

Floydada ISD Strategic Plan

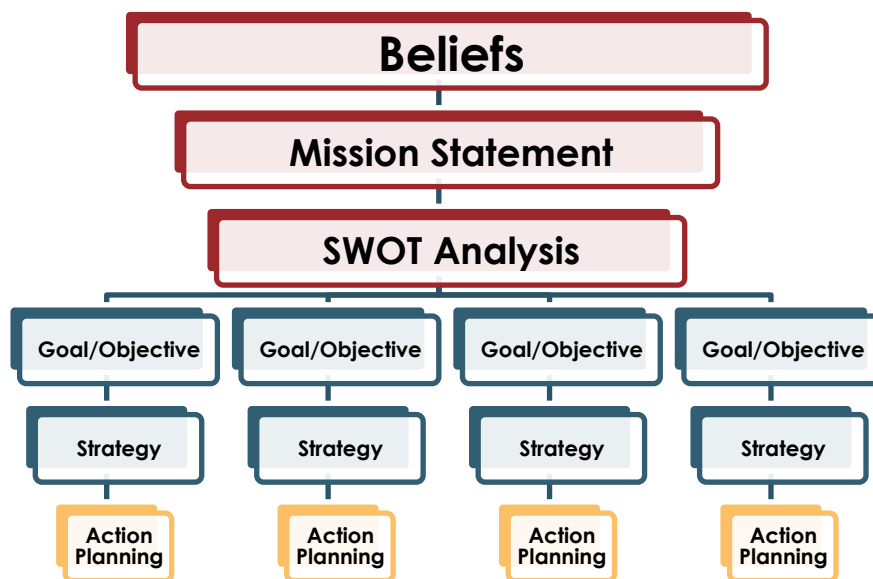
Strategic planning is a process that empowers stakeholders such as parents, students, district employees, city officials, business partners, and clergymen to become involved in shaping the future of their school district. Through the strategic planning process, the district and community become partners in creating a 3-5 year strategic plan. This shared sense of ownership will enable Floydada ISD to overcome obstacles and discover new possibilities for its students.

All school districts reach a point where they must reinvigorate their practices, and create new systems, or face decline. The strategic planning process galvanizes the community around a common purpose, bringing new life to the district.

Strategic Planning Process:

Authentic community and family engagement is key to creating opportunities for students to develop the 21st century skills necessary for success in a global society.

Through this process, stakeholders from across the community are brought together to assess the needs of the district and to offer input on the direction of the district over the next 3-5 years. The strategic planning process helps to identify a common set of beliefs that are unique to the community. Every action in the strategic plan is purposefully aligned with the community's beliefs. Community members also harmonize their beliefs with the district's mission, which helps to orient the actions of the strategic plan. The stakeholders assess the strengths, weaknesses, opportunities, and threats of the district in certain focus areas, or *strands*, that are identified by the school board. This information is used to help set targets for growth, or *objectives*, for each strand, along with strategies that the district will employ to reach these targets. Finally, a team of content area experts maps out the action steps necessary to achieve each strategy. Care is taken by the *Action Planning Team* to give direction and specificity, yet allow for administrative freedom as the action steps are implemented by district personnel over the coming 3-5 years.





Report Layout

The remaining pages of the report contain the stakeholder-driven, 3-5 year strategic plan for Floydada ISD. The plan begins by highlighting the community beliefs and the district mission which guided the direction of the plan. The ensuing contents of the strategic plan are broken out into strands that were identified by the school board as focus areas for the strategic plan. The strands identified for Floydada ISD are as follows:

- Budget and Finance
- Facilities
- Curriculum and Instruction
- Technology
- Business/Community Partners

Floydada ISD Strategic Planning Webtool

A web resource has been created to house Floydada ISD's strategic plan. The webtool contains all of the information found within this report. Additionally, fields can be added to aid in implementation of the plan. Examples of additional information to be added include timelines, person(s) responsible, necessary resources, etc. A strategic plan is a living document that undergoes updates and revisions over time. It is important to note that updates can be made **by anyone provided with the link** to the webtool. FISD's strategic planning webtool can be found at the link below:

<https://sites.google.com/site/floydadasp/>

Community Beliefs:

We Believe:

- That everyone has worth and that worth is enhanced through hard work, community and relationships.
- All people are life-long learners and that learning is supported through a positive environment, equitable opportunities, a sense of belonging, and resources (such as technology, practical skills, and high expectations).
- In building integrity through positive community involvement and modeling faith, fairness and the future.
- Working together will support others in becoming productive members of the community.

District Mission:

The district strives to ensure that all individuals become productive, lifelong learners.



Budget and Finance

Budget and Finance Action Plan

Strand Goal: FISD will continue to support 21st century learning in the budget process.

Strand Objective: By 2018, FISD will budget and provide funds to support 21st century learning.

Strategies and Action Steps:

Strategy # 1: FISD will form a partnership with local stakeholders (students, staff, businesses and parents) to provide input into where to allocate district financial resources.	
Action step:	FISD Board will develop a bond proposal by the end of 2016 which will be presented to voters in the May 2017 general election
Action step:	Plan a time period, prior to the bond election being called, during which all stakeholders (school employees included) can work toward gathering input from all stakeholders about what they see as important to include in the bond plans
Action step:	Provide voter registration assistance
Action step:	FISD Board establishes a committee to educate others about the bond
Action step:	Committee will include one or more members from each strand in addition to community leaders, parents, and students
Action step:	Through committee actions, community partnerships will be formed to support the bond
Action step:	Put into perspective (for the average homeowner) what effect this bond would have on their annual taxes. (e.g., know the benefits that the wind energy brings to the table in terms of tax base and tax rate, time the bond effectively, etc.)
Action step:	Educate all stakeholders regarding the financial system of public education, as well as the fiscal responsibility and stability of the district
Action step:	Educate the community on the benefits this bond would bring to improve facilities, student achievement, teacher improvement/retention and technology to support 21st century learning
Action step:	Address a declining student population and changes in legislative mandates by actively seeking appropriate funding sources (internal and/or external)
Action step:	Maximize technology and other resources to promote operational efficiency
Action step:	Monitor and anticipate changes in funding and garner input from stakeholders to plan for the effective fiscal management of the district
Action step:	The committee will provide updated information to the community through public meetings, mail-outs, newspaper, email, social media, radio station, etc.
Action step:	A rendering of the proposed new facility (provided by the architect) will be available for the community to view (the rendering will be created based upon stakeholder input)
Action step:	If the bond does not pass: If the bond does not pass, the committee will use the information gathered to determine how available funds will be used to support 21 st century learning



Action step:	<p>If the bond does not pass: Strategy Related to the M&O side of the budget for the next 5 years in the event the bond proposal does not pass:</p> <ul style="list-style-type: none"> ▪ Where can money come from within the current budget to support some of what the other strands are asking for in terms of support? ▪ What aspects from the related strands take priority for supporting with the M&O budgeted money?
Action step:	<p>Areas within the current budget that can support strand initiatives:</p> <ul style="list-style-type: none"> ▪ M&O ((maintenance and operations) monies ▪ Grant proposal ▪ PILOT payments (payment in lieu of taxes from wind energy companies) ▪ I&S (interest and sinking) proceeds that can be used for projects now covered by M&O (transportation needs)
Action step:	<p>Priorities from the strands' needs that money will be ear-marked for:</p> <ul style="list-style-type: none"> ▪ Switches ▪ Fiber connections ▪ Servers ▪ Computers

Facilities

Facilities Action Plan

Strand Goal: Maximizing our financial resources so that we will become a safe, collaborative, challenging and empowering school district.

Strand Objective: In 2016-2017, FISD will implement an annual review of safety procedures and address structural integrity.

Strategies and Action Steps:

Strategy #1: Form FISD and community partnerships to implement plans for future facilities, including frequent district-wide safety training and facility maintenance reviews.

Strategy 1a: Plan for Future Facilities

Action step: Start planning for secondary schools improvement

Action step: Hire an outside consultant to help educate the public on facility needs and on the bond planning process

Strategy 1b: Maintenance

Action step: Educate and seek feedback from personnel on building needs

Action step: Periodic review of buildings by maintenance staff and administrators

Action step: Set up maintenance calendar for custodial staff



Strategy 1c: Frequent district-wide safety training	
Action step:	Form a committee that represents all stakeholders (staff, students, community, law enforcement, fire department, etc.)
Action step:	Committee will recommend safety issues for which to provide training
Action step:	Provide ongoing training to all staff members (annually)

Curriculum and Instruction

Curriculum and Instruction Action Plan

Strand Goal: Utilize curriculum and instruction to ensure continued growth and engagement of ALL education stakeholders.

Strand Objective: By 2020, FISD will partner and collaborate with teachers and students to identify and organize best practices and resources to include in a digital library for all education stakeholders.

Strategies and Action Steps:

Strategy #1: Partner with teachers and students to <u>identify best practices</u>.	
Action step:	Gather ideas from teacher community
Action step:	Design surveys: <ul style="list-style-type: none"> ▪ For teachers to evaluate current PD needs ▪ For administrators to establish relevant PD trends and plan future events ▪ For students to communicate preferred learning styles
Action step:	Build online collaboration space for sharing survey results
Action step:	Engage in goal setting and tracking
Strategy #2: Partner with teachers to <u>identify resources</u>.	
Action step:	Survey the current use of district purchased and free resources
Action step:	Meet with content area teacher leaders to justify list of needed resources
Action step:	Administration selects viable resources
Action step:	Design training opportunities for effective use of new and returning resources
Action step:	Partner with ESC 17 through Instructional Technology contract
Strategy #3: Partner and collaborate with teachers to <u>organize best practices and resources</u>.	
Action step:	Assess usability and key features of digital tools to increase access to educational materials within and outside the classroom
Action step:	Create a trainer of trainers program to promote learning from within district
Action step:	Build PLC agenda items to support collaborative efforts for technology use
Action step:	Develop a badge program to recognize teachers for program specific technology and application skills
Action step:	Communicate timeline for the posting of content materials
Action step:	Utilize technology camp and other training opportunities to develop staff knowledge and skills



Technology

Technology Action Plan

Strand Goal: To support student success through adaptive and innovative implementation of technology.

Strand Objective: By December of 2016, Fisd will create/update a long-term will support student success through adaptive and innovative of technology.

Strategies and Action Steps:

Strategy #1: Upgrade infrastructure.	
Action step:	E-rate application (E-rate is a way to receive discounts on communication services.)
Action step:	Select vendor/walkthrough with vendor
Action step:	Determine scope of work
Action step:	Gain quote for work
Action step:	Acceptance/approval of quote
Action step:	Secure funding
Action step:	Installation and configuration
Action step:	Reimbursement of funding from E-rate
*Opportunity to collaborate with Budget and Finance	
Strategy #2: Provide embedded training for staff and students by Apple certified trainers (2016-2017).	
Action step:	Contact Apple Academy for information
Action step:	Meet qualifications required
Action step:	Complete application to attend academy
Action step:	Complete skill assessment
Action step:	Supervisor submit letter of recommendation
Action step:	An individual accepted to academy
Action step:	Attend academy
Action step:	Train students and staff
Strategy #3: Establish professional development plan/format (2016-2018).	
Action step:	Secure trainers for embedded Professional Development (PD)
Action step:	Transition from traditional to embedded PD
Action step:	Provide embedded PD specific to teacher and content area
Action step:	Survey staff of technology regarding the ability to better organize training sessions
Action step:	Establish commitment to utilize the training-follow-up and give added support
Action step:	Create an action committee of administrators to develop a systemic set of expectations for technological ability for teachers
Action step:	Create an action committee of administrators and teachers to set a baseline skill set, at each grade level for all students
Action step:	



Strategy #4: Explore/develop online resources for 2016-2017 and ongoing.	
Action step:	Evaluate, survey and follow-up current online resources *Opportunity to collaborate with Curriculum and Instruction
Action step:	Identify collegiate expectations for student technology ability – School counselor contact the colleges/ professors/technical schools to check requirements/expectations
Action step:	Communicate with teachers collegiate requirements/expectations
Action step:	Develop FISD online resources (e.g., Google apps/Youtube channel) for students to access lessons from home *Opportunity to collaborate with Curriculum and Instruction

Business and Community Partners

Business and Community Partners Action Plan

Strand Goal: Develop a strong and ongoing relationship between the school and community that will positively impact both.

Strand Objective: By 2020, 75% of families and the community will be involved positively with FISD, in turn creating well-rounded individuals that understand and participate in the community.

Strategies and Action Steps:

Strategy #1: Hold informational sessions for stakeholders in August, November, February, and May to educate them on various topics that will better inform stakeholders of policies, strategies, ideas, etc. that are associated with the success of our schools and students.	
<ul style="list-style-type: none"> This strategic goal's timeline is to meet with administration and prepare to implement in the 2016-2017 school year. 	
Action step:	Informational sessions could include: <ul style="list-style-type: none"> STAAR score interpretation Health/hygiene How to help students have a productive year Reading programs Information for college-bound students (financial assistance, FAFSA, college applications, scholarships/grants) Community resources available to families Interpreting graduation plans Academic retention during the summer months & passing/eligibility requirements District policies/procedures (grading/redo policy, attendance policies, dress code)
Action step:	Informational sessions in August could replace "Meet the Teacher" night, and also be tailored to fit grade-level specific information and issues



Strategy #2: District staff will form better partnerships between students and staff by improving all aspects of communication.

- This communication will start in the 2016-2017 school year.

Action step:	Request that teachers make at least two positive contacts with each students' parent/guardian per semester
Action step:	Respond to emails or phone calls within a reasonable amount of time
Action step:	Keep parents informed of what their children are learning each six weeks
Action step:	Keep parents informed of grades by sending home evidence of student learning
Action step:	Contacts will be in the form of email, phone calls, FaceTime or Video Chat, or written communication. Evidence of student learning can include newsletters, information posted on teacher websites, grade-level/campus Facebook pages, etc.

Strategy #3: Increase the use of community resources and community involvement.

Action step:	Make school stakeholders aware of community resources that exist within the community to assist students and their families
Action step:	Encourage community involvement by ensuring that every student in the district is involved in a service project at least once per school year
Action step:	Partner with businesses and churches to create responsible, positive student leaders through events such as job shadowing, church youth activities, and internships
Action step:	<p>Examples of Community Resources:</p> <ul style="list-style-type: none"> ▪ Spirit of Sharing, Snackpack 4 Kids, First Baptist Church, Angel Food Boxes, Salvation Army, Lions Club (glasses), 211, CRCG, Rotary Club, Local churches, Breakfast in the Classroom, District-wide Free Lunch Program, Floyd County Daycare. Implementing in 4th grade a class (in lieu of Art/Music) to teach community service, etiquette/manners, etc. This information can be provided during the Informational Session.

*Opportunity to collaborate with Budget and Finance