

STRATEGIC PLAN

Instruction and Student Achievement

GOAL 1 All Students will be challenged by a rigorous and engaging curriculum characterized by an expectation that each will graduate and lead a productive life.

Action Steps (strategies)	Responsibility	Target Date For Completion	Evidence of Implementation	Indicator of Success
1 Provide differentiated instruction using technology and other means to effectively meet the learning needs of all students	Principals/Teachers	ongoing	Student assessments will show improvement. Classroom observations by Administrators. IEPs and Student Learning Plans will be met and Highly Capable funding will be used appropriately	Student achievement and test scores will show an increase. Improvement in the graduation rate.
2 School Improvement Plans (SIP) will be developed, reviewed or adjusted as needed	Principals , Teachers and School Board	annually	SIP's are developed by the building teams	School Improvement Plans are approved and implemented
3 Review the existing curriculum; revise and adopt a new curriculum as needed	Superintendent, School Board, Principals and Staff	annually	Establish committees to make recommendations to the Board for adoption of research based curriculum	Adoption and implementation of the curriculum as needed
4 Provide academic interventions to ensure student success	Principals/Teachers	ongoing	Meetings will be held with student, staff, parents/guardians and a course of action will take place	Student success as measured by an increase in assessments scores and fewer student retentions.
5 Offer remediation to students when needed	Teachers/Principals/Staff	ongoing	Student Learning Plans will be developed and followed	Student assessments will show improvement

6	Retain students as appropriate	Principals/Teachers	annually	Meetings will be held with the staff, parents/ guardians.	Students meet academic and social standards at grade level
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School Environment

GOAL 2 Concrete School District will provide a teaching and learning environment that is safe, friendly, respectful and healthy.

Action Steps (strategies)	Responsibility	Target Date For Completion	Evidence of Implementation	Indicator of Success
1 Expectations regarding student and staff conduct are clearly communicated	Program Administrators, Employees and Students	Ongoing	Distribution of student and staff handbooks	Students, staff and parents are informed. Attendance at general orientations are documented.
2 Increase the respect for diversity	Superintendent, Program Administrators and Staff	Ongoing	Programs and presentations whose theme is appreciation for diversity will be scheduled in schools. Orientation will emphasis on appreciaton of diversity	Greater student and staff appreciation for diversity. Fewer conflicts will occur in school.
3 Administer discipline sanctions consistently and fairly	Program Administrators, Superintendent, Teaching Staff	Ongoing	Fewer conduct referrals	Decrease in the number of grievances and appeals
4 Establish and review emergency response plans that include coordination with outside agencies	Superintendent and Program Administrators	Annually	Practice response plans as required	Plans are complete. Student and staff respond correctly
5 Provide workplace safety education e.g. shop protocols, first aid	Superintendent, Program Administrators and Staff	Annually	Trainings take place. Certification records are kept	Decreased accidents. Increased student and staff safety
6 Provide and promote a variety of meaningful activities for students	Principals and Superintendent	Spring	Approved activities are provided	Participation in activities by students

District Staff

GOAL 3 Concrete School District will recruit and retain highly qualified employees.

Action Steps (strategies)	Responsibility	Target Date For Completion	Evidence of Implementation	Indicator of Success
1 Recruit highly qualified staff as needed	Program Administrators	Annually	Administrators will attend career fairs. District office will distribute posting throughout the region	Increase in the number of highly qualified applicants
2 Update job descriptions to reflect current assignments and make them accessible to employees	Program Administrators	Annually	Updated job descriptions are available in the district office and upon request	Employees understand job expectations
3 Develop an employee handbook specific to each program	Program Administrators and Superintendent	Fall 2006	Handbooks available to employees	Employees have increased understanding of district expectations and policies.
4 Professional development plans will be established by each employee and supervisor	Program Administrators and Superintendent	Fall	The plan is in place and reviewed annually	Dialog takes place between the employee and supervisor regarding goals and professional development
5 Provide appropriate professional development and training to all staff to further district and employee goals	Program Administrators and Superintendent	Annually	Scheduled trainings, staff participation and registration in workshops or other trainings.	Increase in staff performance and student learning
6 Retain quality employees	Program Administrators and Superintendent	Annually	Improved quality of the work performed	Highly qualified, retained staff
7 Improve employee recognition	Program Administrators, Superintendent and Employees	Ongoing	Staff meetings, board meetings and public announcements will reflect employee appreciation	Increase employee job satisfaction

Community Relations

GOAL 4 The Concrete School District will expand and refine partnerships with the community by promoting a positive profile, providing information, encouraging feedback and continuing to encourage community use of the facilities.

Action Steps (strategies)	Responsibility	Target Date For Completion	Evidence of Implementation	Indicator of Success
1 Organize and further develop Parent /Teacher partnerships	Program Administrators	Initial 2005-2006 school year	Opportunities to become involved are increased	Increased involvement in school activities by parents and community members
2 Highlight student achievements and activities on an ongoing basis	Program Administrators / Advisors /Coaches	Initial 2005-2006 school year and then ongoing	Increase newspaper articles reflecting student achievement	Positive feedback, stable enrollment and student participation.
3 Provide community members with meaningful opportunities for participation in classrooms and activities.	All District Staff	Initial 2005-2006 school year and then ongoing	Planned activities- Career Fair for grades 7-12.	Increased community involvement and partnership in school activities
4 Acknowledge the contributions made by community members	School Board and Staff	Initial 2005-2006 school year and then ongoing	School Board agendas and other recognition events	Community support and positive feedback
5 Broaden the capabilities of the district web page.	Superintendent and Program Administrators	2005-06	Updated web page in a timely manner	Positive feedback by webpage users
6 Continue to publish regular newsletters	Superintendent and Program Administrators	2005-06 and ongoing	Regular publications of district newsletter, school newsletter and brochures	Informed community and greater participation by the community in school district activities
7 The Community Education Program will offer greater number of classes	Superintendent and Community Education Coordinator	2005 and ongoing	Reports to the board and scheduled classes	Community participation will increase and utilize the facility

8	Encourage more facility use by the community	Superintendent and Program Administrators	Ongoing after January 2006	Increase in facility use applications	Community use of the facilities
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Support Services Programs

GOAL 5 Non-Instructional programs will support the overall instructional program and be further developed and assessed annually.

Action Steps (strategies)	Responsibility	Target Date for Completion	Evidence of Implementation	Indicator of Success	
1	Program standards will be developed and assessed	Program Administrator and Staff	Spring 2006 and annually	Completed standards available in the district office Annual report to Board	Staff will demonstrate an understanding of expectations
2	Assessments for each program will take place to determine effectiveness, appropriateness and relevance	Program Administrators and Superintendent	Fall 2006	Assessments are completed and available in the district office	Programs operating in the district are appropriate and effective

Fiscal

GOAL 6 The annual Concrete School District budget will reflect both the priorities of the strategic plan and the needs of the students.

Action Steps (strategies)	Responsibility	Target Date For Completion	Evidence of Implementation	Indicator of Success	
1	Invite participation in developing the annual budget	Superintendent/ Business Manager and Administrators	February through July	Meetings held with groups during the budget development process	Increase participation in meetings held
2	Seek grants and other funding opportunities	Administration	Ongoing	Increase in the number of grant applications	New programs developed and continuation of existing programs and approval of impact fees

3	Form Levy Committee for 2007 Levy	School Board/ Superintendent/ Staff	Fall 2006	Committee formed and makes recommendations	Successful passage of school levy
4	District budget is driven by the strategic plan and federal/state guidelines	Superintendent/ Business Manager and Administrators	Ongoing	Board approval of budget and monthly fiscal reports	Higher student achievement, audit compliance and greater understanding among staff and community

Facilities

GOAL 7 The Concrete School District will provide functional, updated and well-maintained facilities.

Action Steps (strategies)	Responsibility	Target Date For Completion	Evidence of Implementation	Indicator of Success
1 Form a broad based Facility Committee	Superintendent Facility Supervisor	March of 2006	Committee in place	Broad based committee with recommendation.
2 Make application for grant funding for facility study	Superintendent	Fall 2006	Submitted application	Grant awarded
3 Develop comprehensive plan of action for district facilities	Superintendent and Facility Committee	Spring 2007	Presentation to board	Board approval and implementation
4 Review current school configuration and make recommendations as needed.	Superintendent/Principals	2008-09	Review begins in spring of 2007.PTO and committee will consider research based options	Written feedback submitted to Superintendent and Board
5 Further develop student, staff and community pride of facilities	Superintendent, Principals, ASB representatives and staff	On going	Survey results will lead to appropriate changes	Facilities are well maintained. Positive feedback
6 Implement and update a five year safety and maintenance plan for existing facilities.	Maintenance and Custodial Supervisor	Annually September	Meeting the targets of the five year plan and completed projects.	Facilities are cleaner and more attractive. Positive feedback

Concrete School District
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