

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

STRATEGIES	Estimated Cost	Leader(s)	Timeline	Evaluation Measure
Continue “Curriculum Mapping” <ul style="list-style-type: none"> • Establish Professional Learning Communities to create opportunities for collaboration and problem solving 	PIVOT (shared cost) - \$10,400	Administration	<ul style="list-style-type: none"> • Fall 2015 • On-going 	Completed Curriculum Maps
Utilize data and portfolio information to strengthen student achievement <ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Administration • Technology Director • Technology Integrators • Technology Support/Data Specialist • Lead Teachers 	<ul style="list-style-type: none"> • Fall 2015 • On-going 	<ul style="list-style-type: none"> • Increase in student achievement • Data Calendar • Training Logs

<p>Continue to develop accelerated programs for high achieving K-12 students.</p> <ul style="list-style-type: none"> • Advanced Placement Courses • Dual Credit Courses 	No Cost	<ul style="list-style-type: none"> • Director of Exceptional Learners • Principals • Broad Based Planning Committee 	2015-2020	<ul style="list-style-type: none"> • Course Offerings • Curriculum Maps
<p>Continue to identify and develop curriculum to address the needs of all learners.</p> <ul style="list-style-type: none"> • Dual Credit Courses • College and Career Readiness • Functional Curriculum 	No Cost	<ul style="list-style-type: none"> • Director of Exceptional Learners • Principals • Broad Based Planning Committee 	2015-2020	<ul style="list-style-type: none"> • Course Offerings • Curriculum Maps
<p>Create opportunities for remediation, intervention, and tutoring for at risk students.</p>	\$20,000	<ul style="list-style-type: none"> • Administration • Director of Exceptional Learners 	Fall 2015	Listing of implemented available options
<p>Continue to develop alternative education options for students by researching alternative instructional strategies: seat time, distant learning, virtual schools, shared resources, etc.</p>	\$2,000	<ul style="list-style-type: none"> • Administration • Director of Exceptional Learners • WALC Teacher(s) 	2015-2017	List of implemented available options
<p>Provide effective and timely professional development</p> <ul style="list-style-type: none"> • Differentiation • Technology Integration • Developing Higher Order Thinking Skills 	\$5,000	<ul style="list-style-type: none"> • Administration • Director of Exceptional Learners 	2015-2016	Listing of Professional Development activities offered and attended
<p>Implement Foreign Language at grades K-7.</p>	\$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

STRATEGIES	Estimated Cost	Leader(s)	Timeline	Evaluation Measure
Recognize positive achievements of staff	Limited Costs/Donations	Administration	On-going	<ul style="list-style-type: none"> • Panther Pride • Staff Survey
Reward staff rated Effective and Highly Effective with competitive salaries and benefits	\$100,000 annually (dependent on available funding for increases and the agreement at the conclusion of the 2011-2016 Master Agreement))	<ul style="list-style-type: none"> • Administration • Directors 	On-going	Staff Salary Information
Provide interventions, training, and support so that all teachers are rated Effective and Highly Effective	\$20,000 per year for Professional Development	<ul style="list-style-type: none"> • Administration • Directors 	On-going	Evaluation Results
Develop New Teacher Academy and program for New Support Staff	Limited Cost (books, resources)	<ul style="list-style-type: none"> • Administration • Directors 	Fall 2015	Implementation of Program
Facilitate mentor responsibilities. Define expectations and expect accountability	Limited Cost (books, resources)	<ul style="list-style-type: none"> • Administration • Directors 	Fall 2015	<ul style="list-style-type: none"> • Completed Job Description • Evaluations of Mentors
Organize employee social events and opportunities for social participation	Limited Cost (books, resources)	<ul style="list-style-type: none"> • Administration • Directors 	Fall 2015	<ul style="list-style-type: none"> • Social Events • Staff Surveys

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

STRATEGIES	Estimated Cost	Leader(s)	Timeline	Evaluation Measure
Develop a 10 year Vision for facility and equipment	None	<ul style="list-style-type: none"> • School Board • Administration • Director of Buildings, Grounds, Transportation and Safety 	By 2015	Completed Vision
Prioritize facility and equipment needs	None	<ul style="list-style-type: none"> • School Board • Administration • Director of Buildings, Grounds, Transportation and Safety 	By 2015	Completed List
Develop facility and equipment Implementation Plan <ul style="list-style-type: none"> • Establish Scope and Budget • Communicate Project(s) • Establish Implementation Plan 	None	<ul style="list-style-type: 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.) <ul style="list-style-type: none"> • Set Priorities • Develop Design • Finalize Costs 	TBD	<ul style="list-style-type: none"> • School Board • Administration Director of Buildings, Grounds, Transportation and Safety 	By 2015	Completed Team and Tasks
Initiate and Complete Projects	TBD	<ul style="list-style-type: none"> • Implementation Team 	By 2017	Completed Projects
Open Facilities to the School and Community	TBD	<ul style="list-style-type: none"> • 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

STRATEGIES	Estimated Cost	Leader(s)	Timeline	Evaluation Measure
Provide professional development for Technology Integration	No Cost	<ul style="list-style-type: none"> • Administration • Technology Director • Technology Integrators • Lead Teachers 	On-going	<ul style="list-style-type: none"> • Staff Survey • Observation

		<ul style="list-style-type: none"> • Teacher Leaders 		
Provide educational tutorials to assist teachers, students and parents	No Cost	<ul style="list-style-type: none"> • Technology Integrators • Lead Teachers • Teacher Leaders 	On-going	<ul style="list-style-type: none"> • Completed Tutorials
Investigate eBooks and digital curriculum with each textbook adoption	Textbook rental costs	<ul style="list-style-type: none"> • Administration • Technology Integrators • Lead Teachers • Teacher Leaders • Teachers 	On-going	Approved textbooks and materials
Train staff on available resources (iBooks, iBooks Authors)	No Cost	<ul style="list-style-type: none"> • Administration • Technology Integrators • Lead Teachers • Teacher Leaders 	On-going	Approved textbooks and materials
Provide digital citizenship instruction and appropriate use training	No Cost – part of technology instruction	<ul style="list-style-type: none"> • Administration • Technology Integrators • Lead Teachers • Technology Instructors • Teachers 	On-going	Completed curriculum
Continue migration to spread sheet based financial reports	No Cost	<ul style="list-style-type: none"> • Administration • Technology Director • Director of Finance 	On-going	Completed reports

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.

STRATEGIES	Estimated Cost	Leader(s)	Timeline	Evaluation Measure
Maintain or improve student/teacher ratios	No Cost (dependent upon enrollment, retirements and funding)	<ul style="list-style-type: none">• School Board• Administration• Directors	On-going	<ul style="list-style-type: none">• Course offerings• Staffing
Utilize available resources to minimize tax impact to tax payers.	No Cost	<ul style="list-style-type: none">• School Board• Administration• Directors	On-going	Comparison of 1782 Notices
Investigate bond rates and debt load.	No Cost	<ul style="list-style-type: none">• School Board• Administration• Directors	By 2015	Completed Analysis

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

STRATEGIES	Estimated Cost	Leader(s)	Timeline	Evaluation Measure
Involve community members and parents in school activities	Minimal - postage	<ul style="list-style-type: none">• Administrators• Directors• Staff	On-going	Observation
Take registration to the housing areas	Minimal - Mileage	<ul style="list-style-type: none">• Administrators• Staff	On-going	Registration numbers

Provide parent training on accessing their child's academic, behavior, and attendance data	No Cost	<ul style="list-style-type: none"> • Administration • Technology Director • Technology Integrators 	On-going	Access Reports
Create and maintain a Corporation-wide calendar of school and community events	No Cost	<ul style="list-style-type: none"> • Administration • Technology Director • Director of Finance 	On-going	Completed Calendar
Investigate additional website features to connect with the community	Minimal	<ul style="list-style-type: none"> • Administration • Technology Director 	On-going	Website
Provide informal on and off-site meetings to communicate school ideas and to promote Western Schools	No Cost	<ul style="list-style-type: none"> • 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

STRATEGIES	Estimated Cost	Leader(s)	Timeline	Evaluation Measure
Recognize positive achievements of students	Minimal/Donations	<ul style="list-style-type: none"> • Administration • Directors • Teachers 	On-going	Recognition Given
Promote Character Education	Minimal	<ul style="list-style-type: none"> • Administration • Counselors 	On-going	Programs

Investigate and identify intervention strategies by category: explore alternative discipline programs such as Positive Behavior Strategies	\$5,000	<ul style="list-style-type: none"> • Administration • Directors 	2015-2016	Implemented Program
Train staff to identify effective discipline/intervention methods.	No Cost	<ul style="list-style-type: none"> • Administration • Directors 	2015-2016	Professional Development Offerings
Provide safety training to staff, students and parents <ul style="list-style-type: none"> • Provide informational sessions • Conduct Table Top Exercises • Practice with frequent and relevant drills • Create building checklist – safety review 	No Cost	<ul style="list-style-type: none"> • Director of Buildings, Grounds, Transportation and Safety • Administration • Liaison Officers 	On-going	Training logs
Provide training and mentoring for substitutes <ul style="list-style-type: none"> • Safety protocol • Appropriate interactions • FERPA and student privacy 	No Cost	<ul style="list-style-type: none"> • Director of Buildings, Grounds, Transportation and Safety • Administration • Directors 	On-going	<ul style="list-style-type: none"> • Completed handbooks • Training schedule
Research and provide training on various elements of respect and honor. Topics include:	\$10,000	<ul style="list-style-type: none"> • Administration • Directors 		2015-2016

<ul style="list-style-type: none"> - cultural sensitivity & tolerance - anti-bullying - suicide - drugs/alcohol - abstinence - poverty - inclusion - self-image - discipline, etc. 				
Evaluate and collect current recognitions and awards programs and share with corporation-wide staff	No Cost	Administration	By 2015	Completion of task
Continue current successful programs: BRAG awards, newspaper reports, PAWS awards, etc.	Minimal	<ul style="list-style-type: none"> • Administration • Directors • Staff 	On-going	Continued implementation
Highlight and applaud diversity of culture groups within schools	Minimal	<ul style="list-style-type: none"> • Administration • Directors • Staff 	On-going	Completed activities
Honor various groups through daily announcements, programs, newsletters, etc.	No Cost	Administration	On-going	Evidence