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# Grant Public Schools Strategic Plan

*August 2022*

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## **History and Process**

**Grant Public Schools had the need to revisit and update its Strategic Plan. A Strategic Plan provides guidance to the Board of Education, District Leadership, and all programming when making decisions about what is best for the District moving forward. A Strategic Plan will bring a shared vision of our ideal future as a District.**

**One of the primary areas of focus when developing a Strategic Plan is seeking stakeholder input from multiple sources. Grant Public Schools provided a community survey which had over 400 responses (open to students as well), conducted multiple community forum evenings, engaged staff at all buildings for input, reviewed the Eidex Index report for Grant, and commissioned a Strategic Planning Advisory Team made up of various staff from throughout the District.**

**Throughout this work and triangulating the data from the surveys, community forums, and the Eidex report, four Focus Areas were developed. These Focus Areas include: Teaching and Learning, Whole Child, Staffing, and Infrastructure/Operations/Facilities.**

**The Advisory Team was then tasked with identifying goals, identifying strategies of how to obtain these goals, who is accountable for these goals, and how these goals are measured. This will be an ongoing process where all buildings will be continuously engaged. This is a living document; adjustments will be made yearly as needed.**

**Thank you to everyone who participated in the process; by survey, by participating in forums, by providing input in other ways, and by participating on the Advisory Team.**

# GRANT PUBLIC SCHOOLS STRATEGIC PLAN

## Focus Area – Teaching and Learning

**Goal Statement** – All students will demonstrate continuous growth toward the academic skills or knowledge components of the district curriculum to ensure they are career and/or college ready.

OBJECTIVE	STRATEGIC ACTIONS	PROGRESS MONITORING/MEASUREMENT	OWNERSHIP/ ACCOUNTABILITY
Increase STEAM opportunities for all students grades K-12	<ol style="list-style-type: none"> <li>1. Add a STEAM teacher for K-4 students to have a STEAM class one time each week.</li> <li>2. Grant Public Schools will continue to apply for and secure funding to purchase updated STEAM equipment and curriculum for all K-12 students and programs.</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue to recruit qualified and effective staff to teach this position and create a Schedule B position to coordinate regular STEAM activity offerings for K-4 students. Master Schedule and teacher lesson plans will reflect weekly student participation in STEAM classes.</li> <li>2. Grant Public Schools will submit grants related to STEAM in each grant cycle available with the Fremont Area Community Foundation and Greater West Michigan-MiStem 2-3 times a year.</li> </ol>	Superintendent  Principals  Grant Coordinator  Teachers  Students  STEAM Teacher  STEAM Coordinator
Implement career and college development education through an aligned curriculum for grades K-12	<ol style="list-style-type: none"> <li>1. Grant Public Schools will work closely with our Newaygo County Career Tech Center (CTC) to provide</li> </ol>	<ol style="list-style-type: none"> <li>1. All Grant Public Schools students will have 1-2 exposures (in-person/virtual/guest speaker) each year to build their awareness of career and college opportunities.</li> </ol>	CTC Staff  CTC Students  Principals

	<p>opportunities to visit and explore CTC programs at each building level.</p> <p>2. Grant Public Schools will continue to support the use of a full-time academic college advisor to advise our Grant High School students and share/present career and college exploration platform activities for elementary and middle school students.</p>	<p>2. Continue to recruit qualified and effective staff to advise our Grant High School students as they plan for post-high school education.</p>	<p>Grant Public Schools Teachers</p> <p>Grant Public Schools Students</p> <p>Superintendent</p> <p>High School Principal</p> <p>High School Advisor</p>
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## Focus Area – Whole Child

**Goal Statement** – All students and staff will participate in creating, fostering, and adding to a culture of kindness, respect, and safety across the District and in each school building.

OBJECTIVE	STRATEGIC ACTIONS	PROGRESS MONITORING/MEASUREMENT	OWNERSHIP/ ACCOUNTABILITY
Ensure all students have access to a system of support to be healthy mentally, physically, and emotionally	<ol style="list-style-type: none"> <li>Grant Public Schools will pursue targeted professional development offerings to meet individual teacher needs to support healthy students.</li> <li>Grant Public Schools will build K-12 alignment throughout our Social Emotional Learning (SEL) support programs.</li> </ol>	<ol style="list-style-type: none"> <li>Professional development agendas will include offerings that address how teachers can support student needs related to mental, physical, and emotional health.</li> <li>Each building level will have an SEL representative that will meet quarterly with the district-wide social work and counseling team.</li> </ol>	<p>Superintendent</p> <p>Principals</p> <p>Teachers</p> <p>Superintendent</p> <p>Social Workers</p> <p>Counselors</p> <p>SEL Representatives</p>
Staff and students will maintain a safe and supportive environment in all areas of the school throughout the entire day	<ol style="list-style-type: none"> <li>Continue to provide access to qualified staff who are trained to support a full range of student's social and emotional needs.</li> <li>Enhance tier-one supports to help teach students how to understand their</li> </ol>	<ol style="list-style-type: none"> <li>Grant Public Schools will continue to ensure students have access to community staff (such as DHHS, CAHC, Grant Police) and Grant Public Schools staff (such as certified Social Workers and Counselors) by maintaining these positions and/or relationships.</li> <li>Grant Public Schools will continue to ensure students have access to</li> </ol>	<p>Superintendent</p> <p>Board of Education</p> <p>Superintendent</p> <p>Principals</p> <p>Teachers</p>



	social/emotional needs and build their independence in engaging appropriate strategies for emotional success.	community staff (such as DHHS, CAHC, Grant Police) and Grant Public Schools staff (such as certified Social Workers and Counselors) by maintaining these positions and/or relationships.	
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## Focus Area – Staffing

**Goal Statement** – Recruit, hire and invest in a high-quality and diverse workforce to ensure GPS is the place where talented individuals choose to work.

OBJECTIVE	STRATEGIC ACTIONS	PROGRESS MONITORING/MEASUREMENT	OWNERSHIP/ ACCOUNTABILITY
Establish and promote opportunities for connectivity and mentorship among all staff to build a strong and sustainable Grant Public Schools team	<ol style="list-style-type: none"> <li>1. Expand mentorship opportunities for staff with additional funding and time allocation.</li> <li>2. Expand opportunities for K-12 staff to participate in peer learning opportunities such as Classroom Learning Labs.</li> </ol>	<ol style="list-style-type: none"> <li>1. Grant Public Schools will supply all new staff with a mentor teacher and opportunities to learn from other staff members. They will use the Grant Public Schools mentor/mentee checklist to record their progress and activities.</li> <li>2. All 4 buildings at Grant Public Schools will conduct a minimum of one Classroom Learning Lab during the school year.</li> </ol>	Superintendent  Principal  Mentor Teacher  New Staff  K-12 Literacy Coach  NC RESA Coaches/Teachers
Provide growth in leadership opportunities for all staff by providing meaningful, high-quality, and relevant training opportunities	<ol style="list-style-type: none"> <li>1. Grant Public Schools will implement a formal program for all staff to access opportunities to develop themselves in areas of leadership such as department chairs, grade level chairs, peer coaches, and building leadership.</li> </ol>	<ol style="list-style-type: none"> <li>1. Grant Public Schools will provide programming and local learning opportunities to provide access to leadership development for all interested staff.</li> </ol>	Superintendent  Principals  Aspiring Leaders



## Focus Area – Infrastructure/Operations/Facilities

**Goal Statement** – Grant Public Schools will develop a comprehensive facility and infrastructure plan that ensures students are able to learn, create, compete, and grow into their unique potential.

OBJECTIVE	STRATEGIC ACTIONS	PROGRESS MONITORING/MEASUREMENT	OWNERSHIP/ ACCOUNTABILITY
Prioritize infrastructure and facility upgrades to ensure a safe, healthy, and supportive learning environment	<ol style="list-style-type: none"> <li>1. Continue to assess long-term facility goals with the passing of district bonds for improvement. Once a bond is passed, push for extensions to not fall behind on needs.</li> <li>2. Maintenance director will conduct quarterly meetings with leadership to assess the needs of each building while supporting the building and site fund. During this process, outside agencies can support possible improvements in the district.</li> </ol>	<ol style="list-style-type: none"> <li>1. Grant Public Schools will continue to include a bond proposal on local election ballots until a bond is secured.</li> <li>2. Board and Administration meeting agendas will include time allotted for a discussion focused on building and site needs throughout the district.</li> </ol>	<p>Superintendent</p> <p>Board of Education</p> <p>Bond Committee</p> <p>Maintenance Director</p> <p>Community Members</p> <p>Superintendent</p> <p>Board of Education</p> <p>District Directors</p> <p>Facility Director</p>
Create and maintain caring, safe, and orderly learning environments in	<ol style="list-style-type: none"> <li>1. District infrastructure will be maintained and updated as new technology is needed.</li> </ol>	<ol style="list-style-type: none"> <li>1. District will have a plan for replacing unsupported/obsolete equipment.</li> </ol>	<p>Superintendent</p> <p>Board of Education</p>

anticipation of changing requirements of students and district employees	2. Continue to address safe and secure entryways in all buildings as well as cutting-edge learning environments for all students.	2. Grant Public Schools will continue to work toward securing funding to upgrade entryways to meet safe and secure standards.	<p>Director of Technology</p> <p>Superintendent</p> <p>Board of Education</p> <p>Director of Facilities</p> <p>Grant Writer</p> <p>School Resource Officer</p> <p>Community</p>
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# Grant Public Schools

— DEVELOPING LEARNERS —  
AND LEADERS

The mission of Grant Public Schools is to provide a school system that is committed to excellence in teaching and learning for all students.