

Gavin School District 37

STRATEGIC PLAN WORKING DRAFT 2008-2012

VISION

As a district-wide community committed to serving others, our successes will reflect a pursuit to prepare all learners to effectively communicate, to be adaptable, and to work collaboratively within and beyond our community by utilizing the latest technology to access meaningful knowledge to solve real world problems.

MISSION

The Gavin School District promotes student achievement and positive character development to enable our students to become life-long learners and responsible citizens.

VALUES and BELIEFS

(To reach and support our vision and mission we have embraced the correlates from *The Baldrige Quality Schools Program* and *Larry Lezotte's Effective Schools Research*)

1. Promote Respectful Relationships
2. Encourage Instructional Leadership
3. Recognize Positive Behaviors
4. Promotion of a Clearly Stated and Focused Mission
5. Strong Classroom Active Engagement
6. High Expectations for ALL
7. Promote Student Empowerment
8. Safe and Positive Environment
9. Consistent Rules and Consequences
10. Frequent Monitoring of Student Progress
11. Maximize Time on Task
12. Positive Home, School, Community Relations & Communication

EXPECTATIONS

At Gavin Schools WE EXPECT

Every **STUDENT** to:

1. Be interested and focused on what they are learning.
2. Be ready, eager, and want to learn.
3. Be rested.
4. Be willing to learn with an open mind.
5. Follow rules and directions at all times.
6. Respect self.
7. Respect others.
8. Respect learning.
9. Respect property.
10. Try your best each day.

Every **STAFF MEMBER** to:

1. Be a positive role model.
2. Be unconditionally calm, pleasant, and supportive.
3. Expect the unexpected.
4. Prepare lessons that actively involve all students.
5. Provide a consistent environment where all students are treated fairly.
6. Respect the individual learning styles of each student.
7. Respect the opinions of others.
8. Show individual interest in each child and acknowledge them often.
9. Support and uphold the standards of the teaching profession.
10. Teach with passion and joy to help the children develop a life-long love for learning.

Every **PARENT** to:

1. Be a partner with the school when dealing with learning and/or behavioral concerns.
2. Be supportive of your child.
3. Check in on homework and offer assistance.
4. Participate in your child's education by attending school events and all required meetings.
5. Proactively keep in touch with the teachers and school staff.
6. Respect your child's individual learning style and needs.
7. Show interest in your child's life and education.
8. Support the school's academic and behavioral expectations.
9. Support your child and the teacher with academic and/or behavioral action plans.
10. Understand that their daily actions have a direct impact on their child's success.

GOAL AREAS/GUIDING PRINCIPLES

The Board, in conjunction with the Administrative Team and the Teaching Staff, has identified five goal areas/guiding principles: Learning for All, Caring Community, Financial Stability, Quality Buildings & Grounds, and State-of-the-Art Technology. Initiatives (long-term, 3-5 years) and projects (short-term, 1-2 years) will be and have started to be identified and incorporated in the strategic plan and each building plan. Using an action plan cycle of planning, implementing, and monitoring we will transform the goals to successful results. The following teams will develop the action plans: District Learning & Connections Team, District Finance/Facilities Team, District Technology Team, Administrative Team, Building Leadership Teams, and various AD-HOC teams.

Target Area 1: Learning for All

Charge: To increase student achievement in all curricular areas.

- Goal #1.1: On an annual basis the students will demonstrate via fall to Spring MAP scores and/or other district common assessments consistent academic growth according to local, regional, and national growth norms.
- Goal #1.2: Provide two-hour training sessions during the school day for staff development related to engaged learning, best teaching practices/behaviors, and using data to impact instruction.
- Goal #1.3: Analyze and adjust accordingly, resources/money that supports district wide staffing and materials.
- Goal #1.4: Align staff development based on student achievement data results.
- Goal #1.5: Create a related arts rotation at both South and Central that increase the time students get fine arts instruction and expand the different kinds of classes as they related to developmental expectations.
- Goal #1.6: Investigate and learn about what Social Emotional Learning (SEL) is and seek out programs that would lead to effective implementation.
- Goal #1.7: To continue to increase student achievement by providing educational programs that enhance student learning.
- Goal #1.8: To encourage high school mentor groups and homework groups.
- Goal #1.9: To have our students be the best prepared freshmen at Grant High School.

Target Area 2: Caring Community

Charge: To establish a positive environment so we can communicate effectively and openly.

- Goal #2.1: Implement a district wide PBIS system for the purpose of “across the district” communication, consistent language, recognition, and student expectations.
- Goal #2.2: Develop a diversity educational plan for the Gavin Learning Community.
- Goal #2.3: Establish a volunteer district social committee to develop a social plan for district wide celebrations at least three times a year (beginning, mid, and end of the year celebrations).

- Goal #2.4: Strengthen relationships with outside organizations and local businesses.
- Goal #2.5: Promote opportunities for community members to be involved in the activities at Gavin.
- Goal #2.6: To effectively use newsletters and our website for the purpose of increased communication, participation and involvement from all stake holders.
- Goal #2.7: At appropriate times, partner with the PTA by inviting them into the process of improving our schools at Board meetings and with other school teams.
- Goal #2.8: Create a positive atmosphere at Board of Education meetings despite disagreements and conflict.
- Goal #2.9: Develop specific outreach programs to growing Hispanic population.

Target Area 3: Financial Stability

Charge: To assure that our financial resources are best utilized for the benefit of our students.

- Goal #3.1: Create a school/community based team to investigate, solicit, and perform the functions of securing money and resources via businesses, grants, and donations.
- Goal #3.2: Reduce costs related to energy use, paper use, and personnel use in order to increase costs related to student programming and improved student achievement efforts.
- Goal #3.3: Accurately predict based on multiple data points, the long term spending needs of the district related to space and program needs.
- Goal #3.4: Analyze and adjust accordingly, resources/money that go to district wide support related to staffing and materials.
- Goal #3.5: Encourage community fundraising to help support the fine arts and sports.
- Goal #3.6: Create a five year financial projection plan for revenue and expenditures.

Target Area 4: Quality Buildings/Grounds

Charge: To assure that our physical plant resources are best utilized for the benefit of our students.

- Goal #4.1: Develop a five year district facility plan that will address the specific needs in the areas of repairs and expansion possibilities.
- Goal #4.2: Increase knowledge on proper use of equipment safety, and cleaning techniques for maintenance/custodial staff by providing hands on training four times a year to improve building appearance.
- Goal #4.3: To engage community organizations and businesses to promote a more "green" Gavin so our landscaping is improved and we involve the staff and kids along the way.

Target Area 5: State-of-the-Art Technology

Charge: To integrate technology with our instructional programs and school management systems.

- Goal #5.1: Keep current with standard technology tools.
- Goal #5.2: Continue to train teachers, students, parents, and community members so that we optimize the use of our technology to improve learning.
- Goal #5.3: To increase student computer access time and to effectively use computers for improved student achievement.

INITIATIVES AND PROJECTS

Spring 2007 to Spring 2009:

PBIS
DIBELS
6-Traits Writing
Junior Achievement
StoryTown K-6
Differentiation
MAP Data
RTI
ISAT Preparation
American Journey 7-8

2009-10 School Year & Beyond:

See Tentative Staff Development Plan 2009-10
RTI
DIBELS
AIMS Web
PBIS
Calm Classroom
6-Traits Writing
StoryTown
Academic Vocabulary
Math Review