

# Caledonia Community Schools

## Strategic Plan 2007

*Educating, growing, and preparing  
our student learners*

*Supporting and developing  
our staff*

### **Caledonia Promises...**

- **Successful Students**
- **Effective Educators**
- **Character Growth**
- **Life Skills**

*Using the best  
technology*

*Engaging our  
community*

*Sustaining our schools*

*Securing our schools*

*Evaluating our performance*

# **Caledonia Community School Mission Statement**

***In pursuit of excellence, Caledonia Community Schools will empower and equip all students to achieve their best by ensuring the highest quality system for learning.***

## **Values**

- **Every child is entitled to the education and attention that supports their goals, abilities, and learning styles.**
- **We are accountable to the community for our performance and strive to make the best possible use of available resources and maximize learner achievement.**
- **Students and personnel should enjoy learning and working at Caledonia Community School.**
- **Engaged families are vitally important partners in the educational process.**

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# CALEDONIA COMMUNITY SCHOOLS

## “Strategies for Success” Draft Strategic Plan 2007 - 2012

### **Background**

Since the creation of its first strategic plan in 1997, Caledonia Community Schools has demonstrated a commitment to effectiveness, discipline, and accountability, in charting a course that reflects community values and priorities in educating its youth. CCS' engaged district personnel, community leaders, and families in creating its first plan in 1997 and again in 2002 when the plan was revised. Now five years later, it was time to re-engage the Caledonia community in reviewing current priorities and establish new ones that reflect changing community needs and build upon the achievements of recent years.

Between January and May 2007, administrators, teachers, support staff, families, students, and the board of education worked toward the completion of this strategic plan. More than 90 people had input on the outcome of this plan. This strategic plan will be the district's map and source of priorities for the next three – five years. This plan is valued because it helps assure that every student of Caledonia Community Schools has the opportunity to be successful. The foundation for successful achievement of this plan is the continuous and active engagement of students' families in support of their learners' success.

### **Result #1: Educating and Preparing Our Student Learners for the Future**

#### **Share the responsibility with family**

Caledonia Community Schools offers all students a world class education. This is an education that supports their goals, challenges and strengthens their abilities, and accommodates their learning styles. In order for our students to be successful learners, productive employees, and contributing citizens, CCS will also provide a learning environment that maintains emotional safety and encourages development of strong character and the joy of learning.

CCS will develop and integrate programming to prepare students and staff for a world of increasing complexity and diversity. CCS will foster a learning environment that ensures academic and All-Curricular equity.

CCS will also realign and integrate the curriculum throughout the entire school system.

#### We will achieve this by:

1. Defining learning expectations and measuring their accomplishment using such tools as work Keys, ACT, SRI, MEAP, etc.
2. Intervening in support of students who do not meet expectations.
3. Providing extended opportunities for those who exceed expectations.
4. Provide appropriate and consistent disciplinary policies and procedures.
5. Providing opportunities for students to learn about and understand persons from diverse backgrounds.
6. Encouraging all students to participate in character-growing All-Curricular activities.

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### **Result #2: Supporting and Developing Staff**

Student achievement and effective instruction depends upon our educators' ability to utilize the latest developments in teaching, research, and best practices. Therefore, CCS will provide continuous training and development opportunities that encourage and support effective teaching while also measuring progress in attaining educational standards and benchmarks.

#### We will achieve this by:

1. Adopting a well-defined staff development plan for technology and curriculum that includes defining expectations, training, and assessments. CCS will encourage and support all school personnel in using technology effectively in their work.
2. Creating a process to continually improve staff performance, emphasizing the integration of the latest developments in teaching, research, and best practices.
3. Aligning and integrating staff development / programs to enhance our curriculum.

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### **Result #3: Utilizing the Best Technology**

Delivery of a world class education relies upon effective integration and use of technology in our facilities, media equipment, and instruction. CCS will ensure that technology supports grade-appropriate instruction and learning outcomes.

#### We will achieve this by:

1. Structuring the technology department to ensure that there is effective and visionary leadership.
2. Establishing a decision-making process that recognizes the value of both site-based decision-making and district-level needs for coordination and efficiency.
3. Adopting and implementing a staff technology development plan that empowers all school personnel to use technology effectively in their work.
4. Empowering students to use technology as a tool for learning to achieve academic success, career preparation, and needed life skills.

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### **Result #4: Engaging Our School Community**

Caledonia Community Schools will continue to build the trust and confidence of the community by informing community members of students' progress and achievements and the challenges and issues facing CCS.

CCS will rely on the community to support the educational progress of its students by providing volunteer service opportunities and partnerships that enhance students' learning experience and the community's quality of life.

#### We will achieve this by:

1. Communicating student achievement and progress to families, and the entire community.
2. Promoting opportunities for volunteer participation through the sharing of time, skills and resources.
3. Involving students and staff in interactive learning and mentoring with professionals or businesses.
4. Creating community partnerships that expand our system of learning to support personal growth and development from birth throughout life.
5. Improving the district's on-line web presence and other communications methods (of the PTO, Boosters, the Board of Education, etc.) by providing news that is informative, accessible to the community, and user-friendly.

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### **Result #5: Evaluating Our Performance**

In order to assure that our learners are receiving an excellent education, CCS will regularly evaluate the effectiveness of our instructional practices, methods, and personnel.

#### We will achieve this by:

1. Monitoring and examining data to evaluate achievement of all learners and program effectiveness.
2. Continually benchmark and improve the process of personnel evaluation.
3. Asking graduates, colleges and other organizations of learning, community members, and personnel to provide feedback on the learning process and the operations of the CCS.

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## "Strategies for Success" Draft Strategic Plan 2007 - 2012

### **Result #6: Sustaining Our Schools**

CCS will invest in the development and implementation of innovative capital and foundation programs that will increase financial resources. This requires creative and continuous resource development strategies that engage the talents and focused efforts of our community and personnel.

#### We will achieve this by:

1. Increasing district grant writing capabilities.
2. Collaborating with the Caledonia Education Foundation in securing resources for highest priority needs.
3. Seek to become more efficient by exploring cooperation and collaboration with other educational communities and community organizations.
4. Coordinating the efforts of the parent volunteer organizations to continue to communicate with each other.
5. Pursue educational and financial endeavors at local and state government levels to improve district funding.
6. Creating a standing growth/planning committee that will:
  - a. Assess future facility needs of the district based on growth.
  - b. Maximize the use of existing buildings and grounds.
  - c. Maintain their sound condition.
  - d. Develop cost saving plans for future district facility needs.
  - e. Seek to use renewable energy and be environmentally friendly.

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### **Result #7: Growing Character: All-Curricular Activities**

Caledonia Community Schools believe that all non-academic activities must contribute to students' growth and development. Therefore, CCS will provide such activities as art, music, athletics, Industrial Arts, and other after-school programs that grow character, teach valuable life lessons, and allow students to pursue and develop their abilities to their personal best.

#### **We will achieve this by:**

1. Assuring that All-Curricular personnel (staff) will have sufficient resources, materials, technology, and training to achieve the goals of their programs.
2. Actively promoting and seeking family and community involvement, support, and participation in All-Curricular activities.
3. Assuring that student participants experience an atmosphere that is fun, physically and emotionally safe, challenging, and respectful of their dignity.

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### **Result #8: Securing Our Schools**

The safety and security of all students, personnel, and visitors is the foundation for how CCS designs, constructs, and operates its facilities. Achieving this will require diligence and careful determination of ways to meet future needs.

#### We will achieve this by:

1. Evaluating the safety and security of all facilities, with assistance from law enforcement and outside resources.
2. Maintaining emergency and crisis plans and procedures (including provision of appropriate medical training to personnel) that assures the safety and security of our community, students, and staff.