

Caledonia Community Schools 2012 – 2017 Strategic Plan

Mission

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 from early childhood through age 26.**
- **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 Schools.**
- **Engaged families are vitally important partners in the educational process.**
- **Partnerships with other educational institutions will enhance our students' academic achievement and life success**
- **Innovation, academic excellence, and professionalism will characterize learning at Caledonia Community Schools**

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Background

Since the creation of its first strategic plan in 1997, Caledonia Community Schools (CCS) 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 and 2007 when the plan was revised. Now four years later, we re-engaged the Caledonia community in reviewing current priorities and establishing new ones that reflect changing community needs and build upon the achievements of recent years.

Between February and May 2011, administrators, teachers, support staff, families, students, and the board of education worked toward the completion of this strategic plan. More than 90 people have had input on the outcome of this plan. This strategic plan will be the district's map and source of priorities for the next four – 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 P20 Student Learners for the Future to reach Career and College Readiness Expectations

Caledonia Community Schools is known for its close connection to the community and being accountable for ensuring that all learners are offered excellent quality learning opportunity and experience the Joy of learning. CCS will continue to build upon this legacy by responding to new challenges and opportunities and offering all students a quality education that will prepare them for careers, many of which are yet to emerge. 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 joy of learning.

CCS will develop and integrate programming to prepare students and staff for a world of increasing complexity and diversity, including a process to meet foreign language requirements from middle school through high school. CCS will foster a learning environment that ensures academic and All-Curricular equity through relevant learning opportunities.

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

We will achieve this by:

1. Defining learning expectations and measuring accomplishment using such tools as work Keys, ACT, SRI, MEAP, etc.
2. Implementing, meeting and exceeding MME and Common Core standards.
3. Intervening in support of students who do not meet expectations.

4. Providing extended opportunities for those who exceed expectations in middle and high school.
5. Providing appropriate and consistent disciplinary policies and procedures.
6. Providing opportunities for students to learn about and understand persons whose backgrounds are different from their own.
7. Encouraging all students to participate in character-growing All-Curricular activities.
8. Integrating technology into curriculum instruction.

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Result #2: Improving the Effectiveness of All Staff (Supporting and Developing Staff)

Student achievement and effective instruction depend upon our educators’ abilities to utilize the latest developments in teaching, research, and best practices, where teachers integrate research, experience, and innovation into our curriculum and instruction. Growing CCS’ internal network of instructional trainers who know the needs of our faculty promises to be a strong, long-term, and cost-effective opportunity for deepening faculty expertise. These internal trainers will create core instructional models and train faculty in their use. CCS’ internal trainers will also provide continuous training and development opportunities that encourage and support effective teaching while measuring progress in attaining educational standards and benchmarks.

We will achieve this by:

1. Increasing the number and expand the role of internal experts who will provide “train the trainer” opportunities to faculty.
2. Orienting and embedding within all new staff the knowledge of CCS’ values and brand.
3. Adopting a well-defined staff development plan for curriculum and technology that includes defining expectations, training, and assessments. CCS will encourage and support all school personnel in using technology effectively in their work to engage all students.
4. Creating a process to continually improve staff performance, emphasizing the integration of the latest proven developments in teaching, research, and best practices.
5. Aligning and integrating staff development / programs to enhance our curriculum.

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Result #3: Utilizing the Best Technology

Delivery of a quality education relies upon increased use of technology in our facilities, media equipment, and instruction. This will allow for an increase in on-line learning opportunities available through local educational institutions. CCS will continue to ensure that technology supports grade-appropriate instruction and learning outcomes. While increased integration in technology is an important part of our students' education, it is equally important that strong relationships between students and teachers remain central.

We will achieve this by:

1. Structuring the technology department to ensure that there is effective and visionary leadership.
2. Establishing a collaborative process that recognizes the value of decision-making at the elementary, middle school, and high school levels.
3. Adopting and implementing a staff technology development plan that requires and empowers all school personnel to use technology effectively in their work.
4. Empowering students to become “digital citizens”, using technology as a tool for learning to achieve academic success, prepare for their career, and gain needed life skills.

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Result #4: Engaging Our School Community

Believing that transparency is vital in building and maintaining public trust, Caledonia Community Schools will inform community members regarding students’ progress and achievements and the challenges facing CCS. CCS will engage parents on a daily basis regarding their students’ studies and achievement.

CCS will collaborate with the community in supporting the educational progress of its students by providing volunteer service opportunities and partnerships that expand students’ learning experiences and the community’s quality of life.

We will achieve this by:

1. Emphasizing parental use of the Parent / Student Portal.
2. Increasing the use of electronic communications in communicating student achievement and progress to families and the community.
3. Promoting opportunities for volunteer participation through the sharing of time, skills and resources.
4. Involving students and staff in interactive learning and mentoring with professionals or businesses.
5. Creating community partnerships that expand our system of learning to support personal growth and development from birth throughout life.
6. Improving the district’s on-line web presence and communications (of the PTO, Boosters, the Board of Education, etc.) by providing news that is informative, accessible to the community, and user-friendly.
7. Continuously surveying community stakeholders and students to identify ways to improve educational quality.

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Result #5: Measuring Our Effectiveness through Student Growth and Proficiency Data (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. Evaluating survey results (see Result 4) and other data for identifying future improvement efforts.
2. Monitoring and examining data to evaluate achievement of all learners and effectiveness of all programs.
3. Developing, improving, and monitoring school improvement plans.
4. Continually benchmark and improve the process and effectiveness of personnel evaluation, including all staff where possible.
5. Asking graduates, colleges and other organizations of learning, community members, and personnel to provide feedback on the education process and the operations of the CCS.

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Result #6: Sustaining Our Schools

Continued growth of CCS’ fiscal base as well as cost containment / reduction is critical in the face of declining state revenues. 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 focus efforts of our community and personnel. Integration of services and administration with other school districts must also be explored.

We will achieve this by:

1. Leveraging external on-line and collaborative opportunities for increasing available resources.
2. Coordinating the efforts of the parent volunteer organizations to continue to communicate with each other.
3. Increasing district grant writing capabilities.
4. Collaborating with the Caledonia Education Foundation in securing resources for high priority needs.
5. Seeking to become more efficient by identifying opportunities for cooperation, collaboration, and consolidation with other educational communities and community organizations.
6. Advocate in favor of educational and financial endeavors at local and state government levels to improve district funding.
7. Creating a standing growth/citizen advisory/planning committee that will:
 1. Assess future facility needs of the district based on growth
 2. Maximize the use of existing buildings and grounds
 3. Maintain the sound condition of buildings and grounds
 4. Develop cost saving plans for future district facility needs
 5. Seek to use renewable energy and be environmentally friendly.
8. Communicating the financial challenges and major public policy issues facing CCS.
9. Establishing a new partnership with all employee and community groups to keep the CCS brand in place.

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Result #7: Growing Character: All-Curricular Activities

Caledonia Community Schools believe that All-Curricular activities are fundamental to student success, must contribute to students’ growth and development, and reflect CCS’ values and brand. Therefore, CCS will provide activities such as art, music, athletics, Industrial Arts, and other programs with intent to 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. Teaching Character Development at all levels.
2. Assuring that All-Curricular personnel (staff) have sufficient resources, materials, technology, and training to achieve the goals of their programs.
3. Actively promoting and seeking family and community involvement, support, and participation in All-Curricular activities.
4. 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 the design, construction, and operation of its facilities. Achieving this will require diligence and careful determination of ways to meet future needs.

We will achieve this by:

1. Promoting behaviors that ensure a safe and caring environment in the digital age through education efforts and prevention and enforcement policies.
2. Evaluating the safety and security of all facilities with assistance from law enforcement and outside resources and parents.
3. Building upon 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.