

2021 Strategic Plan Goals

1. Academic Programs: *Core Curriculum, Vocational and Elective Course Offerings, College Credit/Early Entry, Alternative Education/Credit Recovery, Special Education Programs, Early Childhood Education and Title I, Rural Attendance Centers, Bi-lingual or Dual-language Programs*

Goal: All students meet or exceed state standards in core academic areas.

Goal: K-12 curriculum that supports critical thinking, creativity, 21st century technology & vocational skills, visual & performing arts and bilingual education.

2. School Activities Program: *Athletics, Fine Arts, Vocational and Social Clubs*

Goal: All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.

3. Technology Program: *IT infrastructure, Hardware and Software, Curriculum and Training*

Goal: State-of-the-art technology program to improve access and learning for students and promote an effective learning environment.

4. Transportation Program: *Vehicles/Fleet, Transportation System, Traffic Management Arrival and Dismissal*

Goal: Safe and efficient transportation system.

5. Building and Grounds Program: *Maintenance Reporting System, New Construction/Remodel Program, and Safety Program*

Goal: Secure, quality, modern educational facilities.

6. Support Programs: *Food Service, Nursing, Health, Emergency/Crisis, and Para-Educator Programs*

Goal: Quality Food Service, Nursing, Para-Educator, Substitute Employees, and Safety/Security

7. School Governance and Public Relations: *School Board, Administration, Guidance and Counseling, Parent Involvement, Business Partnerships*

Goal: Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.

8. School Climate (Students and Adults): *Professional Development, Professional Conduct and Commitment, Program, Staffing/Assignment/Student/Teacher Ratio, Learning Environment, Behavior Management*

Goal: Create and support a safe, positive, caring learning environment focused on improvement and success.

2021 Proposed Priorities

Core Academic Programs

1	ECH	Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler.
2021	Action Plan	1. Participate in community planning opportunities to address the early childhood and daycare needs in the community
2021	Action Plan	2. Develop partnerships with program and funding agencies to provide increased services for birth to 3 programs in the community
2021	Action Plan	3. Research funding and program options to provide affordable day care and early childhood programs in the community
2	K-8	Review student achievement and implementation of the Reading/Language Arts curriculum.
2021	Action Plan	1. Evaluate the implementation and usage of the Accelerated Reader program to promote independent reading
2021	Action Plan	2. Develop an improvement plan to address gaps or low achievement assessment results
2021	Action Plan	3. Continue to provide in-class support and evaluate effectiveness of the reading program to reach our goal of all students reading at or above grade level
3	SCS	Monitor and evaluate the K-8 Discovery Education Science Program
2021	Action Plan	1. Continue to collaborate with ESU 2 and Raymond Central on an EIR EMPOWER (Ea) Grant on Science Curriculum and STEM Training
2021	Action Plan	2. Provide ongoing support, training, and assessment of the K-8 Discovery Education science program.
4	SCS	Research and implement a K-12 Math differentiation and intervention program
2021	Action Plan	1. Support and implement the Freckle Math K-8 differentiation and intervention program
2021	Action Plan	2. Research and select a 9-12 math intervention program in alignment with state standards, MAPS, and ACT assessments
5	SCS	Research and Adopt a K-5 Social Studies Program. See Curriculum Cycle
2021	Action Plan	1. Review available materials through ED Reports and/or state consortium
2021	Action Plan	2. Select materials to research at a deeper level and pilot the program prior to purchase and adoption
2021	Action Plan	3. Based on the results of the pilot, negotiate purchase or re-examine materials
2021	Action Plan	4. Purchase materials and schedule professional development
2021	Action Plan	5. Evaluate student performance at the end of the year to determine additional resources, modifications or professional development needs
6	SCS	Continue efforts to support the Schuyler Instructional Model through alignment of curriculum, instruction and assessment.
2021	Action Plan	1. Expand the orientation program for new teachers and facilitate mentor/coaches to support the success of beginning teachers
2021	Action Plan	2. Continue to implement the Marzano Focused Evaluation Model in alignment to state frameworks
2021	Action Plan	3. Continue to offer APL training for new staff and refresher training to returning teachers in the district
2021	Action Plan	4. Continue to host PK-12 workshops through PLC's to work on vertical alignment of curriculum, scales, etc...
2021	Action Plan	5. Continue "On to College" ACT Test Prep for 9-11 grade students
7	SCHS	Review academic options for new arrivals, EL, special needs, at risk students, etc... (Alternative Education Program, Newcomer Program)
2021	Action Plan	1. Research program alignment and effectiveness as well as certificated and support staff needs for SPED, EL and Newcomer Programs
2021	Action Plan	2. Continue to review assessment data to ensure successful transition of SPED and EL students to general education classrooms and post secondary education
2021	Action Plan	3. Research and develop a plan to expand K-12 EL professional development in English language instruction
2021	Action Plan	4. Develop a systematic and systemic process for providing interventions for K-12 SPED and EL students (MTSS, RTI)
2021	Action Plan	5. Review current practices to support the transition of K-12 SPED, EL and newcomer students in the regular classroom
2021	Action Plan	6. Expand "Newcomer" program in math, reading and language arts to provide support for struggling high school students in ELPA 21 levels 1-2
2021	Action Plan	7. Implement additional credit and credit recovery through online programs designed to keep SPED and EL students on track for graduation with their peers
2021	Action Plan	8. Review SPED and EL case loads and program requirements in the district to determine certificated and support staffing needs

8	SCHS	Expand early entry and college credit classes to improve academic performance and college and career readiness for all students
2021	Action Plan	1. Continue to offer Algebra I, Spanish I, and other accelerated courses to high performing students in grade 8 at Schuyler Middle School
2021	Action Plan	2. Research the pros and cons of advanced or accelerated classes and AP courses vs. college credit options for our high school students
2021	Action Plan	3. Research and develop a plan to expand courses through CCC for college credit and vocational licensure courses
2021	Action Plan	4. Research opportunities to expand college course options in nursing, early childhood, and K-12 education courses
2021	Action Plan	5. Pursue options for approval of teachers to provide dual-credit/college credit courses through Wayne State College
9	SCS	Develop a system-wide process for providing intervention and enrichment activities to meet all students' needs.
2021	Action Plan	1. Create an overall district system that differentiates for specific building needs (MTSS)
2021	Action Plan	2. Determine screening, progress monitoring and data collection tools (SAT-MTSS)
2021	Action Plan	3. Research intervention and enrichment ideas, resources and programs (MTSS)
2021	Action Plan	4. Ensure programing meets the needs of all students (especially SPED and EL students)
2021	Action Plan	5. Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler

Non-Core Academic Programs

10	SCS	Expand Kindergarten through 2nd Grade health and guidance programs.
2021	Action Plan	1. Continue to contract with the Flippin Group (Capturing Kids Hearts) to provide training for all new K-12 teachers and administrators
2021	Action Plan	2. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions or Campus TrAction for selected K-12 teacher leaders
2021	Action Plan	3. Continue the K-2 program to promote healthy relationships and wellness (ECHD and CHI Behavior Health Coalition)
2021	Action Plan	4. Evaluate and promote family engagement and literacy grant program at the elementary level
11	SCS	Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of visual and performing arts.
2021	Action Plan	1. Continue to expand participation in the 7-12 vocal music program (Choir, musical, men's and women's choirs)
2021	Action Plan	2. Expand strings program in the elementary and middle school afterschool programs
2021	Action Plan	3. Continue support of the visual and performing arts opportunities (drama, speech, musicals, art, graphic arts, broadcasting)
2021	Action Plan	4. Continue to improve 5-12 Instrumental Music Program (Marching Band, Pep Band, Concert Band, Jazz Band, and ensemble groups)
12	K-5	Continue to expand options for the dual language/bilingual education elementary program
2021	Action Plan	1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling
2021	Action Plan	2. Coordinate staffing, curriculum and textbook selection for the 4th grade expansion
2021	Action Plan	3. Promote the dual language program and conduct recruitment and registration of Kindergarten through 4th Grade Students
2021	Action Plan	4. Participate in ongoing professional development and register NABE 2021 Conference - NABE is virtual in 2021
2021	Action Plan	5. Research pros and cons of expanding dual language to the middle school level
13	7-12	Expand 7-12 CTE Programs and improve access college credit and post-secondary program enrollment.
2021	Action Plan	1. Explore ways to develop college & career exploration at the middle school level.
2021	Action Plan	2. Implement the 5 year ReVision plan that was submitted and approved by NDE to support and expand Schuyler Community School's CTE Programs.
2021	Action Plan	3. Develop and implement FCS curricula to promote careers in culinary arts, foods/nutrition, nursing, early childhood, education, etc...
2021	Action Plan	4. Research options for college credit courses through CCC to promote CTE careers (drafting, design, mechatronics, robotics, construction, electricity, plumbing, etc...)
14	7-12	Expand the K-8 Afterschool Program to include options for 9-12 students (Period 9)
2021	Action Plan	1. Conduct a study to determine feasibility and interest in a high school afterschool program
2021	Action Plan	2. Recruit staff members interested in providing programs, classes, or clubs in an afterschool program.
2021	Action Plan	3. Develop a schedule, hire staff, and enroll students interested in participation in the extended day/afterschool program.

Extra-Curricular Activities

15	K-6	Increase student/parent/community participation in youth athletic and activities programs.
2020	Action Plan	1. Continue coordination of K-6 physical education priority standards to promote skill development and interest in participation in youth sports programs.
2020	Action Plan	2. Continue to promote youth sports during Open House to encourage parents to volunteer as a coach in various sports throughout the year.
2020	Action Plan	3. Develop a youth sports calendar outlying the programs and timelines for each activity.
2020	Action Plan	4. Hire head coaches to recruit volunteers and develop youth athletic programs at the K-6 level.
2020	Action Plan	5. Continue to stress fundamentals and interest in youth sports and increase community member involvement in youth/club programs.
2020	Action Plan	6. Continue storage and acquisition of equipment/uniforms for youth sports programs.
2020	Action Plan	7. Continue to waive the participation fee if the parent volunteers to coach.
2020	Action Plan	8. Continue to provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
2020	Action Plan	9. SMS/SCHS coaches host appreciation and recognition for the efforts of youth program volunteer coaches.
16	7-12	Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.
2020	Action Plan	1. Continue efforts to coordinate 7-12 physical education programs to promote skill development and game fundamentals.
2020	Action Plan	2. Review and update the plan to improve coordination and implementation of 7-12 strength and conditioning programs.
2020	Action Plan	3. Continue to increase student participation in school activities and improve competitiveness and gender balance for Title IX compliance.
2020	Action Plan	4. Improve coordination and participation of 7-8 and 9-12 athletic summer camps, conditioning, and summer school programs.
2020	Action Plan	5. Improve communication through a K-12 system of Social Media, Television, News Releases, Chamber Updates, Schuyler Sun, etc...
2020	Action Plan	6. Develop a list of activities, schedule, and sponsors to promote student participation in intramural activities at the high school level. (Period 9)
2020	Action Plan	7. Continue observation and evaluation of coaches at SMS/SCHS and review process for improving competitiveness in all activities and at all levels.
2020	Action Plan	8. Post and review statistic report card for each activity to promote improved performance and program competitiveness.
2020	Action Plan	9. Continue to communicate and seek input from coaches, sponsors, and directors when hiring or assigning extra-duty positions.
2020	Action Plan	10. Increase performing arts exposure within our School and Community by inviting outside groups to perform (look at ways to provide daycare for these events)
2020	Action Plan	11. Expand extended day/year programs for students to explore visual and performing arts opportunities outside of the regular school day. (Period 9)

Technology

17	SCS	Continue Staff technology replacement schedule – laptop/iPad Pro bundle; Flat screen TV & Apple TV
2021	Action Plan	1. Continue offering technology options to staff of MBP or iPad Pro bundle for primary device.
2021	Action Plan	2. Continue schedule to replace promethean/smart boards/projectors with Flat screen TV's & Apple TV for wireless connectivity.
18	K-5	Research pros/cons K-5 1:1 Technology Initiative
2021	Action Plan	1. Research and communicate with other K-5 schools to learn about their 1:1 technology initiatives.
2021	Action Plan	2. Consider options to increase devices without increasing budget - i.e. replacing laptop carts with ipads (3 ipads = 1 laptop in cost) - Poll K-5 teachers
2021	Action Plan	3. Gather information from staff, IT Dept, and parents to determine the pros/cons of students taking 1:1 Ipads home.
19	SCS	Research and identify families in district with limited or no access to Internet and/or only have smart phone(s)
2021	Action Plan	1. Review data already collected and summarize results to share with staff.
2021	Action Plan	2. Consider low cost solutions for families with no access to high speed Internet in their homes.
20	K-8	Research, adopt, and implement a STEM/STEAM Program K-8
2020	Action Plan	1. Update Skills & Technical Science utilizing resources: Discovery Education, STEM Connect, and Lego Robotics Curricula, Cricket, Apple Swift, etc.
21	SCS	Host 2021 Technology Fair for Schuyler and Area Schools.
2021	Action Plan	1. Develop the schedule and agenda for the 2021 Schuyler Tech Fair....1/2 day (9-12) students – 1/2 day staff.
2021	Action Plan	2. Advertise and recruit students and staff from area schools to attend the 2021 Schuyler Tech Fair.
2021	Action Plan	3. Recruit more local and area businesses to participate at the tech fair to expand the career aspect of the workshop.
2021	Action Plan	4. Secure contracts with selected speaker/presenters for the 2021 Schuyler Tech Fair.

22	SCS	Adopt, train, and implement system-wide technology solutions
2021	Action Plan	1. Review, update, train, and implement new Apptegy website templates & mobile app.
2021	Action Plan	2. Expand the use of ThoughtExchange to build trust, open communication and engage staff, students, parents, community patrons.
2021	Action Plan	2. Expand the district report card (ECRA) and promote access to our staff, board, parents, and community.
2021	Action Plan	3. Implement Schoolzilla to align communication, define school quality, and evaluate school improvements.

23	SCS	Marketing plan to partner with local businesses & organizations
2021	Action Plan	1. Continue to update the SCS website and school app to promote our school and improve internal and external communication.
2021	Action Plan	2. Use our resources (DOB digital sign, mass notification system, mobile app, social media) to promote area events.
2021	Action Plan	3. Develop and implement a plan to accept advertising dollars from sponsors for Scorevision displays in West Gym.

Transportation

24	SCS	Maintain current vehicle and equipment replacement and maintenance programs.
2021	Action Plan	1. Continue to adjust and maintain the vehicle replacement plan to ensure a quality transportation fleet to meet the demands of the district.
2021	Action Plan	2. Continue to adjust and maintain an equipment replacement plan to manage budget impact and replacement schedule
25	SCS	Conduct a study of transportation costs and reimbursements to determine the most efficient
2021	Action Plan	1. Conduct a feasibility study to determine costs, budget impact and benefit of building vs. renting bus garage.
2021	Action Plan	2. Research activity, SPED, and route transportation revenue and expenditures to inform budget recommendations for the 2021-22 school year.
26	SCS	Develop a plan to recruit and expand drivers needed to operate bus routes and support activity trips.
2021	Action Plan	1. Continue to recruit drivers and conduct a study with area schools to review pay and benefit packages.
2021	Action Plan	2. Review SES neighborhood school bus service and Richland morning and afternoon bus service programs.
2021	Action Plan	3. Review benefits and recommended fees for morning and afternoon bus service to Lonnie's Trailer Park for 2021-22 school year.

Buildings and Grounds

27	SCS	Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.
2021	Action Plan	1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it".
2021	Action Plan	2. Develop a plan and timeline to improve non-hard surface roads, parking lots, landscaping, lawn care, etc...
2021	Action Plan	3. Review custodial and maintenance staffing to determine adequacy, training needs, and stability of staff at all district buildings.
28	SCHS	Phase V: High School Facility
2021	Action Plan	1. Complete construction of athletic complex concession stand, north fence and entrance, grass and sprinklers, and underground storm sewer project.
2021	Action Plan	2. Pursue options to complete the high school storage project to replace the chair/table storage lost with the remodel of the auditorium.
2021	Action Plan	3. Continue plan for the remodel of the 1953 building (SPED classroom remodel, carpet/paint, lighting, in hallway and classrooms).
2021	Action Plan	4. Review math and science wing classroom needs and develop a plan for the remodel/upgrade of classrooms and adjoining hallway.
2021	Action Plan	5. Continue working with the agriculture/horticulture classes on improving and maintaining landscaping at all building sites.
2021	Action Plan	6. Continue planning with the City on softball complex improvements (fencing, scoreboard, handicap accessibility, restrooms, bleachers, and concessions area)
2021	Action Plan	7. Develop a plan for the intro to construction class to build a maintenance garage attached to the old concession stand at the athletic complex.
29	SMS	Middle School Facility
2020	Action Plan	1. Upgrade front door (north) security cameras/televisions
2020	Action Plan	2. Get bids to replace classroom windows on the north side of the 6th grade classroom wing
30	SCS	District Office, Dual Language, Early Childhood Day Care and Preschool
2020	Action Plan	1. Submit a Sixpence Grant for birth to 3 services.
2020	Action Plan	2. Pursue options and funding for dual language classroom and program expansion.

31	K-8	Rural School Facilities
2020	Action Plan	1. Review priorities and timeline for rural school building maintenance and improvements.
2020	Action Plan	2. Continue to research options for stabilizing rural school enrollment, facility use, and building and grounds upgrades.

Support Service Programs

32	7-12	Develop a plan and secure outside financial support for expanded care and prevention of athletic injuries (Athletic Trainer)
2021	Action Plan	1. Continue contract for a full-time trainer at the high school level through Columbus Community Hospital.
2021	Action Plan	2. Evaluate/expand program effectiveness in promoting athletic conditioning and injury rehabilitation.
33	SCS	Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve performance)
2021	Action Plan	1. Develop a lesson plan format to be used at the building level for substitute teachers.
2021	Action Plan	2. Continue orientation and training program for substitute teachers at each building.
34	SCS	Develop and implement a plan to improve food service and menu options across the district.
2021	Action Plan	1. Continue to implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS
2021	Action Plan	2. Pursue contracts with outside providers to increase menu options for SCHS students for the 2021-22 school year.
35	SCS	Develop and implement a plan to improve training for Para-Educators across the district.
2021	Action Plan	1. Develop and implement a professional development program to improve the effectiveness of para-educators in providing interventions.
2021	Action Plan	2. Continue monthly meetings to share ideas and provide input on district level considerations. (Calendar, salary/benefit schedules, district staff handbook, etc....)
2021	Action Plan	3. Continue providing para-pro, classroom management, APL, etc... training for all para educators in the district.

School Governance and Public Relations

36	SCS	Continue to expand strategies to improve communication and promote parent/community engagement.
2021	Action Plan	1. Continue to update the SCS website and school app to promote our school and improve internal and external communication.
2021	Action Plan	2. Promote and expand community/business sponsorships to encourage parent and/or community involvement in school and at school activities.
2021	Action Plan	3. Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Committee, City Council, etc...)
2021	Action Plan	4. Explore options to expand communications with all parents and community patrons through the use of electronic platforms, advertising, message boards, etc...
2021	Action Plan	5. County, City & District Crisis Team attend NDE Safety training to update and align with FEMA High Quality Emergency Operations Plan. (March 16th and 17th)
37	SCS	Continue expanding financial resources to promote financial stability and program support.
2021	Action Plan	1. Continue year 2 participation in the K8 EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training. (800,000 for 4 more years)
2021	Action Plan	2. Continue pursuing funding and resources from various partners inside and outside of the community to reduce reliance on property taxes.
2021	Action Plan	3. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities.

School Climate and Learning Environment

38	SCS	Expand staff training focused on cultural sensitivity, behavioral mental health, student behavior and classroom management, reduced incidents of bullying, etc...
2021	Action Plan	1. Continue training and implementation of K-12 Capturing Kids Hearts Program to promote social and emotional health. (Capturing Kids Hearts, Process Champions)
2021	Action Plan	2. Continue providing professional development focused on managing student behavior and developing effective learning environments. (APL Training)
2021	Action Plan	3. Continue to expand K-12 counseling services and support to address mental health needs in the district. (Mental Health Counselors)
2021	Action Plan	4. Continue to pursue assistance for student behavior through SCS behavior mental health psychologist and ESU 7 Certified Behavior Specialists and Community Family Partn.
39	SCS	Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.
2021	Action Plan	1. Continue to support incentive programs to promote English and Spanish language training and certification for classroom teachers and administrators.
2021	Action Plan	2. Continue school spirit, staff morale, monthly celebrations, etc... to promote an inclusive and safe learning and work environment.
2021	Action Plan	3. Develop an incentive program to promote post-secondary education options for support staff.
2021	Action Plan	4. Expand the Foundation's outstanding employee quarter nominations to include substitute teachers along with support staff, teacher, and para-educator.
2021	Action Plan	5. Continue the use of Thoughtexchange to promote ongoing, consistent communication and opportunities for staff input.
2021	Action Plan	6. Work with staff to coordinate professional develop, meeting schedules, calendar, etc... in each building to improve internal and external communication.
40	SCS	Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in the district.
2021	Action Plan	1. Expand new support staff orientation program at each building and provide ongoing professional development program.
2021	Action Plan	2. Continue to review Strength Finder data to determine areas of priority in the hiring of new staff.
2021	Action Plan	3. Continue to offer increased opportunities for staff input on hiring practices and priorities within each building.
41	SCS	Reduce Chronic Absenteeism, Tardies, Out-of-Class Disruptions, etc...
2021	Action Plan	1. Continue partnership with Colfax County focused connecting with families to improve student attendance, reduce chronic absenteeism, tardies, etc...
2021	Action Plan	2. Continue tracking system to improve accuracy of student attendance records, reduce unnecessary classroom disruption, and improve safety protocols in all buildings.