

Avery School District 394

STRATEGIC PLAN

(this is a working document and subject to updates)

MISSION: The Avery School District will incorporate the core values of the community into an academically challenging curriculum.

VISION: Avery students will learn to think critically, to collaborate with others, and to use technology to become a successful citizen with a high moral standard and excellent character.

VALUES: The Avery School District believes in equal treatment for all students and has high expectations for students' classroom performance and behavior. Students' should learn to be responsible for their own actions in a respectful environment where they are both respected and respectful.

Imagine schools that:

- Create excitement in the learning environment.
- Appreciate the value in each child and build upon their strengths.
- Allow all students, staff, parents and community members to work together toward common goals.

Focus Areas:

- I. Communication
- II. Student Achievement
- III. Business and Operations
- IV. Facilities

I. Communication

GOAL: The District will create a coordinated and effective communication process, which operates in an atmosphere of trust and respect, throughout the District and community.

- A. Public Information Plan
- B. Gathering stakeholders opinion
- C. Strengthening relationships

Communication Plan

| Strategy | Actions | Completion date | Responsible Person | People involved in getting the work done | Method of evaluation |
|----------------------------------|--|-----------------|------------------------------|---|---|
| A. Public information plan | 1. Publish a monthly Newsletter | 1. Nov. 2015 | 1. Teachers & Superintendent | 1. Teachers & Superintendent | 1. Newsletter sent home each month 2. Newsletter published monthly |
| | 2. Send the Newsletter to the St. Maries newspaper monthly | 2. Nov. 2015 | 2. Superintendent | 2. Teachers & Superintendent | |
| B. Gathering stakeholder opinion | 1. Poll the stakeholders with surveys distributed through all methods of communication | 1. Annually | 1. Superintendent | 1. Teachers, Superintendent, Business Manager, and Trustees | 1. Feedback from all stakeholders (community, staff, students, parents) |

II. Student Achievement

GOAL: Our students will be provided the finest education in the nation, so that each student will become lifelong learners.

- A. Curriculum/Instruction/Assessment-
- B. Technology
- C. Staff Development
- D. Student Recognition
- E. Student Growth

Student Achievement Plan

| Strategy | Actions | Completion date | Responsible Person | People involved in getting the work done | Method of evaluation |
|--|--|---------------------------------------|---|---|--|
| A. Curriculum/ Instruction/ Assessment | <p>1. Use student data (ISAT, NAEP, MAP S, Aimsweb, IRI) to establish goals to improve student learning.</p> <p>2. A system of interventions will be developed to help students learn.</p> | <p>1. ongoing</p> <p>2. ongoing</p> | <p>1. Teachers, paraprofessional & Superintendent</p> <p>2. Teachers & Superintendent</p> | <p>1. All teaching staff</p> <p>2. Teachers & Superintendent</p> | <p>1. Improvement in student scores over the course of the school year.</p> <p>2. A list of interventions are printed that work in a school the size of Calder</p> |
| B. Technology | <p>1. Search methods to make the internet more reliable.</p> <p>2. Explore different devices to deliver specific curriculum.</p> | <p>1. On Going</p> <p>2. On-Going</p> | <p>1. Tech Director Superintendent</p> <p>2. Tech Director Tech Director Superintendent</p> | <p>1. Tech Director Superintendent</p> <p>2. Tech Director Superintendent</p> | <p>1. Evaluation is provided to board for approval as District Policy.</p> <p>2. Teachers have devices that fulfill student needs.</p> |

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| C. Staff Development | <p>1. Schedule teachers and PP to enable participation in Staff Development activities within as well as outside the district.</p> <p>2. Staff development is measured in the teacher evaluation</p> | <p>1. June 2016</p> <p>2. May 2017</p> | <p>1 Superintendent</p> <p>2. Superintendent</p> | <p>1. Teachers and Superintendent</p> <p>2. Teachers and Superintendent</p> | <p>1. Teachers attend staff development training regularly.</p> <p>2. Teacher Evaluations reflect teachers efforts at self-improvement</p> |
| D. Student Recognition | <p>1. Recognize Positive student involvement within the district and community.</p> <p>2. Students recognized for “effort and hard work” as well as grades on a regular basis.</p> <p>3. Student expectations will be routinely shared with students and parents.</p> | <p>1. Nov 2015</p> <p>2. 2015/16</p> <p>3. Ongoing</p> | <p>1. Teachers & Superintendent</p> <p>2. Teachers & Superintendent</p> <p>3. Teachers, paraprofessionals, & Superintendent</p> | <p>1. Teachers</p> <p>2. Teachers</p> <p>3. Teachers, paraprofessionals Superintendent</p> | <p>1. Reports to the Board/posted on the web site and noted in the news media.</p> <p>2. Program is a part of Positive Behavior Instructional Support effort(PBIS).</p> <p>3. Positive Behavior Instructional Supports becomes a part of the school routine.</p> |

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| E. Student Growth | 1. All students will be "proficient" or better on end of course assessments such as IRI, Aimsweb, and ISAT 2.0 | 1.June 2016 | 1.Teachers, Paraprofessional, and Superintendent | 1.Teachers, Paraprofessional, and Superintendent | 1.Assessment scores. |
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III. Business and Operations

GOAL: The district will establish a long-term financial support system by June 2016

A. Establish a long term financial support plan for the district.

| Strategy | Actions | Completion date | Responsible Person | People involved in getting the work done | Method of evaluation |
|---------------------------|--|-----------------|------------------------------------|--|--|
| A. Financial Support Plan | 1.Budgets will be aligned with the district's goals and priorities.. | 1.June 2016 | 1.Superintendent | 1.Superintendent, School Board, Administrators | 1.A plan is completed by the end of the 2015-16 Fiscal Year. |
| | 2. Search for avenues to finance the district's financial needs. | 2.Ongoing | 2. Super. | 2. Superintendent | 2.New sources of revenue for the district increase funding |
| | 3. The sale of district property will result in the funding of a District Capital Fund (b) The Board of Trustees to | 3. Ongoing | 3. Superintendent Business Manager | 3. Business Manager | 3. A fund to receive monies from the sale of district property is establish. 3b Board |

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| | determine expenditures from such a fund. | 3b Ongoing | 3b Board of Trustees Superintendent | 3b Trustees and Superintendent | Policy established. |
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IV. Facilities

GOAL: The District will maintain facilities so that they are a source of pride for our community and continue to be usefulness to the citizens of the district.

- A. Develop and maintain a comprehensive updated Ten Year Facilities Plan
- B. Annual budget identifies needs that will be met each year
- C. Annual Report of District Maintenance Project

| Strategy | Actions | Completion date | Responsible Person | People involved in getting the work done | Method of evaluation |
|--|---|------------------------------|--|--|--|
| A. Develop and maintain a comprehensive updated Ten Year Facilities Plan | 1. Identify and prioritize maintenance/repair/upgrade /replacement needs per building | 1. June 2016 | 1.Super. | 1. Super. & Board | 1. Plan completed and needs assessment done each spring annual with annual reports of progress |
| B. Annual budget identifies needs that will be met each year. | 1. Identify yearly maintenance priorities based on Ten Year Plan and yearly assessment identifying projects deemed urgent and include them in the budget 2. Safety reports from the state are dealt with in a timely manner. | 1. Ongoing 2. Ongoing | 1.Super. 2. Super. & Business Manager | 1.Super./ Board 2. Contractor | 1. Budget accurately reflects needs 2. Safety issues are resolved. |

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| | | | | , Super., staff | |
| Annual Report of District Maintenance | 1. Report to the Board at September Board meeting | 1. Ongoing | 1.Super. | 1.Super. | 1. Report details all maintenance for the past school year. |