

Potosi School District
Strategic Planning
2014-2019

Draft from 4-30-14 Staff, Student, Community Input

Guiding Philosophy – Continuous Improvement

Continuous Improvement is one of the Potosi School District's (PSD) core values. At its essence, it means the desire to get better minute by minute, hour by hour, day by day. It is an acknowledgement that nothing in any organization is perfect and that there are multiple opportunities for improvement that continuously present themselves and that we all need to be reflective and open to these opportunities so that we can take advantage of them by improving ourselves and our practice.

Continuous improvement is the primary strategy District staff uses to achieve the District vision of a relentless pursuit of excellence. The continuous improvement philosophy is the recognition that the pursuit of excellence is a moving target. What is excellent today may be the definition of mediocrity tomorrow. Never accepting the status quo is the only way to make a good school district great.

Continuous improvement is what we desire for our students as they learn throughout the year and move from grade level to grade level and subject area to subject area. It is the Potosi staff's commitment to this philosophy that fosters outstanding student performance levels in academics, the arts, and athletics. The results staff members achieve are a reflection of how well continuous improvement is practiced across all areas within the District.

In order for continuous improvement to work effectively, a related District core value must also work equally effectively, that of data-informed decisions. Data-informed decisions require the continual collection of accurate key performance indicator information in order to optimize productivity, eliminate waste, and manage the District's resources effectively and efficiently.

Data analysis will be used to determine performance levels and may identify new opportunities for improvement. The PSD believes that, if the strategic plan goals are valued, then the goals need to be measured. If the goals are not measured, improvement may not occur, and goals may never be achieved.

Purpose: The 2014 – 2019 Strategic Plan represents a 5 year plan for the PSD. This plan serves as a “commonly understood direction” for our District toward continuing the tradition of excellence in Potosi. The development of this plan involved several interviews of staff, parents, students, and community members by the district's superintendent to identify the District's current strengths and needs. The tangible results of the School Board's collaboration are summarized in the following plan.

Our Motto: “Every Student, Every Classroom, Every Day”

Vision:

The Potosi School District is recognized as a leader empowering students while embracing community support through a continuous pursuit of excellence.

Mission:

The Potosi School District will focus on every student for developing his/her maximum potential, to foster academic excellence, along with career and college readiness through high quality instruction, character education, collaboration, and community involvement.

Core Values:

1. Continuous Improvement
 - Quality teaching and learning and leading
 - Excellence
 - High expectations lead to higher performance, which in turn, empowers the individual.
 - Success driven by commitment and coherence
 - Not mistaking activity for achievement
 - Data Driven Decisions
 - Problem Solving
 - The impact of our teaching on student outcomes – collection of evidence
2. All students can learn when given the proper supports and care
 - Learning occurs at any time, any place, and at any pace.
3. Children Come First / Student-Centered / a Focus on the Whole Child
4. Passion and Commitment
5. Teamwork and Collaboration
6. Caring
 - Building relationships that foster trust and cooperation
7. Community of Character
 - Honesty, Integrity, Respect
 - Persistence and Courage
8. Community and Family Involvement and Input
9. Customer (students, parents, community) satisfaction
10. Accountability
 - As a school district, all adults must accept public and personal responsibility for the success or lack of success for each student
11. Safety (physical, emotional, students, staff, trust)
 - No Political Agendas

Four Areas of Focus:

1. Teaching and Learning – Student Achievement
2. Facilities
3. School Culture
4. Community/Parent Involvement/Transparency

1. Teaching and Learning – Student Achievement: The Potosi School District will provide a rigorous and relevant curriculum delivered by high quality educators who use innovative, research-based strategies to prepare students to compete in a global environment in the 21st century and to be career and college ready:

- a.) Instructional Rounding Network – Based on the Teacher Cabinet Book Study, we create a network of teachers and administration that regularly observe classrooms and provide feedback based on our identified “problem of practice.”

- b.) PLC (Professional Learning Communities) – Opportunities for teachers to meet and review test data and use the information to adjust instruction and plan interventions and enrichment activities. These committees are our tool to continuous improvement.
- c.) Power Hour – Continue to grow and improve this time of the HS/MS day. As we continue to learn about effective research, we implement these intervention strategies with students during this time.
- d.) Focused Instruction on:
 - 1. Test taking skills
 - 2. Study Skills instruction
 - 3. Note taking skills
 - 4. Organization skills and assignment notebook use
- e.) Systemic Professional Learning activities for staff – centered around PLC, Educator Effectiveness, RtI/PBIS, and curriculum development.
- f.) Develop critical reading skills across our disciplines and throughout the grades.
- g.) Improve in our math skills student outcomes.
- h.) Decrease the learning gap between our low socio economic students from our non-socio economic students.
- i.) Decrease the learning gap between our students with disabilities from our students without disabilities.
- j.) Begin incorporating AP and virtual class offerings for students.
- k.) Identify each student’s individual learning style and ensure instruction is aligned to students’ various learning styles.
- l.) Develop Customized Learning Paths for all 8-12 grade students

Evidence: Improvement of Student Achievement Outcomes – WKCE, School Report Cards, ACT, MAPS, Aimsweb; students successfully passing AP and virtual class final assessments.

- 2. **Facilities:** The Potosi School District will provide safe, healthy, and efficiently operated schools that the community is proud of; for the success of all students; to maximize the use of our current space; and ensure accountability for all stakeholders.
 - a.) Assess and evaluate the status of safety and security (including code and ADA compliance)
 - b.) Determine energy efficiency improvements
 - c.) Upgrade the technology network system
 - d.) 1-to-1 device program
 - e.) Make best use of our current building foot print to ensure we are utilizing our facility to best meet our student’s educational needs
 - f.) General updating and maintenance as necessary
 - g.) Facility Committee composed of staff, board, and community members who will recommend actions to the board to address our facility needs and create a long term facility plan

Evidence: Completion of the above activities, along with the creation of a long-term facility plan, and school board actions regarding the facility committee’s recommendations.

3. **School Culture / Environment:** The Potosi School District will ensure a positive school culture for both students and staff that is centered on professionalism, respect, collaboration, and positive effective communication.
- a.) Character Education Program – Character is learned behavior. It has to be taught, learned, and practiced. This is the umbrella that instills a positive culture and pro-social behaviors.
 - b.) Build leadership capacity among staff
 - 1.) RtI (Response to Intervention) Team – continue to develop and implement research-based interventions for students who struggle academically.
 - 2.) PBIS (Positive Behavior Intervention System) – A staff committee dedicated to creating a framework of positive research based strategies, processes, and expectations in our school.
 - 3.) Safety Committee – Focused on ensuring the total school environment is safe, secure and accident free.
 - 4.) Problem Solving Team – Core team of support for the Superintendent and Principal focused on solving problems through discussion and brainstorming.
 - 5.) Administrative Team – Composed of the Superintendent, Principal (Dean), and Curriculum Coordinator; Focused on planning and problem solving related discussions pertaining to Educator Effectiveness and curriculum.
 - 6.) Teacher Cabinet – Team of teachers who meet once per month with administration. Activities include discussions of District direction, staff expectations, school calendar, Instructional Rounding.
 - c.) Ensure a culture of continuous learning
 - d.) Adopt confidentiality and ethics guidelines for staff
 - e.) Increase recognition of staff and students
 - 1. End of the Year staff recognition program
 - 2. Love Week
 - 3. Monthly Staff Members of the Month
 - f.) Newer staff on-boarding program
 - g.) Culture Committee – to promote and continue to instill and inspire a professional culture among our staff. To create a “positive learning culture.” Create an environment and resources to encourage self-awareness and effective /appropriate behaviors.
 - Foster and grow appropriate positive communication and conflict resolution practices into the staff’s attitude, practices, and culture
 - h.) Workforce engagement and Development – utilizing best practices to hire, retain, engage, and develop a skilled, talented, and caring workforce that will enable our District to achieve its mission and goals.
 - i.) Superintendent Student Advisory Council – To provide insight and feedback to the District regarding a variety of issues – namely their HS experience.

Evidence: Leadership and outcomes from a renewed Character Education Program; Student Survey’s; Staff survey results demonstrating increased leadership capacity among staff; engagement and outcomes from the Teacher Cabinet; The creation of a series of professional culture growing strategies that are systemic and continuous; The creation of staff and student Recognition Programs run by committed committees; The creation of a Staff On-boarding

Program; The creation of standard operating procedure for hiring, retaining, and engaging staff; The creation of a performance based pay structure.

4. **Community / Parent Involvement:** The Potosi School District will communicate, engage, and develop partnerships with students, staff, and community partners to help reach our mission of academic excellence and positive contributing members of society.
- a.) Increase communication between school and community
 - b.) Enhance community spirit and involvement
 - c.) Provide meaningful parent workshops – survey parents on the kind of workshops they may want or need
 - d.) Develop more opportunities for on-line interaction between staff and parents
 - 1. Fully utilize Skyward to maximize its capabilities
 - 2. All staff members create and use a web page
 - 3. Create classes for community members that are run by students and staff to teach community members about technology, especially social media. This could get tied into our public library.
 - e.) Community Service Projects – as HS graduation requirements

Evidence: Parent and community survey results demonstrating increased communication and spirit; Creation of a parent workshop program; increased on-line interaction between the school and parents; Community Service Projects completed.