

# Long Term Strategic Plan

2018 - 2023



## What is a 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

Girard USD 248 Shall Maintain a "Kids First" attitude as a district priority by providing a personal educational experience for all students while focusing on continuous student growth and academic achievement.



## 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 2018 Strategic Goals

- Commit to high expectations for teaching and student achievement in academics throughout all grade levels and all school programs.
- Commit to recruitment, retention, and professional development of a quality staff through the identification of current and future staff needs.
- Enhance community involvement through communication with all stakeholders.
- Develop a facilities plan to identify to address future facility needs.
- Identify and address future technology needs and skills for staff and students.



**USD 248 Board of Education  
Long Range Goals and Action Plan  
2018 - 2023**

<b>Goals and Objectives:</b>	<b>Anticipated Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
<b><u>Goal One:</u></b>			
Commit to high expectations for teaching and student achievement in academics throughout all grade levels and throughout school programs.			
Curricular:			
1. Curricular Review/Evaluation	General Fund	On-Going	District Administration
a. Create/implement district wide cycle			
2. BYOC	General Fund	On-Going	District Administration
a. Vertical Alignment/Teaming			
b. Common Rubrics K-12 in content areas			
3. Annual Class size review	General Fund	On-Going	District Administration
Life Skills:			
1. Develop/implement K-12 social emotional curriculum	General Fund	On-Going	District Administration
a. Barriers to success			
b. Growth Mindset support for teachers and students			
2. Job Skills/Career Exposure	General Fund	On-Going	District Administration
a. Increase financial literacy exposure where applicable			
b. Expand technical and career related opportunities			
c. Review graduation requirements			
3. College and Career Readiness	General Fund	On-Going	District Administration
a. Community Service/Involvement			
b. K-12 Digital Citizenship curriculum			
Individual Plans of Study			
1. Student Led Conferences	General Fund	On-Going	District Administration
a. Student Portfolio			
2. K-12 data sharing and review	General Fund	On-Going	District Administration
a. Common focus for K-12			

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<b>Goals and Objectives: Responsible</b>	<b>Anticipated Resources</b>	<b>Timeline</b>	<b>Person(s)</b>
<b><u>Goal Two:</u></b> Commit to recruitment, retention, and professional development of a quality staff through the identification of current and future staff needs.			
1. Recruitment:			
a. Maintain a high salary for beginning certified staff	General Fund	On-Going	Board/Supt.
b. Clearly communicate the district incentive package to all new employees (certified and classified)	(Not needed)	On-Going	Supt./Principal
2. Retention:			
a. Continue to establish Teacher/Mentor programming established by the district	General Fund	On-Going	Building Principal/ Mentor Teacher
b. Encourage regularly scheduled meetings with building admin. for beginning/newly employed staff	(Not Needed)	On-Going	Building Principals
c. Consider to reward/compensate staff with advanced degrees (certified/classified)	General Fund	On-Going	Board/Supt.
1. Salary Schedule			
2. Training/Certifications			
3. Tuition Re-imbursement			
d. Consider opportunities to reward long term staff with possible retirement/incentive package	General Fund	On-Going	Board/Supt.
3. Professional Development:			
a. Continue to use survey information about P.D. needs	General Fund	On-Going	PD Committee/ Admin.
b. Continue to use district professional development committee to make P.D. decisions for district in-service trainings	General Fund	On-Going	PD Committee/ Admin.

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<b><u>Goal Three:</u></b> Enhance Community Involvement Through Communication with all Stakeholders			
1. Survey Patrons as to how they receive and send information: mailings, phone, multi-media source, during enrollment	General Fund	Summer 2018	Administration
2. Enhance communication through multimedia approach to patrons: all electronic platforms (Facebook, twitter, PowerSchool, etc), newspaper, classroom notes, SchoolReach, newsletters (weekly, district newsletter)	General Fund	Ongoing	Administration Multimedia Class
3. Utilize multimedia classroom-one teacher outlet for the distribution of information across all platforms: to update administration approved information, stream games, plays, debate, etc., send information across all necessary platforms	General Fund	Ongoing	Administration Classroom Teacher
4. Website Update: remove current clutter, easily navigable, specific buttons for email addresses, phone numbers, alumni button, calendar, Remind	General Fund	Summer 2018	Administration I.T. , SOCS
Other considerations: continue "yellow pocket calendar," use analytics to help with website design, make website mobile friendly, consider '248 app,' possible stipend for staff or additional personnel necessary for the dissemination of information			

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<b><u>Goal Four:</u></b> Develop a facilities plan to identify and address future facility needs.			
1. Develop an annual plan to maintain/upkeep attractive facilities to provide an appropriate learning environment	General Fund	On-Going	Superintendent
2. Continue to improve school security to ensure facilities are safe for students and staff (interior locks for classroom doors, additional resource officer, buzzer systems at each secretary's desk, and address student traffic flow for safety reasons)	General Fund	1 Year	Superintendent
3. Develop a replacement plan/schedule for the GMS/GHS Mechanical Heating and Air System	Capital Outlay, Lease	5 Years	Board of Ed. / Supt.
4. Develop a facilities renovation plan for the Activity Center / Bus Barn that would include renovating storage space into usable activity space	General Fund, Capital Outlay	1-3 Years	Board of Ed. / Supt.
5. Develop a replacement plan/schedule for the GMS / GHS Roof System	Capital Outlay	5 Years	Board of Ed. / Supt.
6. Develop a facilities renovation plan that addresses the Baseball/Softball complex , including addressing additional parking area, dirt work, shaded canopies for the spectator seating areas, possible grandstands for the baseball field, cement work around the SB field, and new bleachers for the softball field	Rec. Commission / Capital Outlay / General fund	1-5 Years	Board of Ed. / Supt.
7. Develop a timeline / plan for possibly adding synthetic turf to the GMS/GHS Football Field	Donations, General Fund	1-5 Years	Board of Ed. / Supt.
8. Look for options to construct a weight room at the GHS/GMS complex	Donation	1-5 Years	Board of Ed. / Supt.

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<b>Goals and Objectives:</b>	<b>Anticipated Resources</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>
<b>Goal Five:</b>			
Identify and address future technology needs and skills for staff and students.			
1. Integrate iPad devices in a 1:1 environment for students in grades K-4	General Fund	1 year	Tech Dept. / Superintendent
2. Develop a district wide single sign-on system for all students and staff password and login accounts	General Fund	On-Going	Tech Dept.
3. Utilize an Online Registration process for all K-12 students to manage admissions, enrollment and registration	General Fund	On-Going	Tech Dept. / Superintendent
4. Utilize an online payment system to process district payments, childcare fees, and food service payments	General Fund	On-Going	Tech Dept. / Superintendent
5. Digital Literacy:	N/A	On-Going	Tech Dept.
a. Professional Development: Coordinate professional development activities to help instructors teach more effectively and efficiently using technology. Provide resources and training for teachers to integrate technology into curriculum and teaching.			
b. Parent Resources: Provide resources to parents/guardians using online and offline education forums.			
c. Standardize classroom recordings: Provide a teacher repository for classroom recordings. Students will have the ability to retrieve class recordings using their device.			
6. Provide students with access to iPad keyboards in grades K-5.	General Fund	Aug 2018	Tech Dept.
7. Reaffirm the districts commitment to utilizing iPads vs. laptops in our 1:1 initiative for student learning.	General Fund	On-Going	Tech Dept.
8. Consider installing "Hotspot" connections on school buses so students can have wifi connection for their iPads.	General Fund	N/A	Tech Dept.