

SEMINOLE PUBLIC SCHOOLS

STRATEGIC PLAN

FY 2017

**This plan contains the overall Long Term Strategic Plan for the Seminole
School District**

TABLE OF CONTENTS

Contents

To Our Community	1
Philosophy	2
Facilities	3
Facility Safety	5
Technology	6
Curriculum and Education	7
Extra-Curricular	8
Community Support	9
Support Services	10
Administrative and Board Goals	11
Action Plan	12

To Our Community

Seminole Public Schools has engaged in a comprehensive strategic planning process, and has created a Long Term Plan for the District that we hope will carry us well into the future. Planning began by engaging our community by creating a 30-member Strategic Planning Steering Committee. Committee members represented a broad base of stakeholders, including: students, parents, teachers, directors, principals, business leaders, and City of Seminole representatives. The Board of Education also had valuable input as well. The committee met a number of times over the course of two months and discussed all aspects of our school system. After creating a list of objectives and goals, the Board and committee divided these goals and objectives into nine strategic categories.

These categories include:

1. Facilities
2. Philosophy of the District
3. Safety
4. Technology
5. Curriculum
6. Extra-Curricular Activities
7. Support Services
8. Community Support
9. Administrative and Board Goals

This strategic plan is proactive and provides a road map to create the kind of educational experiences we want for today's and tomorrow's children. A balanced mix of current practice and new initiatives can be found throughout the plan. The plan is comprehensive and reaches all corners of the district. Both the academic and operational branches of the district are melded together to create consistency in practice. The following plan makes our priorities clear, ensures full transparency, and will be a dynamic, collaborative, living document that will serve as the foundation for our pursuit of excellence and for maintaining focus on what will benefit our students. The plan will be reviewed annually and modified as needs change within the district. The plan will reaffirmed by the Board of Education yearly.

The Seminole Public Schools Strategic Plan sets the course for the future of our district. We invite the Seminole community to join us as we educate and empower all students to succeed!

Philosophy

Our Mission

The mission/purpose of Seminole Public Schools is to help all students develop their capacities to the highest degree possible, to the end that each may become an effective member of society. This means that the schools are responsible for assisting children, youth, and adults in finding their place in the world's work, in achieving those attitudes, understandings, and skills essential to the discharge of their responsibilities as citizens, members of homes, producers, and consumers; and in developing those values which promote the physical, mental, and moral welfare of all.

Our Vision

Seminole Public Schools is committed to excellence through a student-centered learning environment supported by positive collaborations with students, staff, parents, school, and community.

A Seminole Public Schools education will provide students with a broad knowledge base by engaging in a standards-based curriculum with co-curricular opportunities. Graduates will possess sound character and the 21st Century skills in communication, critical thinking, collaboration, and creativity necessary to participate in an ever-changing and culturally diverse world.

Equitable opportunities will ensure a quality educational experience to stimulate and support all students in their intellectual, social, and personal growth.

Our Values

Seminole Public Schools is committed to:

- Believing that all students can learn and grow.
- Creating a supportive and positive school climate while emphasizing the skill of how to think, not what to think.
- Ensuring that all students receive effective, rigorous, and relevant instruction from highly qualified teachers using modern teaching methods in up to date facilities.
- Continuing to make student oriented decisions based on importance and purpose.
- Encouraging cooperation in all student, parent, and community partnerships.
- Making data-driven decisions for continuous improvement.
- Continuing to invest in the future of our students and continue to expect high returns on those investments.
- Continuing to build quality extra-curricular programs to encourage student participation.
- Creating strong teacher mentoring programs.
- Continuing to foster transparency within the district.

Facilities

Seminole Public Schools will strive to build and maintain facilities necessary to carry out the mission of the district with appropriate space available for all aspects of education. After much deliberation and discussion, it was universally agreed that Seminole Public Schools must have a comprehensive facilities plan that addresses both short term and long term goals. It is also agreed that this plan must include all aspects of facilities; new construction, renovation of existing facilities, maintenance of current facilities, and acquiring property to meet the future needs of the district. This plan must also include a timeline as to when those plans for facilities can be put into effect, and because of bonding capacity, when those plans can be realized.

Although there are many needs around the District, the Strategic Planning Committee has identified the most critical needs and addresses those needs first.

The facilities plan identifies the following as the most critical needs of the District;

1. Construction of a new High School on a new site with adequate room for expansion of the campus and auxiliary facilities as needed. The new High School must include the following:
 - a. New competition Gym for the District.
 - b. New cafeteria.
 - c. Adequate number of classrooms.
 - d. New technology infrastructure location to serve the entire District.
 - e. Facility large enough to provide adequate meeting space for staff and students.
 - f. Virtual classroom space.
 - g. Alternative Education facilities.
 - h. FFA/AG classroom and shop.
2. Build phase III of Betty L. Smith Early Childhood Center. This would complete the initial plan for that facility and also free up enough space for two additional classrooms for immediate use.
3. Address immediate needs at Wilson Elementary School. These needs include but are not limited to; cafeteria space, restrooms, portable classrooms, and office areas. These needs would be met in the short term to allow for the continued use of that facility for the next ten (10) years. The following item would then be next in line for construction.
4. New Wilson Elementary School. A new building in a new location to meet the long term goals of the district. This facility would be constructed to include a new cafeteria and gymnasium. This goal would have to be a long term goal for a future bond election.
5. Construction of a Performing Arts Center with separate areas for band, music, drama, and community functions. This facility is being placed on the long term plan with the understanding that it will not be met until many years in the future with a future bond election.
6. Additional classroom space at the Middle School to meet anticipated growth and allow for any future grades to be included due to reorganization of grade assignments.

FACILITIES

7. Additional classroom space at Northwood Elementary school to include larger band and music spaces, additional technology spaces, and provide counseling spaces.
8. Renovation of the Football Stadium to include meeting ADA requirements, renovation of the bleachers, locker rooms, concession areas, and office areas, and the addition of turf to the field.

These 8 areas are identified specifically because they have been designated areas that are critical. However, they do not encompass all the needs of the district. There are a number of needs that have been identified, yet are not designated as critical in the facilities aspect of this plan. They are areas that can be accomplished as time goes on, and regular expansion can occur. Other areas of concern include:

- Centralized campus for Junior High/High School as new buildings are needed. (Long Term)
- PK-5 on one central campus area as new buildings are needed. (Long Term)
- New Administration building conducive to privacy and productivity while being visible to the community.
- New cafeteria to serve the Middle School and possibly BLS.
- State of the art labs at all sites. (Science, Technology, and Media Centers)
- Make the Boyd Linduff Gym ADA compliant and modernize lighting and security.
- Additional lighted parking around the district.
- Address gymnasium needs at Northwood.
- New workout facilities for all sports.
- Construct or acquire storage facilities for school equipment, property, and vehicles.
- Improve and grow the school farm.
- Create a community greenhouse at school farm site.
- Lease purchase the current high school facility for future use of the district.
- Covered walkways at Middle School site.

Another aspect of the Strategic Plan addresses the future use of each of our current facilities and how to best utilize those facilities in the most efficient way possible.

Each current site is addressed in the Facilities Plan individually with a timeline for completion.

Facility Safety

Facility security and student safety are primary concerns of the district. It is the goal of the district to provide the safest, most secure learning environment possible for each student and staff member of Seminole Public Schools.

The Strategic Plan identifies the following as needed improvements for providing this environment.

1. Update phone systems with caller ID throughout the district.
2. Update intercom systems throughout the district.
3. Update security systems with alarms and cameras with central control and internet accessibility.
4. Upgrade security lighting at all facilities.
5. Upgrade security fencing at all facilities.
6. Installation of keyless entry systems at all sites.
7. Construction of Safe Rooms at all sites. This need could possibly be addressed by applying for FEMA grants and funding opportunities.
8. Upgrade or install fire sprinkler systems at all sites.
9. Continue to update and improve the district safety plan to include an earthquake plan.

Technology

Today's learning environments should reflect what we know about how people learn and take advantage of technology to optimize learning. Our system must support administrators, teachers, and support staff in their efforts to leverage the power of technology to provide engaging, personalized learning experiences and ensure students have the skills to be lifelong learners. Technology provides access to more learning resources and connections to experts and audiences beyond the classroom.

With that belief system in place, Seminole Schools must be able to provide access to this much needed technology for our students to be successful. The Strategic Plan identifies the following items as critical needs of the district.

1. Upgrade technology throughout the district to include:
 - a. Developing technology plans and needs assessments that are evaluated and prepared by consultants.
 - b. New Smart Boards in all classrooms.
 - c. Provide technology based professional development for all staff members to ensure that technology is utilized effectively and integrated into the curriculum.
 - d. Upgrade computer labs at all sites to ensure technology availability to all students.
2. Upgrade technology infrastructure at all sites. This will include but not be limited to:
 - a. Upgrade servers for the district.
 - b. Upgrade switches at all sites.
 - c. Upgrade wiring at each site.
 - d. Upgrade and increase the number of "drops" at each site.
 - e. Install a wireless network at each site to provide internet accessibility for each student.
3. Create and enact the ONE TO ONE initiative for student technology. The ONE TO ONE initiative provides each student within the scope of the initiative the proper access to needed technology provided by the school district. The district will prepare for this by the following:
 - a. Purchase needed technology to provide each student with available technology. This technology could include but not limited by; iPads, Chromebooks, laptops, etc.
 - b. Provide technology training to students and staff in the effective use of the purchased technology.
4. Create learning opportunities for students and community in real world application of technology outside the normal school day.

Curriculum and Education

Seminole Public Schools will enhance student experiences by ensuring that every student has the opportunity to engage in a well-rounded education. This will be accomplished by adopting a philosophical stance that Science, Technology, Engineering, Arts and Mathematics (STEAM) are essential core curriculums.

STEAM is not a program, but a philosophy that spreads throughout the K-12 system. Breakthrough thinking and creative innovation are the pillars of a STEAM related philosophy. STEAM emphasizes the 21st Century skills that are critical to our students' future. The 21st Century skills of collaboration, communication, creativity, and critical thinking are emphasized through project-based learning, usually through interdisciplinary activities.

The A in STEAM stands for the Arts and Humanities, which include: dance, theatre, visual arts, media arts and music, and also includes the liberal arts. The liberal arts include Language Arts, Foreign Languages, Social Studies, and Career and Technical Education, which each enhance the components of the STEAM fields.

Seminole Public Schools will encourage teachers and students to see and think in new ways across disciplines. Knowledge creation, innovation and breakthrough thinking will assist the process of making connections across disciplines.

With this philosophy in mind, Seminole Public Schools are committed to the following:

- Expand fine arts programs at all sites as funding allows to include art, music, and band.
- Continue to improve financial literacy programs; job skills, life skills, and nutrition.
- Expand High School student internship opportunities.
- Expand elective opportunities to Middle School and High School students.
 - Creative writing programs
 - Expanding foreign language opportunities
 - Develop stronger Speech/Debate program
 - Developing outdoor learning opportunities
 - Expand journalism to include more opportunities; television, print, and social media.
 - Foster cooperation among vocal and instrumental programs and faculty.
 - Provide opportunities throughout the schedule for remediation and tutoring.
- Expand PK programs and develop opportunities for 3 year old students.
- Foster stronger cooperation with the Seminole Nation to include culture and language instruction.

Extra-Curricular

Students who engage in extra-curricular activities enhance their overall educational experience and improve their skills in the areas of time management, long term commitments, collaboration, creativity, and in building positive relationships. Those involved in co-curricular activities are more connected to their school and tend to have higher grades.

Therefore, Seminole Public Schools supports participation by all students in extra-curricular activities. Extra-curricular activities are those activities that occur outside of the regular school day and serve to enhance student learning. Extra-curricular activities offered by Seminole Public Schools are academic activities, athletics, clubs, speech, drama, music, vocational programs, and 4-H. As a result of our efforts, students will be provided the opportunity to engage in a variety of extra-curricular activities designed to enhance their overall educational experience.

To meet the needs of our students, Seminole Public Schools is committed to the following:

- Providing up-to-date sports facilities
 - New competition gymnasium for the district.
 - District owned and maintained baseball and softball facilities with all auxiliary facilities to make these fields efficient and usable.
 - District owned track with lighting and seating for competition.
 - District owned tennis courts.
 - Renovation of the historic stadium to ensure ADA compliance and long term use of that facility.
 - Improve work out facilities for all sports and encourage use of these facilities for non-athletic participants to facilitate overall general good health.
- Equity for all sports.
 - Continue to strengthen all sports.
- Add additional sports as student needs arise and funding allows.
 - Soccer
 - Wrestling
 - Swimming
- Expand after-school activities and opportunities for non-sport participants.
 - Band
 - Music
 - Art
 - 4H
 - Agricultural Education
 - Family and Consumer Science
 - Academic Teams
- Expand FFA and music programs to include lower grade levels as funding allows.

Community Support

Seminole Public Schools will continue to foster partnerships and relationships with civic organizations, area businesses, Seminole State College, the City of Seminole, and the Seminole Nation to support student academic success. External partnerships with the community provides additional support and enrichment opportunities for students and staff. Seminole Public Schools will strive to meet this objective in the following manners:

- Seminole Public Schools will continue to foster a positive partnership with the City of Seminole and Seminole State College. Positive and healthy relationships between administrations and elected officials will enhance the ability of all entities to serve Seminole students in the best way possible.
- Seminole Public Schools will continue to work with area businesses to continue to improve mentoring opportunities for Seminole students and provide opportunities for organizational involvement in the educational process.
- Seminole Public Schools will continue to encourage Seminole students to participate in all areas of studies at Gordon Cooper Technology Center. Career and Technical Education is an essential component of the educational system, preparing learners for life, careers, and college. With an emphasis on real-world and real-life skills, occupational content and academics come to life through application. Students develop 21st Century skills as they communicate and collaborate on activities and utilize creativity and critical thinking to design projects and solve problems. Teachers work directly with business and industry partners to bridge high school curriculums with relevant skills and experiences needed in today's world of work.
- Seminole Public Schools will communicate effectively and engage with internal and external stakeholders to build community trust and support. The district will communicate proactively and with transparency. This will be accomplished through building comprehensive communications systems utilizing multiple forms of media. A strategic communication plan will be developed to strengthen and organize overall communication efforts to achieve the following goals.
 - District Image
 - Parent/Family communication and engagement
 - Community communication and engagement
 - Internal communication and engagement

Support Services

Seminole Public Schools will secure and allocate resources needed to adequately fund and carry out this strategic plan. Meeting the needs of all students by providing equitable resources across the district will be a priority in all decisions made to educate our students. We will strive to meet this directive by ensuring the following:

- Seminole Public Schools will strive to attract and retain the highest qualified employees at all levels of the organization. As one of the largest employers in the region, Seminole Public Schools has a broad range of human resources needs including educators, educational support staff, operations staff, and administrative staff. Seminole Public Schools will attract, support, and retain the highest qualified employees at all levels of the organization.
- Seminole Public Schools will create a culture and learning environment that makes the district a school of choice. There are several motivating factors that attract students and employees. It is vital to create a culture that recognizes human motivators and allows for flexibility in meeting the wide range of needs facing our existing and future student population as well as our existing and future staff.
- Seminole Public Schools will strive to provide highly qualified Media Specialists at all sites, as finances allow.
- Seminole Public Schools will strive to provide all supplemental equipment necessary to maintain our current facilities and ensure the continued needs of future facilities. This would include but not be limited to:
 - Custodial Equipment
 - Facility maintenance equipment (athletic facilities and grounds maintenance)
- Seminole Public Schools will strive to provide the newest, safest, and most reliable transportation methods available to our students. This will include:
 - Buses
 - School vehicles
- Seminole Public Schools will work with the Oklahoma State Department of Education and the USDA to develop programs that provide free breakfasts and lunches for all Seminole Students.
- Seminole Public Schools will strive to create and expand a student mentoring program to include the Agricultural Program mentoring to elementary students.

ADMINISTRATIVE AND BOARD GOALS

Administrative and Board Goals

Seminole Public Schools strives to meet all the expectations of our community. We have developed and molded the following organizational features that we feel will assist us in shaping and focusing our work throughout the term of this and any future long term plans that the district may create.

The features that we feel are important to our district and community include;

- Improve students' outcomes in the areas of academic achievement.
- Plan use of facilities that best meets our expansion needs immediately or to adjust use of facilities to account for immediate or future growth.
- Create plans to maintain and update current facilities.
- Evaluate interim gymnasium needs and develop a plan to address those needs.
- Stay abreast of current teaching methods that have proven to be successful.
- Continue to provide meaningful professional development for specialty areas.
- Hire and retain highly effective personnel.
- Provide teachers with the needed "tools" for success.
- Provide staff with proper discipline tools and resources as needed.
- Expand Gifted and Talented programs.
- Provide for more opportunities for Advanced Placement Course offerings.
- Develop strategies to serve "all" students without having negative stereotypes being associated with those programs.
- Encourage staff to be involved in civic organizations and activities.
- Ensure that Superintendent is involved in civic organizations and activities.
- Provide opportunities for community input into the educational environment and ensure that their concerns are addressed in the best interest of all students.
- Regular communication from the Superintendent to the community regarding school issues and happenings through various methods of communication; newspaper, website, newsletters, social media, etc.
- Create greater flexibility within the Master Schedule to meet changing needs of the students.
- Develop perception surveys to be sent out periodically to measure public, staff, and student satisfaction regarding school function and opportunities.
- Develop strategies that provide more welcoming environment for community involvement.
- Develop opportunities for students to become involved in philanthropic activities.
- Continue to request and receive input from stakeholders regarding budget practices.
- Continue to be involved in the legislative process to ensure that Legislators are educated regarding the needs of our students and education in general regarding programs and more importantly, funding needs now and in the future.
- Address any other needs of the district as they may arise.

Action Plan

As is evident from this plan, there are numerous needs throughout the District that must be addressed. Some of the needs are immediate, so must take priority over others, while other needs can be met as time and finances allow. While many of the needs of the District can be met using existing revenue sources; General Fund and Building Fund monies, the large scale projects can only be met through the issuing of Bonds through a Bond Election. However, the many needs of the district cannot be met with one single bond issue election. Due to the limits of bonding capacity, these needs must be prioritized and addressed through the long term planning for future bond issue elections. The Strategic Plan proposes that the needs be met by the following timeline and spread out over a number of elections.

Bond Proposal #1 2017 (Estimated cost - \$16,500,000)

1. Construction of a new high school on a new site to include all the aspects required to make a high school and effective learning environment. A new competition gymnasium would be included in this facility.
2. Construction of phase III of Betty L. Smith Early Childhood Center to complete that facility.
3. Meet immediate needs of Wilson Elementary; remodel of cafeteria, restrooms, and office area. Construction of 2 classrooms to eliminate the need for the portable classrooms. These changes would make Wilson Elementary functional for another 10 years until a future bond issue election could be proposed for the construction of a new Wilson Elementary on a new site.

Bond Proposal #2 2017 (Estimated Cost - \$1,800,000)

1. Update technology throughout the district to include:
 - a. Updated infrastructure at each site; servers, switches, drops, wiring, etc.
 - b. Install wireless networks at each site.
 - c. Updated computer labs at each site.
 - d. New interactive boards in each classroom.
2. Upgrade phone system throughout the district.
3. Update intercom systems at each site.
4. Update security cameras with central control and internet accessibility at each site.
5. Upgrade security lighting at each site.

ACTION PLAN

Bond Proposal #1 2027 (Estimated Cost - \$11,500,000)

1. Construction of a new elementary school to replace the Wilson Elementary site.
2. Construction of additional classroom space at the Middle School site.
3. Construction of additional classroom space at Northwood Elementary site.
4. Renovation of the Football Stadium to include meeting ADA requirements, renovation of the bleachers, fieldhouse, concession areas, as well as the addition of turf to the field.

Bond Proposal # 2 2027 (Estimated Cost - \$1,500,000)

1. Upgrade security alarm systems at all sites.
2. Installation of keyless entry systems at all sites.
3. Upgrade security fencing at all sites.
4. Upgrade and install fire sprinkler systems at all sites.

One-To-One Initiative (To begin in 2018)

As stated in the Strategic Plan, it is important that we leverage the power of technology to provide engaging, personalized learning experiences and ensure students have the skills to be lifelong learners. A major step toward this goal will be met with the introduction of the One-to-One Initiative. This initiative cannot be implemented until the technology infrastructure of the District is upgraded. After the successful passage of the bond issue proposal of 2017, and all infrastructure is in place, this initiative can be implemented in steps using existing revenue sources; General Funds and Building Funds, as well as forming partnerships with local industry and stakeholders.

SIGNATURE PAGE:

SIGNATURE PAGE:

This Strategic Plan offers a roadmap to the future success of Seminole Public Schools. It capitalizes on our great strengths, while positioning us to make improvements in areas of weakness.

This plan is a product of compromise. Many strong ideas were presented and discussed on both sides of many issues. However, compromises were made by many of the representatives of the committee and the Board of Education to ensure that the District moves forward, and can ensure the success of all students involved. This plan reflects all the issues that were discussed in our meetings, and will continue to be a living document that can be altered as the needs of the district may change. It is not meant to be the “end all” plan, but, rather a starting point to begin the long process of improvement.

By creating this strategic plan, the District has shown its recognition that planning is a key to its future success. The challenge will be to keep the momentum going to ensure continuous improvement. Continual review and revision of strategic planning documents, including the mission and vision statements, is a vital component of the strategic planning process. Policy makers and planners need to continue the dialogue begun with stakeholders, in order to ensure that their needs and concerns are being addressed. In addition, as new programs and initiatives are implemented in response to this initial planning process, new weaknesses and threats will develop. This is especially true of technology, which evolves and changes at an especially rapid pace.

This plan aims to be comprehensive, addressing both practical needs at the building level, and policy and planning needs at a District level. As a result, the list of goals is extensive and complex. It is essential that the leadership commitment exhibited to date continue, and that stakeholders be provided with the support and guidance necessary to bring this plan to fruition.

This plan should be viewed as the first step in a long-term process. The development of a formal system to allow for systematic, periodic review of the plan and the collection of community feedback is necessary to ensure continued effective and responsible management of the District’s programs. Such an ongoing commitment will provide the District with the necessary dedication to stay abreast of continually changing needs of the community and the School District.

The Long Term Planning Committee members and Seminole Public Schools Board of Education members do hereby affix our names to this Strategic Plan as a sign of support for the long term success of the students of Seminole Public Schools.

SIGNATURE PAGE:

Alfred Gaches, Superintendent

Steve Osborn, H.S. Principal

David Dean, M. S. Principal

Michele Sneed, Northwood Principal

Denese Cheatwood, Wilson Principal

Angela Willmetts, BLS Principal

Nancy Quinalty, Child Nutrition

Ed Lemmings, Facility Director

Ed Marshall, Technology Director

Mike Snyder, Athletic Director

Brenda Presley, H.S. Staff

Joyce Dove, M.S. Staff

Jennifer Stuteville, Northwood Staff

Sonia Scott, Wilson Staff

Thurza Baker, BLS staff

Hayden Harjo, H.S. Student

Karlie Sneed, H.S. Student

Sharon Emmitt, City of Seminole Representative

SIGNATURE PAGE:

Amy Britt, Seminole Chamber of Commerce

Mitch Enos, Seminole Business Representative

Adam Baker, Alumni Association

Larry Minihan, Alumni Association

Cory Crabtree, Band Booster Club

Cole Cheatwood, FFA Representative

Steven Choate, BLS Parent

Lauren Schatzel, Wilson Parent

Alison Tinsley, Northwood Parent

Darren Frederick, Middle School Parent

Shari Carter, High School Parent

Jack Cadenhead, Board President

Amie Colclazier, Board Vice-President

Claudia Willis, Board Clerk

Mickey Upton, Board Member

Marci Donaho, Board Member