Western School Corporation 2015 – 2020 Strategic Plan

Mission Statement
To Educate and Inspire Today’s Students for Tomorrow’s Opportunities

Values
Western School Corporation will . . .  
Provide a comprehensive and challenging curriculum;  
Promote the well-being of children by emphasizing their strengths, acknowledging their needs, and recognizing their differences;  
Integrate and use technology for student learning, instruction, safety, and effective communications;  
Maintain clean, safe, and well-equipped facilities;  
Seek resources and community partnerships to enhance the learning environment;  
Engage parents in their children’s learning;  
Develop and promote excellence in our staff, students, and programs;  
Insist upon high standards of ethics and morals so that traits of honesty, integrity, fairness, and respect are evident.

Vision Statement
Through the collective efforts of staff, students, parents and patrons, the Western School Community provides an exemplary education with the following components:

Programs/Curriculum/Instruction
In order to cooperatively create an active and effective learning environment, students are held to high standards with a variety of content-rich programs and a curriculum that prepares our students for post-secondary educational opportunities, work, life, and to be responsible citizens in a global society. The curriculum is student-centered, data driven, technology rich, and based on the standards for academic achievement and excellence.

Instruction is:
  • differentiated to maximize achievement for all learners  
  • comprehensive to ensure student readiness for post-secondary and career readiness  
  • engaging to create life-long learners  
  • adaptive to develop the skills necessary for a changing world
Personnel
Highly qualified staff is hired based upon clearly-defined job descriptions. Staff members are appropriately trained to implement research-based instructional strategies.

Facilities/Equipment
Up-to-date and well maintained facilities enhance the educational surroundings and reflect a high level of commitment to student achievement with a clean, safe, and well-equipped learning environment.

Technology
Student learning, safety, security, as well as effective communication are supported and enhanced through the use of appropriate technology. Students and staff develop the skills needed to compete in a technologically changing world.

Finance
Financial resources are maximized through conservative budgeting and responsible appropriations in order to fiscally support a high quality, student-centered educational environment.

Community Involvement
Parent and community involvement is paramount to the success of students and the schools. The parents and the community are an active component of the entire educational program through volunteering, instructional support, and opportunities to provide extensions of service and learning. The focus of this involvement and collaboration is to improve and enrich the academic programs and to promote school and community values.

Affective Domain
Students and staff respect and honor themselves and others.
Construct: Programs/Curriculum/Instruction

LONG-TERM GOAL: To achieve and maintain a 4-Star Rating for all Western schools
Short-Term Goal: Strengthen instructional strategies to meet the needs of all students

<table>
<thead>
<tr>
<th>STRATEGIES</th>
<th>Estimated Cost</th>
<th>Leader(s)</th>
<th>Timeline</th>
<th>Evaluation Measure</th>
</tr>
</thead>
</table>
| Continue “Curriculum Mapping”  
  • Establish Professional Learning Communities to create opportunities for collaboration and problem solving | PIVOT (shared cost)  
  - $10,400 | Administration | • Fall 2015  
  • On-going | Completed Curriculum Maps |
| Utilize data and portfolio information to strengthen student achievement  
  • Provide consistency on the entering of data.  
  • Develop a calendar and communication system for sharing when information is available.  
  • Train personnel in appropriate use of student portfolios, Skyward, and Pivot(Five Star)  
  • Utilize data to develop interventions based on “A” rating criteria. | PIVOT (shared cost)  
  - $10,400 | • Administration  
  • Technology Director  
  • Technology Integrators  
  • Technology Support/Data Specialist  
  • Lead Teachers | • Fall 2015  
  • On-going | • Increase in student achievement  
  • Data Calendar  
  • Training Logs |
| Continue to develop accelerated programs for high achieving K-12 students.  
  - Advanced Placement Courses  
  - Dual Credit Courses | No Cost | • Director of Exceptional Learners  
  • Principals  
  • Broad Based Planning Committee | 2015-2020 | • Course Offerings  
  • Curriculum Maps |
|---|---|---|---|---|
| Continue to identify and develop curriculum to address the needs of all learners.  
  - Dual Credit Courses  
  - College and Career Readiness  
  - Functional Curriculum | No Cost | • Director of Exceptional Learners  
  • Principals  
  • Broad Based Planning Committee | 2015-2020 | • Course Offerings  
  • Curriculum Maps |
| Create opportunities for remediation, intervention, and tutoring for at risk students. | $20,000 | • Administration  
  • Director of Exceptional Learners | Fall 2015 | Listing of implemented available options |
| Continue to develop alternative education options for students by researching alternative instructional strategies: seat time, distant learning, virtual schools, shared resources, etc. | $2,000 | • Administration  
  • Director of Exceptional Learners  
  • WALC Teacher(s) | 2015-2017 | List of implemented available options |
| Provide effective and timely professional development  
  - Differentiation  
  - Technology Integration  
  - Developing Higher Order Thinking Skills | $5,000 | • Administration  
  • Director of Exceptional Learners | 2015-2016 | Listing of Professional Development activities offered and attended |
| Implement Foreign Language at grades K-7. | $40,000 | Administration | 2015-2016 | Master Schedule |
Construct: Personnel

LONG-TERM GOAL: To employ and retain highly qualified and well-trained staff members
Short-Term Goal: Facilitate and maintain a positive and rewarding work/educational environment

<table>
<thead>
<tr>
<th>STRATEGIES</th>
<th>Estimated Cost</th>
<th>Leader(s)</th>
<th>Timeline</th>
<th>Evaluation Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognize positive achievements of staff</td>
<td>Limited Costs/Donations</td>
<td>Administration</td>
<td>On-going</td>
<td>• Panther Pride</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• Staff Survey</td>
</tr>
<tr>
<td>Reward staff rated Effective and Highly Effective with competitive salaries and benefits</td>
<td>$100,000 annually (dependent on available funding for increases and the agreement at the conclusion of the 2011-2016 Master Agreement)</td>
<td>● Administration</td>
<td>On-going</td>
<td>Staff Salary Information</td>
</tr>
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<td></td>
<td></td>
<td>● Directors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide interventions, training, and support so that all teachers are rated Effective and Highly Effective</td>
<td>$20,000 per year for Professional Development</td>
<td>● Administration</td>
<td>On-going</td>
<td>Evaluation Results</td>
</tr>
<tr>
<td></td>
<td></td>
<td>● Directors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop New Teacher Academy and program for New Support Staff</td>
<td>Limited Cost (books, resources)</td>
<td>● Administration</td>
<td>Fall 2015</td>
<td>Implementation of Program</td>
</tr>
<tr>
<td></td>
<td></td>
<td>● Directors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Facilitate mentor responsibilities. Define expectations and expect accountability</td>
<td>Limited Cost (books, resources)</td>
<td>● Administration</td>
<td>Fall 2015</td>
<td>• Completed Job Description</td>
</tr>
<tr>
<td></td>
<td></td>
<td>● Directors</td>
<td></td>
<td>• Evaluations of Mentors</td>
</tr>
<tr>
<td>Organize employee social events and opportunities for social participation</td>
<td>Limited Cost (books, resources)</td>
<td>● Administration</td>
<td>Fall 2015</td>
<td>• Social Events</td>
</tr>
<tr>
<td></td>
<td></td>
<td>● Directors</td>
<td></td>
<td>• Staff Surveys</td>
</tr>
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</table>
Construct: Facilities/Equipment

**LONG-TERM GOAL:** Construct, upgrade and maintain clean, safe and well-equipped facilities and equipment that reflect a high level of commitment to student achievement and the learning environment.

**Short-Term Goal:** Develop and implement a plan to construct and upgrade the facilities and equipment with no increase to the debt service tax levy.

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| Develop a 10 year Vision for facility and equipment | None           | • School Board  
• Administration  
• Director of Buildings, Grounds, Transportation and Safety | By 2015  | Completed Vision          |
| Prioritize facility and equipment needs         | None           | • School Board  
• Administration  
• Director of Buildings, Grounds, Transportation and Safety | By 2015  | Completed List             |
| Develop facility and equipment Implementation Plan | None           | • School Board  
• Administration  
• Director of Buildings, Grounds, Transportation and Safety  
• Community | By 2015  | Completed Plan             |
| Determine Implementation Team (Architect, Construction Assistance, Financing, Building Corp, Legal, etc.) | TBD | • School Board  
• Administration Director of Buildings, Grounds, Transportation and Safety | By 2015 | Completed Team and Tasks |
| Initiate and Complete Projects | TBD | • Implementation Team | By 2017 | Completed Projects |
| Open Facilities to the School and Community | TBD | • Board  
• Administration  
• Director of Buildings, Grounds, Transportation and Safety  
• Implementation Team | By 2017 | Completed Projects |

Construct: Technology

**LONG-TERM GOAL: Maintain a technology rich learning environment**

**Short-Term Goal: Train staff, students and parents on the applications and benefits of 1:1 Technology**

<table>
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</table>
| Provide professional development for Technology Integration | No Cost | • Administration  
• Technology Director  
• Technology Integrators  
• Lead Teachers | On-going | • Staff Survey  
• Observation |
<table>
<thead>
<tr>
<th>Task</th>
<th>Cost</th>
<th>Participants</th>
<th>Duration</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide educational tutorials to assist teachers, students and parents</td>
<td>No Cost</td>
<td>Teacher Leaders, Technology Integrators, Lead Teachers, Teacher Leaders</td>
<td>On-going</td>
<td>Completed Tutorials</td>
</tr>
<tr>
<td>Investigate eBooks and digital curriculum with each textbook adoption</td>
<td>Textbook rental costs</td>
<td>Administration, Technology Integrators, Lead Teachers, Teacher Leaders, Teachers</td>
<td>On-going</td>
<td>Approved textbooks and materials</td>
</tr>
<tr>
<td>Train staff on available resources (iBooks, iBooks Authors)</td>
<td>No Cost</td>
<td>Administration, Technology Integrators, Lead Teachers, Teacher Leaders, Teachers</td>
<td>On-going</td>
<td>Approved textbooks and materials</td>
</tr>
<tr>
<td>Provide digital citizenship instruction and appropriate use training</td>
<td>No Cost – part of technology instruction</td>
<td>Administration, Technology Integrators, Lead Teachers, Technology Instructors, Teachers</td>
<td>On-going</td>
<td>Completed curriculum</td>
</tr>
<tr>
<td>Continue migration to spread sheet based financial reports</td>
<td>No Cost</td>
<td>Administration, Technology Director, Director of Finance</td>
<td>On-going</td>
<td>Completed reports</td>
</tr>
</tbody>
</table>
Construct: Finance

LONG-TERM GOAL: Maximize financial resources in order to provide exceptional educational opportunities
Short-Term Goal: Balance saving and spending in order to maintain quality programs and quality staff.

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<tbody>
<tr>
<td>Maintain or improve student/teacher ratios</td>
<td>No Cost (dependent upon enrollment, retirements and funding)</td>
<td>• School Board • Administration • Directors</td>
<td>On-going</td>
<td>• Course offerings • Staffing</td>
</tr>
<tr>
<td>Utilize available resources to minimize tax impact to tax payers.</td>
<td>No Cost</td>
<td>• School Board • Administration • Directors</td>
<td>On-going</td>
<td>Comparison of 1782 Notices</td>
</tr>
<tr>
<td>Investigate bond rates and debt load.</td>
<td>No Cost</td>
<td>• School Board • Administration • Directors</td>
<td>By 2015</td>
<td>Completed Analysis</td>
</tr>
</tbody>
</table>

Construct: Community Involvement

LONG-TERM GOAL: Improve and enrich student learning and promote community values
Short-Term Goal: Strengthen positive communication and community/parent involvement within and outside the school

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<tr>
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<tbody>
<tr>
<td>Involve community members and parents in school activities</td>
<td>Minimal - postage</td>
<td>• Administrators • Directors • Staff</td>
<td>On-going</td>
<td>Observation</td>
</tr>
<tr>
<td>Take registration to the housing areas</td>
<td>Minimal - Mileage</td>
<td>• Administrators • Staff</td>
<td>On-going</td>
<td>Registration numbers</td>
</tr>
</tbody>
</table>
| Provide parent training on accessing their child’s academic, behavior, and attendance data | No Cost | • Administration  
• Technology Director  
• Technology Integrators | On-going | Access Reports |
| Create and maintain a Corporation-wide calendar of school and community events | No Cost | • Administration  
• Technology Director  
• Director of Finance | On-going | Completed Calendar |
| Investigate additional website features to connect with the community | Minimal | • Administration  
• Technology Director | On-going | Website |
| Provide informal on and off-site meetings to communicate school ideas and to promote Western Schools | No Cost | • Administration  
• Directors  
• Athletic Director  
• Coaches  
• Teachers | On-going | Schedule |

**Construct: Affective Domain**

**LONG-TERM GOAL:** To demonstrate respect and honor for self and others  
**Short-Term Goal:** Provide a safe, non-threatening, bully-free learning environment where all students feel valued

<table>
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</tr>
</thead>
</table>
| Recognize positive achievements of students | Minimal/Donations | • Administration  
• Directors  
• Teachers | On-going | Recognition Given |
| Promote Character Education | Minimal | • Administration  
• Counselors | On-going | Programs |
<table>
<thead>
<tr>
<th>Intervention Strategies</th>
<th>Cost</th>
<th>Responsible Parties</th>
<th>Time Period</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investigate and identify intervention strategies by category: explore alternative discipline programs such as Positive Behavior Strategies</td>
<td>$5,000</td>
<td>Administration, Directors</td>
<td>2015-2016</td>
<td>Implemented Program</td>
</tr>
<tr>
<td>Train staff to identify effective discipline/intervention methods.</td>
<td>No Cost</td>
<td>Administration, Directors</td>
<td>2015-2016</td>
<td>Professional Development Offerings</td>
</tr>
<tr>
<td>Provide safety training to staff, students and parents</td>
<td>No Cost</td>
<td>Director of Buildings, Grounds, Transportation and Safety, Administration, Liaison Officers</td>
<td>On-going</td>
<td>Training logs</td>
</tr>
</tbody>
</table>
| · Provide informational sessions  
· Conduct Table Top Exercises  
· Practice with frequent and relevant drills  
· Create building checklist – safety review | | | | |
| Provide training and mentoring for substitutes | No Cost | Director of Buildings, Grounds, Transportation and Safety, Administration, Directors | On-going | |
| · Safety protocol  
· Appropriate interactions  
· FERPA and student privacy | | | | |
<p>| Research and provide training on various elements of respect and honor. Topics include: | $10,000 | Administration, Directors | 2015-2016 | |
| | | | | |</p>
<table>
<thead>
<tr>
<th>Activity</th>
<th>Cost</th>
<th>Responsibility</th>
<th>Time Frame</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evaluate and collect current recognitions and awards programs and share with corporation-wide staff</td>
<td>No Cost</td>
<td>Administration</td>
<td>By 2015</td>
<td>Completion of task</td>
</tr>
<tr>
<td>Continue current successful programs: BRAG awards, newspaper reports, PAWS awards, etc.</td>
<td>Minimal</td>
<td>• Administration • Directors • Staff</td>
<td>On-going</td>
<td>Continued implementation</td>
</tr>
<tr>
<td>Highlight and applaud diversity of culture groups within schools</td>
<td>Minimal</td>
<td>• Administration • Directors • Staff</td>
<td>On-going</td>
<td>Completed activities</td>
</tr>
<tr>
<td>Honor various groups through daily announcements, programs, newsletters, etc.</td>
<td>No Cost</td>
<td>Administration</td>
<td>On-going</td>
<td>Evidence</td>
</tr>
</tbody>
</table>