



# STRATEGIC PLAN

## Mission & Vision

### MISSION STATEMENT

*The mission of Rich Township High School District 227 is to sustain a focus on students and on student success.*

### VISION STATEMENT

*We envision a culturally relevant, innovative school district that provides a foundation of opportunities for our students to thrive.*

# Belief Statements

## **We believe that student success is more likely to occur:**

- When all of our stakeholders are treated with respect in a safe, caring learning environment.
- When the voices of our students, our staff, our parents, our alumni, our communities, and our school board are heard, considered, and addressed.
- When the unique identity of our students is valued and celebrated.
- When our students are exposed to our rich cultural diversity.
- When the school district works in partnership with our communities.
- When positive, collaborative relationships are developed between our students and the adults who work with them.
- When social/emotional skills as well as academic skills are emphasized.
- When student work products reflect communication, critical thinking, collaboration, creativity, and self- discovery.
- When students have the best educational experience for their individual post-secondary success.

# Goal Statements

1. Develop a clear focus on students and on the quality of experiences and supports provided to students.
2. Ensure that quality teaching and learning is supported in a climate and culture of trust and positive relationships.
3. Ensure structures are in place that result in increased student, staff, and community commitment to and ownership of the direction of the district.
4. Provide development and support for professional staff transitioning from roles focused primarily on management to roles focused on leadership.
5. Develop a district-wide communication plan that is sensitive to the needs and interests of key audiences served and that makes clear what the school district is trying to accomplish.

# Goal Statements | Action Steps

## **Goal 1: Develop a clear focus on students and on the quality of experiences and supports provided to students.**

### **Actions to Consider**

- Develop a strategy to align school beliefs, vision, mission, and goals with those of the district.
- Create an action team to review initiatives that are intended to provide support to students to ensure that students perceive these initiatives as supportive.
- At all levels of the school district solicit feedback from students about the quality of their learning experiences as well as how they feel they are treated.
- Determine relevance of instructional programs, initiatives, and practices to ensure that students are receiving what is needed to be successful as citizens in the twenty-first century.
- Clarify the district position on assessment and review the amount of time of testing and test preparation.
- Solicit feedback from parents throughout the district about their reasoning for selecting this district and the quality of the supports, services, experiences, and transitions into and out of the district for their students.
- Develop shared understanding of quality student work and experiences.

## **Goal 2: Ensure that quality teaching and learning is supported in a climate and culture of trust and positive relationships.**

### **Actions to Consider**

- Develop guidelines and practices to ensure that all schools are clean, healthy, and safe environments for students and staff.
- Utilize feedback from students, staff, and parents to assess trust and the quality of relationships throughout the district.
- Develop a process to assess trust and relationships between and among members of the board.
- Prohibit the use of grading and evaluation as a way to punish students and/or staff.
- Ensure that new initiatives are consistent with the district's beliefs, vision, mission, and goals.
- Develop processes for providing affirmation, feedback, and supports for students and staff.

## **Goal 3: Ensure structures are in place that result in increased student, staff, and community commitment to and ownership of the direction of the district.**

### **Actions to Consider**

- Provide key district leaders opportunities for conversations with the superintendent about district direction.
- Initiate efforts to recruit and induct internal and external audiences into the direction of the school district.
- Develop and utilize resources that can create a common understanding of the problems and challenges facing the community and the school district.
- Use the convening power of the board of education to build community as well as solicit support of the community.
- Develop a strategy to create strategic alliances and partnerships with key community organizations.
- Create whole district experiences that promote unity as well as those that celebrate the uniqueness of each school in which all can be a part.

## **Goal 4: Provide development and support for professional staff transitioning from roles focused primarily on management to roles focused on leadership.**

### **Actions to Consider**

- Broaden participation in professional development to include administrators as well as new employees.
- Develop a process to increase teacher and staff input in professional development provided or offered.
- Develop induction strategies such as mentoring for new teachers.
- Offer support for all staff in understanding what is considered best practice to support twenty-first century education and encourage changes in current practices to that end.
- More professional development focused on high standards and less focused on test scores.

# Goal Statements | Action Steps

**Goal 5: Develop a district-wide communication plan that is sensitive to the needs and interests of key audiences served and that makes clear what the school district is trying to accomplish.**

## Actions to Consider

- Create a set of guidelines on how robocalls, social media, district website, and newsletters will be used to inform internal and external audiences.
- Redesign the district website to be consistent with the new district beliefs, vision, and mission.
- Develop a district mobile app.
- Host face-face community interactions to build support from parents, as well as business/community leaders.
- Develop criteria to ensure that all district communication aligns with the direction of the school district.

## DISTRICT TARGETS

**ELA Target** | By 2020, greater than 84% of students will achieve expected or higher than expected growth in the Evidence Based Reading and Writing component of the College Board Spring Assessment by increasing the ability of students to be successful on text dependent questions.

**ELA Sub-Target** | By 2020, we will increase the number of students Meeting or Exceeding the Benchmark Scores by 5% and decrease the Strengthening Skills Benchmark by 10% as measured by the EBRW Assessment from College Board.

**Math Target** | By 2020, greater than 84% of students will achieve expected or higher than expected growth in the Math component of the College Board Spring Assessment by increasing student math fluency, conceptual understanding of mathematical concepts, and the ability to apply knowledge towards solving problems.

**Math Sub-Target** | By 2020, we will increase the number of students Meeting or Exceeding the Benchmark Scores by 5% and decrease the Strengthening Skills Benchmark by 10% as measured by the Math Assessment from College Board.

**Climate/Culture Target** | By 2020, student infractions and problem behavior related to adult interactions with students will decrease by 20% as measured by district data, power school reports and district-created surveys.

**Climate/Culture Sub-Target** | By 2020, positive interactions between teachers and students will increase, as determined by a 10% increase in HUMANeX student survey ratings on belonging, fairness, and self-esteem by a dimension mean of 0.5.

**Advanced Placement Target** | By 2020, we will increase Advanced Placement participation by 5% each year until the district has reached 50% of all students taking a minimum of one Advanced Placement course. The district will also have a goal of 100% of students taking the Advanced Placement exam and 50% of students earning a score of three or better.

**Business Office Target** | By 2020, produce a Comprehensive Annual Financial Report and become nationally recognized for excellence in financial reporting and budgeting.

