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**TABLE OF CONTENTS**

**3** **A Message from the Superintendent**

**4 Board of Education**

**5 Action Planning Team**

**6 District Profile**

**7 Mission and Vision**

**8-20 Strategic Goal Summaries**

**Goal Area #1: Attendance and Graduation Rate**

**Goal Area #2: Academics – Teaching and Learning**

**Goal Area #3: Student Engagement**

**Goal Area #4: Facilities and Operations**

**Goal Area #5: Finance/Budget**

**21 Acknowledgements**

**A MESSAGE FROM THE SUPERINTENDENT**

 McLoud Public Schools’ 2018-2022 Comprehensive Strategic Plan is designed to provide a road map of excellence that the district will use to inform and define transformation and cultural change. Our district takes great pride in the importance and value of education we provide to our students. Parents, community members, students, and district employees have high expectations in preparing our students for college/career readiness. The plan will guide the district in our quest to provide the highest quality of education that our students and community expect.

The plan is the framework through which the district supports schools to ensure the academic success of each student. This framework allows progress to be measured, priorities established, resources allocated, and communications improved among all stakeholders. The goals, objectives, initiatives and action steps will be continually monitored, and the Board of Education will be regularly updated as to the implementation and progress of the plan.

Thank you to all who participated in the strategic planning process. I am appreciative for all the time, hard work, and commitment given by many in the development of this plan.

**Mr. Steve Stanley**

**Superintendent**

3

**BOARD OF**

**EDUCATION**

Melanie Krause - President

Dustin Greenberg – Vice President

Bobby Howard - Clerk

Doug Vanscoyoc – Deputy Clerk

Joe Nolen - Member

4

**ACTION PLANNING TEAM**



Steve Stanley - Superintendent

Jami Eddings - Director of Student Services

Patty Stanley - Director of Special Services

Rhonda Hockenbury - High School Principal

Bryan Jennings - Assistant High School Principal

Melanne Greenwood - Jr. High Principal

Julie Wolffrum - Assistant Jr. High Principal

Angela Drew - Intermediate Principal

Christina Gilliam - Intermediate Dean of Students

Andrew Winters - Elementary Principal

Sally Thomason - Early Childhood Center Principal

5

**DISTRICT PROFILE**

**DISTRICT REVENUES: (ALL FUNDS)**

|  |
| --- |
| **LOCAL / COUNTY: $2,233,045**  **STATE: $9,523,946**  **FEDERAL: 1,268,067** |
| **130 TEACHERS**  **13 ADMINISTRATORS**  **100 SUPPORT STAFF** |

Administrators – 92% advanced degrees, 22.5 average years’ experience

Teachers - 24% with advanced degrees, 11.3 average years teaching experience

**Enrollment Trends Ethnicity**

6

**MISSION AND VISION**

**OUR MISSION:**

Working together with families and community to provide a safe, quality education that builds relationships while engaging and challenging all students.

**OUR VISION:**

Our district empowers all students to embrace learning.





7

**STRATEGIC GOALS**

**SUMMARY**

**GOAL AREA #1: Attendance and Graduation Rate**

**OBJECTIVE 1: INCREASED AWARENESS**

**»** Initiative 1: Create a positive culture for increasing student attendance

» Initiative 2:Increase student attendance and graduation rate

**OBJECTIVE 2: IMPROVE CHRONIC ABSENTEEISM**

**»** Initiative 1: Implement a system to identify students who are

chronically absent

» Initiative 2: Implement strategies to improve chronic absenteeism

**GOAL AREA #1**

**Attendance and Graduation Rate**

**OBJECTIVE 1: INCREASED AWARENESS**

**INITIATIVE 1:**  Create a positive culture for increasing student attendance

**ACTION STEPS:** **TIMELINE:**

Create a district wide slide show to be presented at Back to School Night **Fall 2019**

Review/Align Board Policy and Student Handbook **2019-2020**

Parents/Guardians will receive phone calls (School Messenger) concerning **2018-2022**

attendance

Implement High School Orientation for Freshman **2019-2022**

Use Social Media (Twitter, Live Feed, Facebook, Digital Billboards) **2019-2022**

8

Send letters to notify parents/guardians **Throughout the**

**Year**

Parents/Guardians sign an Attendance Policy **2019-2022**

Superintendent and administration will meet to develop a process to **2019-2020**

monitor absenteeism and graduation rate

Board Policy for attendance will be reviewed and aligned with Student Handbook **2019-2020**

**Measure(s) – Growth for attendance and graduation rate will be indicated on the OSDE**

**School Report Card.**

**INITIATIVE 2:** Increase student attendance and graduation rate

**ACTION STEPS:** **TIMELINE:**

Provide test exemption incentives **2019-2022**

Place Posters in the hallways showing attendance and graduation rates **Fall 2019**

Provide 9 weeks attendance awards **2019-2022**

Teachers/Staff will use positive rewards/incentives to increase attendance **2019-2022**

Implement attendance reward trips **2019-2022**

Create attendance Bulletin Boards in each building **Throughout the**

**School Year**

**By 2022, overall attendance rate will increase by 10% as measured by district records**

**and/or state results.**

**By 2022, overall graduation rate will increase by 5% in the high school as measured by district**

**records and/or state results.**

**OBJECTIVE 2: IMPROVE CHRONIC ABSENTEEISM**

**INITIATIVE 1:** Implement a system to identify students who are chronically absent

**ACTION STEPS:**  **TIMELINE:**

Kickapoo Tribe partnership/support **2018-2022**

Implement a high school committee for chronic absenteeism **Fall 2019**

9

Research/create an Early Warning System **2019-2020**

Implement an Early Warning System  **2020-2021**

Develop a process to monitor and evaluate the chronic absenteeism system **2019-2020**

**INITIATIVE 2:** Implement strategies to improve chronic absenteeism

**ACTION STEPS:**  **TIMELINE:**

All teachers will attend professional development on creating and implementing **2019-2020**

an Early Warning System

Review the Board Policy and revise as needed  **2018-2022**

County CAB Process **2018-2022**

Provide time for students with chronic absences to make work up (Saturday School, **2019-2020**

After School, during school, etc.)

Develop a process to monitor strategies implemented in the district, school and **2019-2020**

classroom

**By 2022, the overall chronic absenteeism rate will decrease by 10% based on results from the OSDE School Report Card.**

**GOAL AREA #2: Academics – Teaching and Learning**

**OBJECTIVE 1: INCREASE STUDENT ACHIEVEMENT**

» Initiative 1: Create and implement Response to Intervention (RTI)

programs in reading and math

» Initiative 2: Continue to create and build district curriculum

aligned with the Oklahoma Academic Standards

**OBJECTIVE 2: INCREASE RIGOR OF INSTRUCTION**

» Initiative 1: Use Higher Order Thinking Skills

» Initiative 2: Use Project Based Learning

**OBJECTIVE 3: CREATE A COLLEGE AND CAREER READY CULTURE**

**»** **Initiative 1:** Prepare students for College and/or Career Readiness

**»** **Initiative 2:** ICAP

10

**GOAL AREA #2**

**Academics – Teaching and Learning**

**OBJECTIVE 1: INCREASE STUDENT ACHIEVEMENT**

**INITIATIVE 1:**  Create and implement Response to Intervention (RTI) programs in reading

and math

**ACTION STEPS:** **TIMELINE:**

Administer district aligned benchmarks K-12 grades to determine which **Beginning,**

students need instructional interventions **Middle, and**

**End of each Year**

Create a districtwide reading Response to Intervention (RTI) program **2019-2020**

by using teaching interventions and evidence-based practices that researchers

have studied and shown to be effective

Pre-K through 12th grade teachers implement small group instruction tailored for **2018-2022**

different skills levels and/or learning styles

Teachers will progress monitor and frequently assess each student’s skill ability to **2018-2022**

determine whether an intervention is effective **Ongoing throughout each Year**

Create a districtwide math Response to Intervention (RTI) program by using **2019-2020**

teaching interventions and evidence-based practices that researchers have **Ongoing**

studied and shown to be effective **throughout**

**each Year**

K-8th grade teachers will implement Response to Intervention (RTI) with students **2019-2022**

who need additional support in math for 15-30 minutes or more as needed each day **Ongoing**

**throughout**

**each Year**

Teachers in grades 9 through 12 will implement Response to Intervention (RTI) **2019-2022**

with students who need additional support in math one-time each week **Weekly**

Build math fluency districtwide using evidence-based best practices **2019-2022**

Build achievement with our English Language Learners **2018-2022**

11

Increase parental involvement in the student learning process **2018-2022**

**Ongoing**

**throughout**

**each Year**

**By 2022, the overall reading and math performance of students in need of**

**Response to Intervention (RTI) overall performance in reading and math will increase**

**as measured by the NWEA Map Assessments and RIT scores.**

**INITIATIVE 2:**  Continue to create and build district curriculum aligned with the

Oklahoma Academic Standards (OAS)

**ACTION STEPS:** **TIMELINE:**

Teachers will develop and/or revise curriculum maps in reading and math **2018-2022**

aligned with the Oklahoma Academic Standards during PLC’s **Ongoing**

**throughout**

**each Year**

Teachers will develop and/or revise curriculum maps in science and **2019-2021**

social studies during PLC’s **Ongoing**

**throughout**

**each Year**

Teachers will review the OSDE Curriculum Frameworks **2019-2022**

Teachers at all grade levels will develop/revise curriculum maps and **2019-2022**

vertically align with the Oklahoma Academic Standards during Professional

Development Days, teacher release time, and/or grade level team meetings

Assistance and training will be provided to all teachers to support **2019-2022**

development/revision of curriculum maps **Ongoing**

**throughout**

**each Year**

The Curriculum and Assessment Director/Coordinator will provide **2018-2022**

support and assist administration and teacher teams to develop/revise **Ongoing**

curriculum maps **throughout**

**each Year**

Teachers will use Common Formative Assessments (CFA’s) to monitor **2019-2022**

student performance and growth **Ongoing**

**throughout**

**each Year**

12

Teacher leaders may seek outside professional development focused on **2019-2022**

Creating Common Formative Assessments (CFA’s) **Ongoing**

**throughout**

**each Year**

**By the end of the 2022 school year, 90% teachers will have received training**

**in curriculum alignment with the Oklahoma Academic Standards and creating**

**Common Formative Assessments so that students master state standards.**

**OBJECTIVE 2: INCREASE RIGOR OF INSTRUCTION**

**INITIATIVE 1:**  Use Higher Order Thinking Skills

**ACTION STEPS:** **TIMELINE:**

Provide professional development for all teachers on using Higher Order **2019-2020**

Thinking (HOT) Skills

Use Professional Learning Communities (PLC’s) to research and develop **2019-2022**

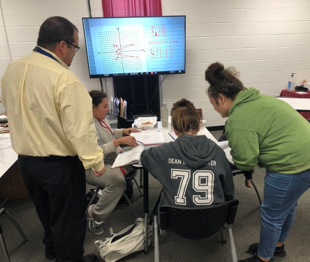
Higher Order Thinking strategies to implement with all learners

Teachers will use Bloom’s and Webb’s Depth of Knowledge Levels with **2018-2022**

Questioning strategies to create higher level thinking with all learners

Develop a process to monitor the effectiveness of using Higher Order **2019-2020**

Thinking skills in the classroom (Administration Focus Walks, data results)



13

**INITIATIVE 2:**  Use Project Based Learning

**ACTION STEPS:** **TIMELINE:**

Professional development will be provided for all teachers on using **August 2, 2019**

Learning (PBL) activities by Collier Education Consulting, L.L.C.

Provide professional development for all teachers on Unit Planning **2019-2020**

Teachers will integrate Project Based Learning activities/units into curriculum **2020-2022**

maps

Teachers will integrate PBL activities throughout each year **2020-2022**

**Develop a process to monitor the effectiveness of using Project Based 2019-2020**

**Learning activities/units in the classroom**

**OBJECTIVE 3: CREATE A COLLEGE AND CAREER READY CULTURE**

**INITIATIVE 1:**  Prepare students for College and/or Career Readiness

**ACTION STEPS:** **TIMELINE:**

Create college and career interests for 7th and 8th grade students **2019-2022**

College visits (7th and 8th grade students) **2019-2022**

Gordon Cooper (8th grade students) - Oklahoma Promise **2018-2022**

College Fair (Juniors and Seniors) **2019-2022**

Career Fair **2019-2022**

Provide FAFSA Support for High School Students **2018-2022**

Promote Parental Involvement **2018-2022**

**Measure(s) – By 2022, college and career interests for 7th and 8th grade students will**

**be created and implemented.**

14

**INITIATIVE 2:**  ICAP

**ACTION STEPS:** **TIMELINE:**

District team attended OSDE ICAP training **2018-2019**

ICAP Kick-off meeting to build awareness  **August 28, 2018**

Pilot the ICAP with 9th grade students **2019-2020**

ACT Prep Course will be implemented **2020-2021**

Student Data Trackers/Portfolios will be used **2020-2022**

**Measure(s) – By 2022, ICAPs with all students in grades 9-12 will be implemented.**



15

**GOAL AREA #3: Student Engagement**

**OBJECTIVE 1: Active Engagement**

**»** Initiative 1: Students will be engaged in the learning process

» Initiative 2:Individualized learning will be provided

**GOAL AREA #3**

**Student Engagement**

**OBJECTIVE 1: Active Engagement**

**INITIATIVE 1:**  Students will be engaged in the learning process

**ACTION STEPS:**  **TIMELINE:**

Professional development will be provided for all teachers in the following

Areas:

· Engaging students in the learning process **2019-2020**

· Cooperative Learning - Kagan **August 2, 2019**

Collier Education Consulting, L.L.C., will provided onsite training

· Project Based Learning **August 2, 2019**

Collier Education Consulting, L.L.C., will provide onsite training **Ongoing**

**Throughout**

**Each Year**

· Real World Connections **2018-2022**

· Peer Teaching/Mentoring will be implemented using Instructional **2019-2022**

Rounds

**Student engagement will be measured by walkthroughs, observation of implementation of**

**differentiated instructional strategies in the classroom, student questioning and lesson plans.**

16

**INITIATIVE 2:**  Individualized learning will be provided

**ACTION STEPS:**  **TIMELINE:**

1:1 technology for all students (PK-12) **2019-2020**

Google Classroom training will be provided for teachers **August 2, 2018**

**Ongoing**

**Throughout**

**Each Year**

Modules for teachers will be provided  **2019-2020**

Ken Thompson

Individual student goals and data will be utilized to promote growth **2019-2022**

with all students (NWEA Map assessments)

**Measure(s) – Individualized learning will be measured by goals and data using**

**NWEA Map assessments to determine growth.**





17

**OBJECTIVE 1:** **Provide Increased Access to Up-to-Date Technology**

» Initiative 1: Improved infrastructure

» Initiative 2: Improved technology maintenance

**OBJECTIVE 2: Ensure Safe School Environment**

» Initiative 1: To build a comprehensive Safety Plan for McLoud Public

Schools

**OBJECTIVE 3: Provide Well-Maintained Buildings and Grounds**

» Initiative 1: Replacements of building roofs, HVAC units, and district

lighting systems

**GOAL AREA #4**

**Facilities and Operations**

**OBJECTIVE 1: PROVIDE INCREASED ACCESS TO UP-TO-DATE TECHNOLOGY**

**INITIATIVE 1: Improved infrastructure**

**ACTION STEPS: TIMELINE:**

360 Chromebooks  **Fall 2018**

One-to-one **2019-2020**

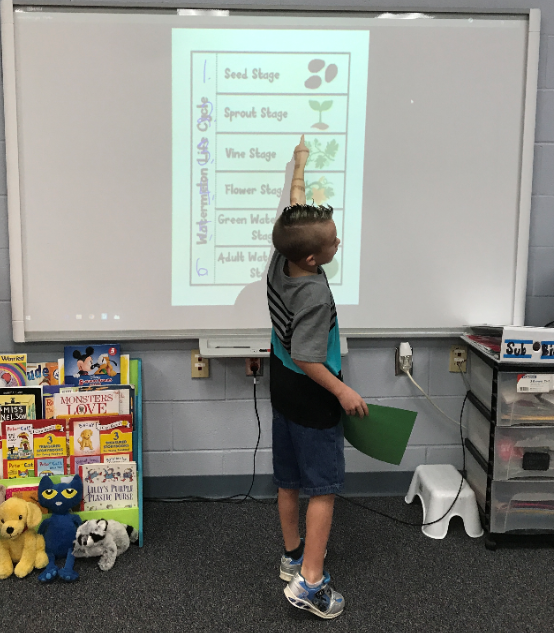
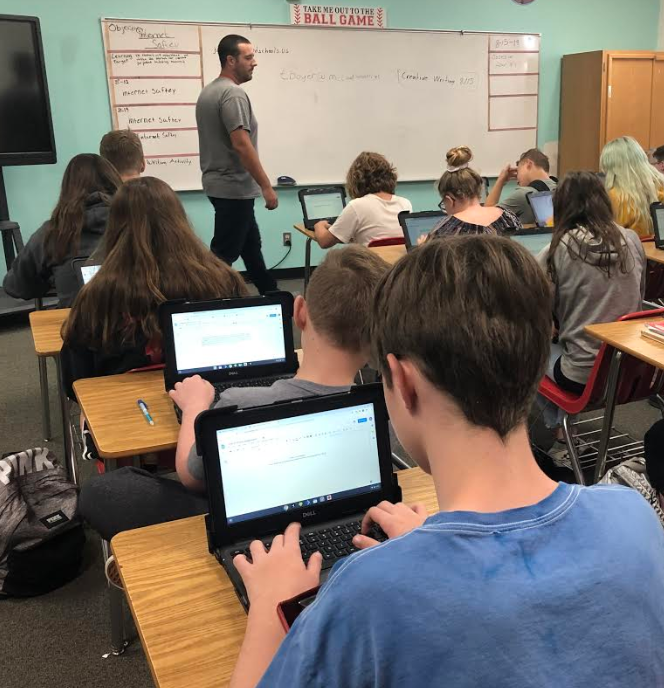
**INITIATIVE 2: Improved technology maintenance**

**ACTION STEPS: TIMELINE:**

Develop a process for improved technology maintenance with a **2019-2020**

district committee

18

**OBJECTIVE 2: ENSURE SAFE SCHOOL ENVIRONMENT**

**INITIATIVE 1: To build a comprehensive Safety Plan for McLoud Public Schools**

**ACTION STEPS: TIMELINE:**

Work with Jason Gray (OSDE) to build a comprehensive Safety Plan **2019-2020**

Phase I – Six Step Process for safety concerns **August 26, 2019**

**OBJECTIVE 3: PROVIDE WELL-MAINTAINED BUILDINGS AND GROUNDS**

**INITIATIVE 1: Replacements of building roofs, HVAC units, and district lighting systems**

**ACTION STEPS: TIMELINE:**

Maintenance of building roofs, HVAC units, and district lighting will be **2018-2022**

monitored throughout each year

Previous Bond – New Intermediate School **Spring 2018-**

**Fall 2019**

Proposed Bond facility improvements – Paving Athletic Parking Lot, **August-November**

New Track, New Board Office, Athletic Fields, Redo Concession/Restroom **2019**

19

**GOAL AREA #5: Finance and Budget**

**OBJECTIVE 1: Align Expenditures to Goal Areas**

**»** Initiative 1: Comprehensive Strategic Planning Process

**OBJECTIVE 2: Seek Alternative Funding**

**»** Initiative 1: Additional funding for goal area objectives

**GOAL AREA #5**

**GOAL AREA #5**

**Finance and Budget**

**OBJECTIVE 1: ALIGN EXPENDITURES TO GOAL AREAS**

**INITIATIVE 1: Comprehensive Strategic Planning Process**

**ACTION STEPS: TIMELINE:**

Determine who will present the Comprehensive Strategic Plan overview **2018**

Kim Collier – Collier Education Consulting, L.L.C.

Present 5 Year Plan to the McLoud Board of Education **November 14, 2019**

Kim Collier – Collier Education Consulting, L.L.C.

**Measure(s) - Support all of goal area objectives as identified by the Board of Education by 2022.**

**OBJECTIVE 2: SEEK ALTERNATIVE FUNDING**

**INITIATIVE 1: Additional Funding for Goal Area Objectives**

**ACTION STEPS: TIMELINE:**

Administrators will contact possible donors for alternative funding of goal **2019-2022**

area objectives

Develop a schedule and share opportunities found with Board of Education **2019-2022**

and site principals

**Measure(s) – Possible donations from donors will be identified and schedule(s) shared** **with the Board of Education as needed**  20

**Acknowledgements**

Collier Education Consulting, L.L.C. commends the McLoud Public School District, Board of Education and members of the Action Planning Team in this commitment toward comprehensive strategic planning and improvement. Through this process, a five-year strategic plan, aligned to the district’s vision, mission, and core values, has been developed to provide guidance for McLoud Public Schools’ decision making and actions in the future. We also would like to acknowledge the dedication of the Avedis Foundation and support they have provided toward educational improvement.



21