

NORTH FRANKLIN SCHOOL DISTRICT

STRATEGIC PLAN 2015-2018

STRATEGIC GOAL 1: Enhance Academic Programs/Student Achievement (Provide a systematic, ongoing process to improve curriculum, instruction, assessments, interventions and enrichments to ensure rigorous learning for all. Students will be provided high quality, individualized instruction through exceptional teaching, consistent curriculum and effective assessments).		
2015-16	2016-17	2017-18
Provide a highly capable gifted program K-12 with the support of a certified teacher.	Implement a Financial College Readiness Class at CHS required for all students in order to better prepare students for life.	Increase State level technology standards for all students (Keyboarding, Microsoft Office, Programming, Robotics)
Create a curriculum adoption cycle for the next 10 years.	Implement an after-school program at each elementary school from the end of 1st qtr. to the end of school.	Implement a Positive Behavior Intervention and Support program (PBIS) at all schools/departments to focus on improving a school's ability to teach expectations, support positive behavior, improve school climate and create safe and effective schools.
Fully implement a Ready Set Kinder Program (for any in-district 4 yr. olds). Collaborate with local preschools to establish clear targets for entry into kindergarten.	Enhance the Skyward program and look at ways to increase access and utilize new options that improve efficiency with grades, paying fees, and access to information.	Review and increase course offerings at OJH and CHS (electives, medical, career enhancing certifications).
Identify and recruit outstanding teachers utilizing a variety of resources (job fairs, contacting higher education training institutions, "grow your own" program, training)	Provide a detailed intervention program in Math and Reading K-12 that include tiers 1,2 & 3.	Increase in-building and out-of-building credit options for students 9-12 through digital learning. Increase equivalency credit options for students 9-12 at CHS.
Offer a Mental Health Counselor at OJH and CHS (substance abuse, mental health, suicide, depression, etc.)	Fully implement a teacher induction program for new teachers (training, mentors, help with pro-cert)	Research and implement a systemic program that meets the needs of second language learners k-12.
Offer an after-school program at OJH and CHS with the purpose to help students improve their academic skills and grades from the end of 1st qtr. to end of school.	Fully implement a High School and Beyond Program 9-12.	
Increase communication and knowledge regarding scholarships, college testing, and college readiness.	Offer staff development opportunities for classified employees.	
	Increase developmental preschool services and collaboration with local providers and agencies.	

STRATEGIC GOAL 2: Enhance Public Support and Customer Satisfaction (provide clear and effective communication among staff, parents, students and community members as well as purposeful community partnerships).

2015-16	2016-17	2017-18
Fully implement digital automated calling system for parents, students and staff.	Improve office entrances at all buildings. Ensure all offices are clean, organized, functional and welcoming to parents and community (customer service).	Finalize route boundaries between Mesa and Basin City Elementary Schools.
Implement an anonymous alerts program for staff, students, and parents.	Coordinate, evaluate and expand a district-wide volunteer program - create a policy.	Increase student satisfaction with lunch program. Ensure that the food program meets State and Federal requirements and is financially self-sustaining. Revisit CEP program to see if it meets District's expectations.
Create a dashboard of key metrics for each school and district level unit to monitor progress and communicate successes.	Implement survey system to gather input from students and parents regarding athletic programs.	
Conduct a district-wide safety and risk assessment. Conduct district-wide tabletop drill along with interagency partnerships. Plan and implement safety and security improvements district-wide (window covers, door locking systems).		
Reclaim drop outs and provide another pathway to graduation/GED.		
Implement an online payment system through skyward for parents to pay all school related fees.		
Create a district calendar with CBHS to better facilitate communication with parents and community.		
Offer a free pass for those 65 and older to all CHS home sporting and school events.		

STRATEGIC GOAL 3: Enhance Resource Management (Ensure consistency and efficiency in aligning resources, technology and facilities to meet the district mission, while remaining fiscally conservative, transparent and responsible to the community). It is the board's desire to maintain a 5% unreserved fund balance on a yearly basis.

SCHOOL	2015-16	2016-17	2017-18	MISC PROJECTS
BCE	Hallway flooring/Wainscoting Exterior paint	Update older classrooms Update phone/intercom/clocks		Sewer system Pave rear parking Level recess fields Reader board
CE				Reader board Sound proof lab
ME	New Portable Remodel old computer lab Seal up doors on west end Remodel old portable Paint classroom doors	New front doors to building fix outlets in hallways Update phone/intercom/clocks		Reader board New lunch tables Staff bathrooms
OJH	Outside basketball courts			Reader board Perimeter fence Update furniture
CHS	Add 5-6 cameras	Enlarge cafeteria Remodel office area/staff room Remodel breezeway New portable	Science rooms	Enlarge art room Pave back lots/road Reader board
PJHS				Paint building Bell system
Transp Dept	Inventory/Maintenance tracking	Remodel Connell Facility Covered parking both facilities		Bus video systems Motorpool needs
M&O	Finish M&O building			Storage space
Athletics	OJH Tennis courts CHS Soccer lights Noble Fields Bathrooms/concessions	Noble Fields landscaping		Wrestling room
Technology	Mount ceiling projectors Switches and servers UPS systems			Increase access pts Remove TVs
Food Service		Kitchen Improvements-ME		

NORTH FRANKLIN SCHOOL DISTRICT

KEY METRICS/GOAL AREAS TO BE UPDATED/MONITORED

Key Metrics to be Monitored

- Each student (K-9) will make a least one year's academic growth each year based on the NWEA/MAPS test.
- Increase the graduation rate over the next 5 years.
- Decrease the number of suspensions and expulsions K-12. Find new options to keep students from missing school.
- Reduce the overall student absentee rate K-12 at each building.
- Decrease the number of students 9-12 who are credit deficient and at risk of not graduating.
- 90% of 3rd grade students will meet grade level standards in Language Arts and Mathematics. Any student not meeting those standards will be afforded an individualized growth plan with support.
- Increase participation of under-representative ethnic groups in extracurricular activities and advanced courses (7-12).
- Close the achievement gap over the next 5 years (Hispanic vs. Caucasian).

Goal Areas to be updated/monitored

- Improve the math team program K-12 (establish a curriculum and key targets per grade level). Reestablish math team program at CHS.
- Review/update Professional Learning Communities program for all staff (targets/protocols/norms/expectations).
- Update district's assessment system K-12 to provide timely and authentic feedback to educators, students, and parents regarding student growth, instructional practices and interventions.
- Review/Update - WEB/LINK (transition/orientation program for 6th graders entering 7th grade, and 8th graders entering 9th grade).
- Maximize and review the use of instructional time (Every minute counts). Review prep classes at elementary schools, length of school day, core vs. intervention time, lunch time, and recess. Review/update homework philosophy 7-12, and protocols for test retakes, late work, and grading.
- Continue to develop the Guaranteed and Viable curriculum along with the cycle days. (All classes have G&V completed with pacing, targets, formative and summative tests).
- Review/update the STAT (Student Teacher Access Time) program 7-12 (look at offering homeroom time for teach-to's/goal setting/relationship building/academic tracking, and how to improve interventions and grade improvement).
- Increase support/training for effective implementation of State Standards, Smarter Balanced Assessments, and English Language Development standards.
- Update HIB (Harassment/Intimidation/Bullying) program K-12 and for staff than includes reporting, anonymous reporting, steps to resolve, and presentation/training schedule.
- Update advanced program K-12 for accelerated students in reading and math. Provide extra resources to students who need to be challenged above and beyond the current core program.
- Review/update communication methods with all citizens and organizations (website, newsletter, social media, newspaper, radio, town hall mtgs).
- Review/update Parent teacher conferences with the goal to improve customer satisfaction.
- Review/update report cards that reflect current practices, assessments, standards and state regulations.
- Update and recommit communication expectations for teachers to meet with, call, email, or text parents frequently regarding student academic progress (positive and negative).