sign-in sheet</p>

		3. Teachers in grade K-8 will receive training on ways to effectively and efficiently using the the GAFE to deliver interactive content				
3. Review LRFP to provide roadmap for facility integrity and improvements (priorities and funding).	Creation of Internal LRFP Document w/funding schedule.	Review LRFP Review IPM Review IAQ Review RTK Review School Dude Review Debt Sch. Facility Walk Review FY17 CAFR Site Visit	Supervisor of Buildings & Grounds Business Administrator Principals Technology Integration Specialist FFT Committee Architect Auditor FPEA Rep.	2005 LRFP Doc. Debt Service Doc. FY18CAFR Google Doc	July 17 July 17 July 17 July 17 July 17 Aug. 17 Nov. 17	Adoption of Internal LRFP Document w/funding schedule.
4. Utilize and maintain Wi-Fi to maximize benefit to all stakeholders	1. Increase network reliability and backbone speed between network closets	1. Install and configure new network switches district-wide	Technology Coordinator Vendor	Technology Budget	July - August 2017	Completion of configuration and install of district switches.
	2. Ensure appropriate wireless coverage in all areas	1. Update district wireless map	Technology Coordinator Summer Technology Asst.	Time	July/August 2017	Completed updated map

		2. Assess wireless needs	Technology Coordinator Summer Technology Asst.	Time Test wireless strength and density	July - Oct 2017	Notes / updated plan
		3. Add additional wireless access points (if available) as needed	Technology Coordinator Summer Technology Asst.	Time Wireless map/building floor plans Staff	July 2017 - Dec 2017	Completion of the adding of wireless access points to improve density
		4. Budget for additional / replacement needs	Technology Coordinator Building Principals	Technology Budget	October-2017 - ongoing	Board approval
	3. Research emerging / current network technology to maximize benefits	1. Collaborate with other school districts for current network tech and best practices	Technology Coordinator	Research Time Collaboration	July 2017 - ongoing	Notes / discussion

STRATEGIC GOAL 4: To create an engaging, connected, and growing environment within the community of local organizations, businesses, parents, students and teachers

Major Activities	Strategic Targets	Actions	Board/Staff	Resources	Timelines	Indicators of Success
1. Create collaboration between local universities and local K-12 Education.	1. Focusing on local, neighboring universities	1. Invite the Education Dept. Heads to a meeting to discuss collaborative efforts	Superintendent Principals Supervisors Teachers	Space/Time	Sept-May	Meeting Agendas
2. Increase opportunities for parents and professionals to collaborate and share experiences with students relevant to school subjects.	Parents, Staff, Community Members	Day & PM parent/community events. Recorded Trainings, Parent/Teacher Conferences, Coffee events with community, PTA/BOE meetings	Superintendent Principals Supervisors Teachers Parents	Space/Time	Sept-May	Meetings Agendas, Sign-in Sheets, Online resources

3. To increase parent involvement in all areas of student achievement.	Parents, Staff, Members	Day & PM parent/community events. Recorded Trainings, Parent/Teacher Conferences, Coffee events with community, PTA/BOE meetings, District, invitation flyers/communication	Superintendent Principals Supervisors Teachers Parents	Space/Time	Sept-May	Meetings Agendas, Sign-in Sheets, Online resources
4. To provide opportunities for teachers to join and brainstorm as professional learning communities.	1. Administration, teachers, PD Consultants	To facilitate a time for colleagues to articulate. The times will be designated to essential questions, investigating best teaching practices.	Superintendent Principals Supervisors PD Consultants Teachers	Team times, Faculty Meetings, PD Opportunities	September 2017 - May 2018	-Meeting Agenda notes -Sign in sheets -Shared Documents/Google Docs
5. To create a local education foundation to financially support the goals and objectives of the district.	Parents, PTA, Community members	Describe the process/guidelines to formation of foundation.	PTA, Community Members	Time	September-May	Startup of Foundation

		Provide contact information for currently formed education foundations				
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