

# STRATEGIC PLAN – VISION 2020

*Center School District*

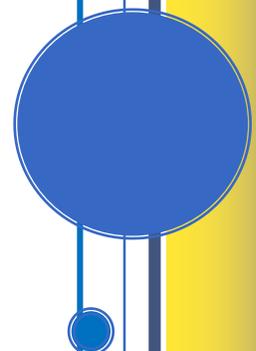
The Center School District presents a Strategic Plan that aligns with the vision and mission for the future of our schools.

Vision: The Center School District strives for excellence in our schools where all students are expected to learn and grow.

Mission: All students will demonstrate high achievement, character, and teamwork in a diverse community. Together, we achieve!

Strategic Planning Committee

May 2016



# STRATEGIC PLAN – VISION 2020

*Center School District*

## EXECUTIVE SUMMARY

This strategic plan was created through a five-month process. Starting with a desire to plan for our future in an innovative and creative way, Center School District established a framework to gather input from internal and external stakeholders. From teachers to parents and students to community members, we've gathered ideas and dreams from a variety of people connected to our community.

An outline of our process:

### *Established the Strategic Planning Team*

This team facilitated the development of the plan. Organized, coordinated, managed the process.

### *Schools of Innovation Visits*

Administrators, teachers, students, and Board of Education members visited schools of innovation and achievement. We've started this process, but would like to see more examples of high-achieving schools, cultures, classrooms, and educators.

### *Implemented Workshop-like Public Sessions*

Organized and facilitated focus group-like sessions where we engaged the public. A variety of community groups were invited to participate. Participants included: parents, PTA/PTO groups, booster club, faith-based groups, Center Education Foundation director, key opinion leaders, and community members.

### *Implemented Workshop-like Internal Sessions*

Organized and facilitated focus groups with our internal stakeholders where we engaged their opinions and thoughts for our future. Participants included: teachers and support staff through a half-day of professional development, Board of Education, administrators, and student groups.

### *Conducted Public Opinion Research*

This piece consisted of research with external stakeholders (online), parents and staff (online), and key opinion leaders (telephone) in the community. Patron Insight, with expertise in surveying and data research, helped us conduct this research.

## EXECUTIVE SUMMARY (CONTINUED)

### *Consolidated Focus Group Findings and Survey Research*

The strategic planning team met and discussed implementation parameters. We consolidated the focus group and survey findings.

### *Next Steps*

The Board of Education and administration will establish annual district goals through the CSIP and BSIP process that align with this strategic plan. The vision, strategies, and action plans in this document will guide our Comprehensive School Improvement Plan process.

**Please Note:** Under each strategy, you will see numbered priorities listed. These priorities are not necessarily in rank order of priority, but simply in order of how many times we heard from stakeholders that they were important.

# STRATEGIC PLAN – VISION 2020

*Center School District*

## STRATEGY 1

### ACADEMIC ACHIEVEMENT

*“We want our students to compete at the top levels of academics and industry.”*

*– Parent*

We believe that academic achievement is at the center of what we do. Academic achievement is the umbrella under which our goals, action steps, and plans are derived. The future of Center School District depends on our ability to increase academic achievement. Here are ways in which we can do so:

*Priority 1:*

Integrate research-based programs to incorporate student choice and student voice such as: personalized learning; project-based learning; real-world application programs.

*Priority 2:*

Increase average ACT score to state average or above by 2020 by building collective capacity from birth to college.

*Priority 3:*

Increase options for opportunities to learn within Advanced Placement courses, Honors courses, Dual-Credit courses, technical courses, internships, and online courses for students, staff and parents.

*Priority 4:*

Provide high quality preschool for every child in our community. Increase number of students in the early childhood program and Parents As Teachers program.

*Priority 5:*

Enhance STEAM (Science, Technology, Engineering, Arts, Math) learning through incorporating Project Lead the Way (PLTW) in every school and continuing PREP-KC partnership with Math Relays and other PREP-KC programs.

*Priority 6:*

Insight the passion in our students and honor the diversity of their talents. Find opportunities to let our students explore their passion for creativity and the arts.

*Priority 7:*

Create a Response to Intervention (RTI) system that monitors, intervenes, and supports the elimination of gaps in student learning to ensure literacy skills in reading, writing, math, speech, and listening.

# STRATEGIC PLAN – VISION 2020

*Center School District*

## STRATEGY 2

### COLLEGE AND CAREER READINESS

*“We want our students to move fearlessly to their future.”*

*- Principal*

We believe that college and career readiness is a service we must provide our students. We will prepare our students for a world where they are successful in college and in their career. We want our students to master the art of communication, creativity, collaboration, and critical thinking – all of which prepare them to enter college and career ready to grow and thrive. The future of Center School District depends on our ability prepare students for college and career at high levels. Here are ways in which we can do so:

#### *Priority 1:*

Become part of the CAPS (Center for Advances Professional Studies) Network. This allows our students the ability to work in passion-driven, career-oriented pathways of study with real-world business and industry across the community. This also allows our teachers and students the ability to collaborate, learn, and grow in an authentic, real-time, project-based environment.

#### *Priority 2:*

Establish a school or location of choice or a model school for our students and parents. Maybe it's two 5<sup>th</sup> grade classes at the Red Bridge Shopping Center and the classes work on business-oriented projects with the developer; middle school classes at a local hospital; or high school courses at Burns and McDonnell.

#### *Priority 3:*

Establish a professional framework for research-based instructional models such as project-based learning and job-embedded professional development at each school. Work with the Buck Institute to train and mentor teachers.

*Priority 4:*

Establish industry partners to help with career pathways, mentoring students and teachers, piloting and supporting innovative programs, and provide internships.

*Priority 5:*

Increase number of math and science robotics-related teams, projects, resources. Increase number of arts-related projects and activities.

# STRATEGIC PLAN – VISION 2020

*Center School District*

## STRATEGY 3

### ENGAGEMENT

*“I want Center to be a place of motivation and inspiration where I get to explore my passions and use real-world skills.”*

*- Student*

We believe that engagement – between our students, staff, parents, and the community – is vital to connecting Center School District to the lives around us. Engagement means connecting with each other and with outside entities. It also means being focused on the mission of educating our students – engaged in the education we provide. The future of Center School District depends on our ability to be engaged in our schools. Here are ways in which we can do so:

#### *Priority 1:*

Explore school structures and schedules that enhance learning opportunities for all students. Create grade levels that incorporate collaborative teaching. For example: Two teachers with open classroom space and flexible classroom space built around individualized learning opportunities. This could also include a “concept” school – or school of choice – built around the idea of collaborative teaching with individualized learning opportunities.

#### *Priority 2:*

Connect students and teachers with their passions. Students will take interest inventories that can help guide passion-driven class schedules and career pathways. This also includes career jumping, college or career days, job shadow opportunities.

#### *Priority 3:*

Explore ways to incorporate a “Genius Hour” concept. Students will spend a percentage of their time working on projects driven by their own choice and interest.

*Priority 4:*

Establish parent engagement teams. Create parent academies to help parents understand the educational process. Continue to incorporate the “Made Smart” program.

# STRATEGIC PLAN – VISION 2020

*Center School District*

## STRATEGY 4

### Taking Care of Students and Staff

*“We want to feel safe in our learning and to feel that our dreams are honored.”*

*- Student*

We believe that taking care of our students and staff fundamentally enhances the culture and atmosphere of our community. Healthy staff and students – both mentally and physically – contributes to our emotional wellbeing as a family. The future of Center School District depends on our ability to take care of each other. Here are ways in which we can do so:

#### *Priority 1:*

Explore methods to link students’ interest and passions to classes and learning.

#### *Priority 2:*

Continue to be trauma-informed schools with trauma-informed training for staff. Find resources for teachers and students that fill the need for counseling support and mental health for all.

#### *Priority 3:*

Provide opportunities for staff to create their own personalized learning opportunities through professional development. When we feel ownership over our learning and job responsibilities, we feel connected to the mission.

#### *Priority 4:*

Continue to advocate for compensating staff and administrators competitively among regional salary schedule averages.

*Priority 5:*

Implement Positive Behavior Intervention Supports (PBIS).

# STRATEGIC PLAN – VISION 2020

*Center School District*

## STRATEGY 5

### EFFICIENT SYSTEMS

*“We need smart and user-friendly systems that talk to each other.”*

*- Administrator*

We believe that efficient systems contribute to the quality of experience for our students, staff, and community. We understand that smooth running systems make people appreciate the bigger picture. We have to be good at the little things to be good at the big things. The future of Center School District depends on our ability to have efficient systems. Here are ways in which we can do so:

#### *Priority 1:*

Ensure systems that talk to each other – from technology systems to communication – we have to have platforms that connect.

#### *Priority 2:*

Make district systems and technology more user-friendly for parents. Make the residency and enrollment process more user-friendly. Provide online enrollment opportunities for all. Make district systems more user-friendly for staff. Streamline responsibilities that do not directly impact student learning.

#### *Priority 3:*

Collaborate with colleges and public libraries to extend learning opportunities. Provide online learning opportunities for students and parents.

#### *Priority 4:*

Ensure our facilities are safe and welcoming. Build secure entrances for all of our schools.

*Priority 5:*

Build system capacity by creating leadership opportunities for students, teachers, and administrators.

*Priority 6:*

Use resources strategically to ensure financial stability over time.

# STRATEGIC PLAN – VISION 2020

*Center School District*

## STRATEGY 6

### 21<sup>ST</sup> CENTURY LEARNING ENVIRONMENTS

*“Our future will depend on the different ways we approach learning in the 21<sup>st</sup> century.”*

*- Teacher*

We believe that providing 21<sup>st</sup> century learning environments through classroom and building spaces, technology, and connections is the future. We have to provide our students, staff, and community with opportunities to engage in future-oriented thoughts and projects. The future of Center School District depends on our ability to provide learning environments that elicit creativity, collaboration, critical thinking, and communication. Here are ways in which we can do so:

#### *Priority 1:*

Provide appropriate individualized technology for all students and staff (K-12). Expand one-to-one technology devices for all students. Provide staff development that ensures transformational technology.

#### *Priority 2:*

Make collaborative spaces in all our schools. Create open spaces for students, staff, and community to work on projects, build ideas, and meet with audiences. Makerspaces will be in all of our schools in forms that fit each school culture.

#### *Priority 3:*

Find more opportunities for industry and business to be involved in authentic partnerships with our students.

#### *Priority 4:*

Achieve recognition for excellence through state and national designations such as Annual

Performance Report (APR), Distinction in Performance, Blue Ribbon, U.S. News and World Report, among others.

# STRATEGIC PLAN – VISION 2020

*Center School District*

## IMPLEMENTATION TIMELINE

*Year 2016-2017:* 1.2; 1.3; 1.5; 1.7  
2.1; 2.4; 2.5  
3.2  
4.2; 4.5; 4.6  
5.2; 5.6; 5.5

*Year 2017-2018:* 1.1; 1.4; 1.6  
2.2; 2.3; 2.4  
3.2  
4.2; 4.3  
5.5  
6.3

*Year 2018-2019:* 3.1; 3.2; 3.3  
4.1  
5.1; 5.2; 5.3; 5.4; 5.5  
6.1; 6.2

*Year 2019-2020:* 6.4

*Year 2020-2021:*