

# STRATEGIC PLAN 2018-19

**MISSION:** The Avery School District will incorporate the core values of the community into an academically challenging curriculum.

**VISION:** Avery students will learn to think critically, to collaborate with others, and to use technology to become a successful citizen with a high moral standard and excellent character.

**VALUES:** The Avery School District believes in equal treatment for all students and has high expectations for students' classroom performance and behavior. Students' should learn to be responsible for their own actions in a respectful environment where they are both respected and respectful.

**Imagine schools that:**

- Create excitement in the learning environment.
- Appreciate the value of each child and build upon the child's strengths.
- Allow all students, staff, parents and community members to work together toward common goals.

**Focus Areas:**

- I. Communication
- II. Student Achievement
- III. Business and Operations
- IV. Facilities

## **I. Communication**

**GOAL:** The District will create a coordinated and effective communication process, which operates in an atmosphere of trust and respect, throughout the District and community.

- A. Public Information Plan
- B. Gathering stakeholders opinion
- C. Strengthening relationships

### **Communication Plan**

Strategy	Actions	Completi on date	Responsible Person	People involved in getting the work done	Method of evaluation

<p>A. Public information plan</p>	<p>1. Publish a quarterly Newsletter</p> <p>2. Send the Newsletter to the St. Maries newspaper monthly</p>	<p>1. August, Nov., Feb., May</p> <p>2. Aug, Nov, Feb, May</p>	<p>1. Teachers &amp; Superintendent</p> <p>2. Superintendent</p>	<p>1. Teachers &amp; Superintendent</p> <p>2. Teachers &amp; Superintendent</p>	<p>1. Newsletter sent home each quarter</p> <p>2. Newsletter published quarterly</p>
<p>B. Gathering stakeholder opinion</p>	<p>1. Poll stakeholders with surveys distributed through all methods of communication</p>	<p>1. Annually</p>	<p>1. Superintendent</p>	<p>1. Teachers, Superintendent, Business Manager, and Trustees</p>	<p>1. Feedback from all stakeholders (community, staff, students, parents)</p>
<p>C. Strengthen Relationships</p>	<p>1. Parents meeting &amp; Spaghetti Dinner</p> <p>2. Veteran's Day recognition Lunch</p> <p>3. Christmas Pageant presentation to community.</p>	<p>1. October 15</p> <p>2. Nov. 12</p> <p>3. Dec. 19</p>	<p>1. Superintendent</p> <p>2. Superintendent</p> <p>3. Superintendent</p>	<p>1. Staff and Superintendent</p> <p>2. Super and staff.</p> <p>3. Super and staff</p>	<p>1. Attendance at dinner meeting.</p> <p>2. Feedback from veterans, family, and community</p> <p>3. Feedback from community</p>

## II. Student Achievement

GOAL: Our students will receive the finest education in the nation, so that each student will become lifelong learners.

- A. Curriculum/Instruction/Assessment-
- B. Technology
- C. Staff Development
- D. Student Recognition
- E. Student Growth

### Student Achievement Plan

Strategy	Actions	Completion date	Responsible Person	People involved in getting the work done	Method of evaluation
A. Curriculum/ Instruction/ Assessment	1. Use student data (ISAT, NAEP, MAPS, Aimsweb, IRI) to establish goals to improve student learning.	1. Ongoing	1. Teachers, paraprofessional & Superintendent	1. All teaching staff	1. Improvement in student scores over the course of the school year.
	2. A system of interventions will be developed to help students learn at an age appropriate pace	2. ongoing	2. Superintendent	2. Teachers & Superintendent	2. A list of interventions are designed that work in a school the size of Calder

<p>B. Technology</p>	<p>1. Search methods to make the internet more reliable.</p> <p>2. Explore different devices to deliver specific curriculum.</p>	<p>1. On Going</p> <p>2. On-Going</p>	<p>1. Tech Director Superintendent</p> <p>2. Tech Director Tech Director Superintendent</p>	<p>1. Tech Director Superintendent</p> <p>2. Tech Director Superintendent</p>	<p>1. Evaluation is provided to board for approval as District Policy.</p> <p>2. Teachers have devices that fulfill student needs.</p>
<p>C. Staff Development</p>	<p>1. Schedule teachers and para-professionals to enable participation in staff development activities within as well as outside the district.</p> <p>2. Staff development is measured in the teacher evaluation</p>	<p>1. Sept. 2017</p> <p>2. April 2018</p>	<p>1 Superintendent</p> <p>2. Superintendent</p>	<p>1. Teachers and superintendent</p> <p>2. Teacher, staff, and superintendent</p>	<p>1. Teacher and Paras attend staff development training regularly.</p> <p>2. Teacher Evaluation reflect teacher efforts at self-improvement</p>

<p>D. Student Recognition</p>	<p>1. Recognize positive student involvement within the district and community.</p> <p>2. Students recognized for “effort and hard work” as well as grades each month.</p> <p>3. Student expectations will be routinely shared with students and parents.</p>	<p>1. Nov, Feb, May</p> <p>2. Ongoing</p> <p>3. Ongoing</p>	<p>1. Teachers &amp; Superintendent</p> <p>2. Teachers &amp; Superintendent</p> <p>3. Teachers, paraprofessionals &amp; Superintendent</p>	<p>1. Teachers</p> <p>2. Teachers</p> <p>3. Teacher, paras, Superintendent</p>	<p>1. Reports to the Board/posted on the web site and noted in the news media.</p> <p>2. Program is a part of Positive Behavior Instructional Support effort (PBIS).</p> <p>3. Positive Behavior Instructional Supports becomes a part of the school routine.</p>
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E. Student Growth	1. All students will be "proficient" or better on end of course assessments such as IRI, Aimsweb, and ISAT 2.0	1.June 2018	1.Teachers, Paraprofessional, and Superintendent	1.Teachers, Paras, and Superintendent	1. Assessment scores.
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### **III. Business and Operations**

GOAL: The district will establish a long-term financial support system.

A. Establish a long term financial support plan for the district.

Strategy	Actions	Completion date	Responsible Person	People involved in getting the work done	Method of evaluation
A. Financial Support Plan	1.Budgets will be aligned with the district's goals and priorities.	1.June 2018	1.Superintendent Business Manager	1.Superintendent, School Board, staff. Parents, citizens of the district	1.Plan is completed and reviewed the end of the Fiscal Year.

## IV. Facilities

GOAL: The District will maintain facilities so that they are a source of pride for our community and continue to be usefulness to the citizens of the district.

- A. Develop and maintain a comprehensive updated Ten Year Facilities Plan
- B. Annual budget identifies needs that to be met each year
- C. Annual Report of District Maintenance Project

Strategy	Actions	Completion date	Responsible Person	People involved in getting the work done	Method of evaluation
A. Develop and maintain a comprehensive updated Ten Year Facilities Plan	1. Identify and prioritize maintenance/repair/upgrade/replacement needs per building	1. June 2018	1. Superintendent	1. Superintendent & Board	1. Plan completed and needs assessment done each spring annual with annual reports of progress
B. Annual budget identifies needs that will be met each year.	1. Identify yearly maintenance priorities based on Ten Year Plan and yearly assessment identifying projects deemed urgent and include them in the budget  2. Safety reports from the state are dealt with in a timely manner.	1. March 2018  2. Ongoing	1. Superintendent  2. Superintendent Business Manager	1. Superintendent & Board  2. Superintendent, staff	1. Budget accurately reflects needs if the district  2. Safety issues are resolved in a timely manner

C. Annual Report of District Maintenance	1. Report to the Board at September Board meeting	1. Ongoing	1. Superintendent .	1. Superintendent	1. Report details all maintenance for the past school year.
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