

BOE Strategic Plan Update 2019-2020

AUGUST 19, 2019





Caledonia Community Schools Strategic Plan 2019 - 2024

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.

Vision: Cultivating Agile Learners who are empowered with 21st Century Skills and prepared to compete in a global environment.

Focus Areas

- Teaching & Learning
- Whole Child/Whole Community
- Fiscal Sustainability
- Organizational Coherence

Values:

Student Centered Learning Environments
Community & Family Partnerships
Opportunities for Students
Whole Child Focus
Collaboration
Climate of Care
Embracing Diversity

Strategic Plan Teaching & Learning



Strategic Focus Area: Teaching & Learning

Goal: Student Achievement

Goal Objective: CCS will create the teaching and learning environment that will prepare all students with the necessary skills to successfully compete in a global economy.

Major Initiatives 19/20:

- 1.) ELA - All MS teachers will receive training and materials for implementation of myPerspectives curriculum.
- 2.) Math - A new math curriculum will be selected and all PreK-8 teachers will receive training and materials for implementation in 2020-2021.
- 3.) Assessment System - The district wide system of assessments will be updated including all core content areas, electives, and social/emotional/behavioral needs.
- 4.) MTSS - A district wide process of data review will be utilized with fidelity to analyze student, building and district level data and develop goals and objects to support improvement.

Strategic Plan Teaching & Learning



Strategic Focus Area: Teaching & Learning

Goal: Academic Options & Opportunities

Goal Objective: CCS will develop a continuum of engaging and academically rigorous programming designed to foster creativity and critical thinking skills through cross curricular teaching methodologies, such as PBL and Design Based Thinking.

Major Initiatives 19/20:

- 1.) STEM Lab will be offered to all students in grades 6-8 using Tech Trep Curriculum.
- 2.) Project Based Learning: Caledonia High School will implement the first cohort model of PBL for freshman students in the fall of 2019.
- 3.) Academic Acceleration: A committee will be formed to articulate a framework for enrichment and advancement including identifying supports currently available (CHS, MS, Elem.), providing recommendations for additional options, developing an eligibility process and parent involvement plan.

Strategic Plan Teaching & Learning



Strategic Focus Area:

Teaching & Learning

Goal:

Curriculum & Program Alignment

Goal Objective:

learning for all.

CCS will have an articulated guaranteed and viable curriculum to support teaching and

Major Initiatives 19/20:

- 1.) ELA - Implementation of CKLA Curriculum Maps with corresponding pacing and assessments. (Elementary)
- 2.) ELA - Initial implementation of MyPerspectives curriculum. (Middle School)
- 3.) Math - Selection and adoption of a primary curriculum resource. (Elementary and Middle School)
- 4.) STEM - Initial implementation of Tech Trep curriculum. (Middle School)
- 5.) Professional Learning - Development of CCS Instructional Coaching Model. (All)

Strategic Plan Teaching & Learning



Professional Development Documentation 2019-2020

1. All certified staff must record Professional Learning **building** meetings using the “PD Request Form” on Staff Intranet.
2. Principals and Curriculum Director will receive notification and approval request.
3. Principals are required to keep agendas and sign in sheets for all meetings that are considered professional development.
4. Staff Portal contains resources on DPPD and logging hours for teachers and administrators.



Caledonia Elementary Professional Development 2018/2019						
Instructional Office Funding Source			Principals			
Marzano	CLL	BUCK	MI/LSI	MTSS	Building	PBL
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Instruct Office Funding Source	Amount for Sub Cost	Comments	Principal Approval	Approval Date	Date Session Attended	Fund Source

Strategic Plan Whole Child/Community



Strategic Focus Area: Whole Child/Community

Goal: Building Positive School Culture & Climate

Goal Objective: CCS will develop a Positive School Culture to foster high levels of academic achievement and social engagement from early childhood through graduation.

Major Initiatives 19/20:

- 1.) Implementing Tier 1 SEL Curriculum K-12 [Elem-Social Thinking, Sanford Harmony; MS/HS- be nice.]
- 2.) Implementing Universal Screening Tool K-8 [Student Risk Screening Scale (SRSS)]
- 3.) Training on updated process for conducting Functional Behavior Assessment (FBA) and Positive Behavior Support Plan (PBSP)



Strategic Plan Whole Child/Community



Strategic Focus Area: Whole Child/Community

Goal: Comprehensive Student Supports & Services

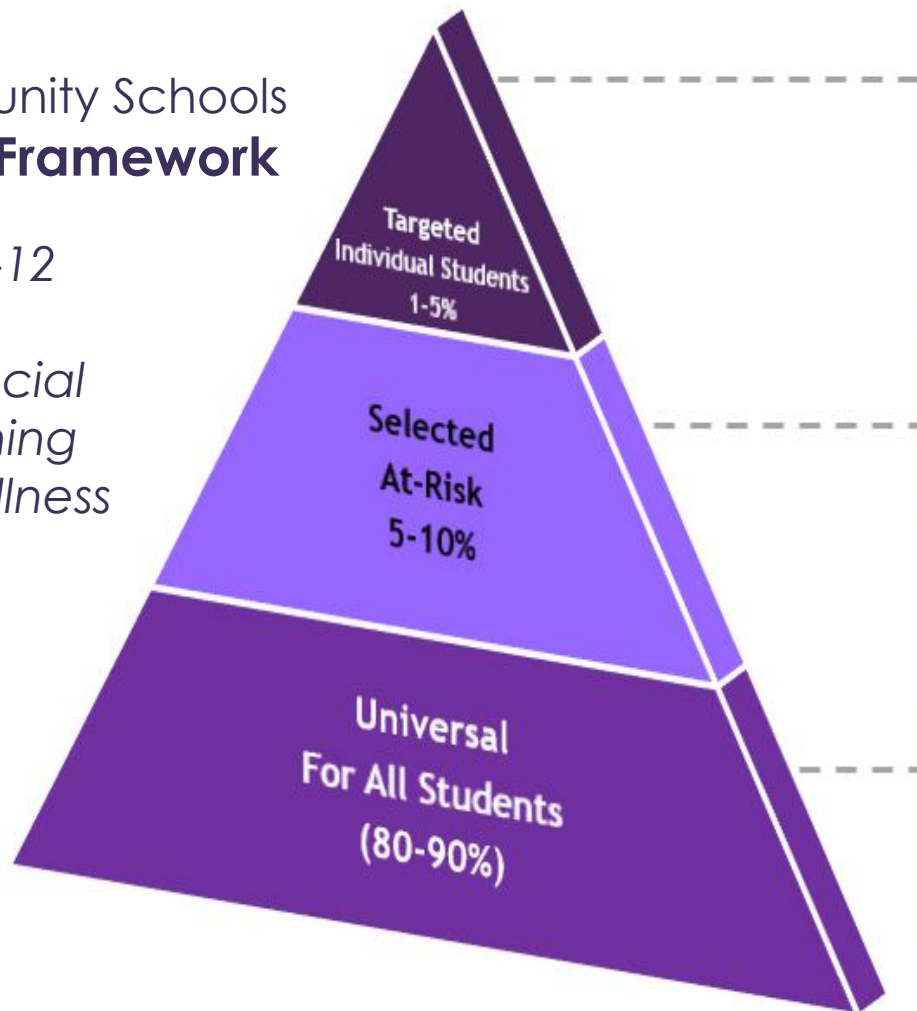
Goal Objective: CCS will provide a continuum of behavioral and social/emotional supports (MTSS) to positively impact student academic achievement outcomes.

Major Initiatives 19/20:

- 1.) Creating a Student Support Coach to facilitate student supports and services district-wide
- 2.) Researching resources and potential partnerships to enhance opportunities for student access to community mental health supports, both on campus and in the surrounding area
- 3.) Continued development of the Student Support Team (SST) to increase understanding of and enhance implementation of district-wide MTSS for behavior and social-emotional learning

Caledonia Community Schools Interconnected Framework

*A Multi-Tiered K-12
Comprehensive
Approach to Social
Emotional Learning
and Mental Wellness*



- Functional Behavior Assessment
- Behavior Intervention Plan
- Individual Social Work/Counseling
- Wrap-around Services

- Small Group Social Skills/SEL
- Mentoring
- Check-In Check-Out
- Behavior Contract
- Student Assistance Team (SAT)
- Parent-School Home Notes
- Self-Monitoring

- School-Wide PBIS and PSC
- Teaching of Expectations
- Teaching of Social-Emotional Learning
- Proactive Classroom Management
- Student Assistance Team (SAT)
- Parent-School Communication
- Assessment and Screening
- Data-Based Decision Making

Strategic Plan Whole Child/Community



Strategic Focus Area: Whole Child/Community

Goal: Student Health & Wellness

Goal Objective: CCS will promote student and community health and wellness.

Major Initiatives 19/20:

- 1.) Establishing a district Health & Wellness Committee
- 2.) Development of Comprehensive 5-year Athletic Plan (addressing culture, proper training, facilities, and partnerships)

Strategic Plan Template Whole Child/Community



Strategic Focus Area: Whole Child/Community

Goal: School/Community Partnership & Engagement

Goal Objective: CCS will identify and establish school/community partnerships that directly support district academic and non-academic goals.

Major Initiatives 19/20:

1.) Identifying current partnerships, both formal and informal, between CCS (i.e. schools, departments, programs, groups) and other organizations

Strategic Plan Fiscal Sustainability



Strategic Focus Area: Fiscal Sustainability

Goal: Reinvestment in Students, Staff Programs & Supports

Goal Objective: Align fiscal resources to serve as an accurate reflection of District-wide Goals and Priorities established by the Board of Education to meet the curricular and non-curricular needs for students and staff.

Major Initiatives 19/20:

- 1.) Funding has been allocated to reduce cost burden on families and students to participate in athletics and improve strength and conditioning support for student athletes.
- 2.) Funding has been allocated to increase staff in secondary music program and towards purchase of band uniforms.
- 3.) Funding allocated for ELA Coach to support 3rd grade reading law requirements and upper elementary Special Education Teacher.
- 4.) Funding allocated to increase Student Support Team coordination and Homeless Liaison.
- 5.) Increase building level instructional supply discretionary budget.
- 6.) Funding allocated to support Dean of Students to support behavior & student activities between Middle Schools.
- 7.) Funding allocated to support Shared Time Service Coordinator to support 400+ private school students.

Strategic Plan Fiscal Sustainability



Strategic Focus Area: Fiscal Sustainability

Goal: Needs Based Budgeting Process

Goal Objective: CCS will transition to a modified needs based budget where fiscal resources are strategically aligned to support district goals.

Major Initiatives 19/20:

- 1.) Movement to a per pupil allocation for building discretionary budgets has begun for Fall 2019.
 - Elementary- \$95 per pupil (budget impact \$4,158 increase)
 - Middle School- \$75 per pupil (budget impact \$7,128 increase)
 - High School- \$60 per pupil (budget impact \$18,348 increase)
- 2.) Development of clearly identified outline of district vs. building responsibilities for textbooks, consumables, and discretionary curricular materials to support instruction, along with a revised tracking and accountability process.

Strategic Plan Fiscal Sustainability



Strategic Focus Area: Fiscal Sustainability

Goal: Multi-Year Operations & Capital Needs Planning

Goal Objective: CCS will develop and implement forward thinking plans to address district growth, capital needs, facilities, and major departmental purchases for the safe, orderly and efficient operations of the district.

Major Initiatives 19/20:

- 1.) Create & Organize broad based teams to help plan and implement plan for district reorganization.
 - a. Academic Advisory Impact Team
 - b. Operations Logistics Team
- 2.) Create & Organize broad based team to help analyze district needs and develop a multi-step plan for millage renewal and possible bond campaign to prepare for future growth.
 - a. Community Impact Team

Strategic Plan Organizational Coherence & Systemic Improvement



Strategic Focus Area: Organizational Coherence & Systemic Improvement

Goal: Student Information Software Systems Conversions

Goal Objective: CCS will implement a conducive and structured information exchange environment for integrating students, parents, teachers and the administration.

Major Initiatives 19/20:

- 1.) Implement and support software conversion from Infinite Campus to PowerSchool.
- 2.) Implement Trip Management software for field trip and athletic transportation requests and tracking.
- 3.) Fully implement online enrollment process.

Strategic Plan Template Organizational Coherence & Systemic Improvement



Strategic Focus Area: Organizational Coherence & Systemic Improvement

Goal: District/Building Communications Process

Goal Objective: CCS will improve internal and external communication with the goal of creating open, two way communication between the district and staff, parents and the community.

Major Initiatives 19/20:

- 1.) School Messenger will be fully implemented and utilized as a key communication tool.
- 2.) The District Website will be redesigned to improve consistency of information retrieval and access.
- 3.) Increase social media presence with the intent to provide accurate information to district constituents.
- 4.) Explore creating the position of Communications Coordinator.

Strategic Plan Organizational Coherence & Systemic Improvement



Strategic Focus Area: Organizational Coherence & Systemic Improvement

Goal: Improving Transportation Efficiency

Goal Objective: Provide safe and efficiently operated bus transportation to ensure the success of our students by increasing on-time performance, reducing student ride time, and lowering fuel costs.

Major Initiatives 19/20:

- 1.) Purchase Fuel Management System will be purchased and implemented.
- 2.) Implement billing procedures for departments that utilize transportation resources.
- 3.) Create geographic transportation zones for district elementary schools.



2014 Bond Close-Out Projects

- Voters approved the 2014 Bond that provided \$41,134,586 in funding.
- Final Projects - Summer 2019
 - Completion of High School Track
 - Repavement of KMMS parking lot
 - Partial payment of Girls Softball field (balance from general fund balance to finish the project)