

USD 248 Girard Public Schools

LONG TERM STRATEGIC PLAN



What is the Strategic Plan?

The Girard Public Schools Strategic Plan is a document that outlines the organization's priorities, missions, and objectives. It outlines the district goals and the thought process to begin work accomplishing these goals at the district and building levels. While not every strategy or program that relates to these goals is listed, this document will help you to understand more about USD 248 and its focus. One important component of our district's strategic plan is to continue efforts to engage the community with a focus on the district mission as we move forward with the implementation of our strategic plan.

USD 248 Mission Statement

USD 248 is committed to excellence in education by providing the following:

- a warm, positive environment that encourages maximum academic, social, and personal growth for all students.
- learning experiences that promote successful integration into today's society, meeting the challenges of the 21st century.



USD 248 Beliefs

A student graduating from USD 248 will:

- have a strong general education.
- demonstrate a desire to be a lifelong learner.
- demonstrate the development of individuality and creativity.
- demonstrate an awareness of the need for sound mental and physical health
- demonstrate a sense of self-discipline, responsibility, and self-worth, and the ability to live and work cooperatively with other people.

USD 248 2013 Strategic Goals

- Commit to high expectations for teaching and student achievement in academics, life and career skills, 21st century skills, and extra-curricular activities.
- Commit to recruitment, retention, and professional development of a quality staff through the identification of current and future staff needs.
- Facilitate open two-way communication at all levels to enhance the educational process and achievement of district goals through the development of a communications plan.
- Develop a facilities plan to identify current and future use of space, capacity, conditions, and maintenance.
- Complete an audit designed to identify best use of resources through fiscal and operational efficiencies to support varying elements of the organization.
- Create a technology plan to identify technology needed to improve instruction.



USD 248 Board of Education Long Range Goals and Action Plan

Goals and Objectives:	Anticipated Resources	Timeline	Person(s) Responsible
<u>Goal One:</u> <i>Commit to high expectations for teaching and student achievement in academics, life and career skills, 21st Century Skills, and extracurricular activities.</i>			
1. Measure yearly data to ensure academic achievement. -Academic Goals to include: 1. Student achievement of standardized tests above the state average. 2. Graduation Rate at or exceeding 94% 3. Student attendance rate at 95% 4. Staff attendance rate at 95%		Yearly	Building Admin
2. Develop a vertically aligned curriculum district wide that articulates both the common core and Twenty First century skills.	(General Fund)	2013-2014	District Admin
3. Implement a job shadow program for teachers within the district (PDP).		2013-2014	District Admin/BOE
4. Measure extracurricular and co-curricular activity rates yearly.		2013-2014	Building Admin
5. Continue to develop career and life skills with all students. -Job shadows -Mock interviews -Integrate 21st Century careers into taught curriculum		2013-2014	Teaching Staff/Admin

**USD 248 Board of Education
Long Range Goals and Action Plan**

Goals and Objectives:	Anticipated Resources	Timeline	Person(s) Responsible
<p><i>Goal two: Commit to recruitment, retention, and professional development of a quality staff through the identification of current and future staff needs.</i></p>			
<p>1. Modify the current salary schedule to more adequately reward the certified staff in mid- and late-career rather than primarily at the beginning of a career and allow for greater opportunity to hire experienced certified personnel.</p>	<p>(General Fund)</p>	<p>On-Going</p>	<p>Board/Supt.</p>
<p>2. Encourage the Board to develop an incentive package, including continuation of pay for unused sick leave but with possible revision in the schedule of days, an early retirement package, and other incentives for staff recruitment and retention.</p>	<p>(General Fund)</p>	<p>1-2 years</p>	<p>Board/Supt.</p>
<p>3. Establish a salary schedule and benefits policy and develop a policy handbook for the classified staff.</p>	<p>(General Fund)</p>	<p>1-2 years</p>	<p>Board/Supt.</p>
<p>4. Consider staffing recommendations made in the 2012 Strategic Planning report and a needs assessment when hiring and establish a true mentor program for newly hired certified staff.</p>	<p>(General Fund)</p>	<p>On-Going</p>	<p>Board/Supt.</p>

**USD 248 Board of Education
Long Range Goals and Action Plan**

Goals and Objectives:	Anticipated Resources	Timeline	Person(s) Responsible
<i>Goal three: Facilitate open two-way communication at all levels to enhance the educational process and achievement of district goals through the development of a communications plan.</i>			
1. Consider contracting services with a communication company	General Fund - Contracted Services	2013-15	Blaise Bauer / Admin./ USD 248 BOE
2. Train staff to clearly communicate district information	General Fund - Training / Time	2013-15	Admin. / District Staff
3. Survey patrons on how they would like to receive information	General Fund -Survey / Questionnaire	2013-15	Admin. / Tech. Dept.

USD 248 Board of Education Long Range Goals and Action Plan

Goals and Objectives: Responsible	Anticipated Resources	Timeline	Person(s)
<p><u>Goal Four:</u> <i>Develop a facilities plan to identify current and future space, capacity, conditions and maintenance.</i></p>			
1. Develop an annual plan to Maintain attractive facilities to provide an appropriate learning environment.	(General Fund)	On-Going	Superintendent
2. Improve school security to ensure facilities are safe for students and staff (entry ways that channel visitors through the offices, interior locks for classroom doors, additional resource officer, buzzer systems, address student traffic flow for safety reasons)	(General Fund, Bond Issue)	1-2 Years	Board of Ed. / Supt.
3. Develop a facilities renovation plan that addresses upgrading and remodeling at Haderlein to bring it up to state requirements and improve the learning environment (Library, Cafeteria, New Classrooms)	(Bond Issue)	1-3 Years	Board of Ed. / Supt.
4. Develop a facilities renovation plan that addresses upgrading and remodeling at Girard Middle School & High School to bring it up to state requirements and improve the learning environments (Science Lab/Classrooms, Vocational Agriculture Department, Technical Education Program, additional Middle School Classrooms, Food Service Facilities)	(Bond Issue)	1-3 Years	Board of Ed. / Supt.

Goal Four continued:

Develop a facilities plan to identify current and future space, capacity, conditions and maintenance.

- | | | | |
|--|--------------|-----------|---------------------|
| 5. Develop Commons Area at High School/Middle School to improve the learning environment and increase school safety (may include personal storage space/lockers) | (Bond Issue) | 1-3 Years | Board of Ed. / Supt |
| 6. Develop a plan to bring the Print Excel building up to code so the district is able to utilize this space (possible uses: Gym, Expanded school programs, Vo-Tech program) | (Bond Issue) | 1-3 Years | Board of Ed. / Supt |

**USD 248 Board of Education
Long Range Goals and Action Plan**

Goals and Objectives:	Anticipated Resources	Timeline	Person(s) Responsible
Goal Five: <i>“Complete an audit to identify best use of resources through fiscal and operational efficiencies to support the varying elements of the organization.”</i>			
1. Maintain <u>sustainability</u> by increasing enrollment by promoting the learning accomplishments of Girard students and engaging all staff to be public relations ambassadors.	(General fund)	Ongoing	Admin, BOE, Staff
2. Be great stewards of taxpayer dollars by being fiscally responsible in the <u>management</u> of the district’s fiscal resources and district assets while building and maintaining the contingency reserve and capital outlay funds.	(General fund)	Ongoing	Admin, BOE
3. Provide quality <u>nutrition</u> services that provide Food services and teach healthy choices while trying to keep lunch rates low but minimizing the amount of district transfers into the food services program.	(General fund)	Annual	Supt, BOE,
4. Continue to annually review <u>transportation</u> dept. efficiencies and alternatives.	(General fund)	Annual	Supt, BOD, Trans Director
5. Develop and maintain partnerships with city and local entities in order to maximize <u>relationships</u>	(General fund)	Ongoing	Supt, BOE
6. Implement <u>building budgets</u> and evaluate the <u>allocation/deployment</u> of district funds and personnel based on identified needs and priorities.	(General fund)	Ongoing	Admin, BOE

USD 248 Board of Education Long Range Goals and Action Plan

Goals and Objectives: Responsible	Anticipated Resources	Timeline	Person(s)
<p><u>Goal Six:</u> <i>Create a Technology Plan to identify current and future technology needs and applications to improve instruction.</i></p>			
1. Revisit the current technology plan on an annual basis to incorporate new technologies applicable to classroom learning and accelerate the use of technology to support student learning and achievement.	Personnel	On-Going	Tech Committee
2. Develop a District plan for the equitable purchasing and deployment of equipment throughout the District. In addition to integrating iPads into the classroom learning environment, place a focus on teacher training and development to support other technologies currently in use. Discuss methods to develop innovative technology projects including: the use of electronic textbooks, environmental concerns including paper usage and cloud-based storage, and partner with the community in educational projects and resources.	External Personnel Budget Authority	Annual	All Inclusive
3. Discuss a long-range plan to address future technology applications including tablet use, curriculum modifications, and staff development. Discuss ongoing infrastructure improvements and modifications necessary to accommodate both current and future technologies.	Personnel	Annual	All Inclusive
4. Develop a plan that addresses upgrading and remodeling projects at all buildings to accommodate new technologies and improve the learning environment including: wireless technologies, individual learning programs, classroom modifications, and security issues.	Personnel	Annual	All Inclusive

**Goals and Objectives:
Responsible**

Anticipated Resources

Timeline

Person(s)

Goal Six continued:

Create a Technology Plan to identify current and future technology needs and applications to improve instruction.

5. Develop a plan to coordinate professional development activities to help instructors teach more effectively and efficiently using technology and provide resources and training for teachers to integrate technology into curriculum and teaching.

All Inclusive

Annual

Tech Committee

6. List methods that could be used to evaluate the success of our technology goals including: pre-post teacher and student surveys, peer reviews, a technology review committee, administrative evaluations, academic improvements, and other assessment strategies.

All Inclusive

Annual

Tech Committee