



**Graham Local Schools**

*“Home of the Falcons”*

**2016-2020 Graham Local Schools**

**District Goals, Objectives & Work Plans**

## District Vision

***SUCCESS TODAY, PREPARED FOR TOMORROW***

## District Mission

***Partnering with our community, Graham Local Schools offers a safe and nurturing environment to educate the whole child, focused on developing responsible individuals and lifelong learners to better our world.***

## Core Values

**We are dedicated to:**

***Respect***

***Responsibility***

***Honesty***

***Caring***

***Accountability***

***Leadership***

## District Goals

Excellent School Districts focus on a limited number of goals and objectives. While goals may remain constant year to year, objectives will be developed that align to District Goals established by the Board of Education, District Leadership Team, School Administrators and the Superintendent. Objectives will be developed based on students' needs, staff input, and school data. Each Objective has a detailed Work Plan identifying the necessary action steps, person responsible for carrying out the action step and timelines. The Work Plan also identifies needed resources, how the plan will be monitored and the evaluation criteria of each objective. The number one characteristic of Successful Schools is the ability to maintain a focus on students by aligning its resources, discussions and objectives directly to the District's Goals. The 5 District Goals of the Graham Local Schools are:

- Goal # 1 We commit to promote learning through adaptive environments, high quality pathways, and character education cultures in order for all GLS students to be successful today and prepared for tomorrow.*
- Goal # 2 GLS provides consistent and transparent communication in a positive manner to all stakeholders.*
- Goal # 3 GLS will strive to better understand the challenges/limitations of our community members and families and how GLS can impact their lives in a positive way.*
- Goal # 4 GLS recruits, retains, supports and develops high quality teachers and staff.*
- Goal #5 We work to obtain financial stability in order to maintain and expand educational opportunities for our students.*

# District Work Plans

2016-2020

Superintendent: Mr. Kirk Koennecke

Graham Local Schools

**Goal # 1: We commit to promote learning through adaptive environments, high quality pathways, and character education cultures in order for all GLS students to be successful today and prepared for tomorrow.**

Objective 1: Implement an elementary art program with staffing and programming for all students K-5 by August 2016.

Objective 2: Create a Master Schedule Committee at the elementary school to study best practices by October 2016.

Objective 3: Identify a professional development vehicle for teachers/principals focused on differentiated instruction by August 2016.

Objective 4: Create a Literacy foundation to support literacy and curriculum efforts by October 2016.

Objective 5: Identify a character education program to implement by March 2017.

Objective 6: Select strategies to impact k-8 Math programming by January 2017.

<b>GOAL 1</b>						
<b>OBJECTIVE</b>	<b>ACTION STEPS</b>	<b>PERSONNEL</b>	<b>MONITORING PROCESS</b>	<b>COSTS</b>	<b>EVALUATION CRITERIA</b>	<b>COMPLETION DATE</b>
1	Create web site blueprint	Burley	Weekly content selection	\$3500 annual	User Survey; Hits	Oct-16
2	Form Master Schedule committee at elementary level	Miller; Lensman	Monthly meeting minutes; OPEs growth plan goals; OTES growth plan goals	\$1,000	Schedule Plan Recommendations presented to Superintendent	Apr-17

3	Identify PD Vehicle for Differentiated Instruction methods	Koennecke; Gerardi	Vendor contract specs	\$10,000	Fulfillment of contract specs	Annual review in February
4	Create a Literacy Foundation	Koennecke; Gerardi; Community Partners	Advisory Board to monitor full implementation		Increase in Pre-K readers; Increase in K-5 Reading achievement; Decrease in Intervention needs Grades 4-6	October 2016; Ongoing
5	Identify viable character education model through book study and site visits	Koennecke; Gerardi; Principals	OPES Growth Plan goals	\$500	Presentation to Superintendent and Board	Mar-17
6	Identify k-8 Math programs through research and site visits	Gerardi; Principals; Dept. Leads	OPES Growth Plan goals; OTES Growth plan goals	\$500	Presentation to Superintendent and Board	Jan-17

**Goal # 2: GLS provides consistent and transparent communication in a positive manner to all stakeholders.**

Objective 1: Implement a new district web site with improved user friendly features and accessibility including a parent portal by August 2016.

Objective 2: Maintain the Tele-Graham bi-monthly newsletter for the community and staff during the 2016-17 calendar year.

Objective 3: Hire a School Resource Officer in partnership with the County Sheriff's Department by August 2016.

Objective 4: Develop a strategic communication plan by August 2016 to increase community outreach and partnerships.

Objective 5: Hire a district Technology Coach/Social Media Coach by August 2016.

Objective 6: Continue to make available the One Call phone communication system for 2016-17.

<b>GOAL 2</b>						
<b>OBJECTIVE</b>	<b>ACTION STEPS</b>	<b>PERSONNEL</b>	<b>MONITORING PROCESS</b>	<b>COSTS</b>	<b>EVALUATION CRITERIA</b>	<b>COMPLETION DATE</b>
1	Select and launch new web site	Burley; Koennecke	Strategic Communication Plan	\$3500 annual	Hits; Community Survey response	Aug-17
2	Produce Tele-Graham Newsletter	Koennecke; DSC Staff; Principals	Strategic Communication Plan	\$15600 annual	Budget Audit Objectives	May-17
3	Hire SRO	Burley; Sheriff	Annual meeting and evaluation	\$30000 annual	Personnel Evaluation	Annual
4	Develop Strategic Communication Plan	Koennecke; Burley; Board Members	Annual Review of template		Staff survey; Community Survey; Superintendent Grid	Sep-16
5	Hire Technology Instructional Coach	Koennecke; Burley	OTES Evaluation	\$55000 annual	Principal Evaluation	Apr-17
6	Contract One Call phone system	Burley	Attendance indicators	\$2500 annual	Contract specs	Annual review in February

**Goal # 3: GLS will strive to better understand the challenges/limitations of our community members and families and how GLS can impact their lives in a positive way.**

Objective 1: Study changing Parent- Teacher Conference calendar to 1 evening, 1 day by August 2017.

Objective 2: Implement Family Nights/Sport Pass options for community engagement.

Objective 3: Study creation of clothing/supplies closets.

Objective 3: Provide professional development on poverty issues in exchange for comp time to all faculty by November 2017.

Objective 4: Study change in pre-school schedule (4 half-days to replace current alternative days) for better accessibility, by April 2017.

Objective 5: Hire an Education Support Worker (i.e. Social Worker/Parenting Coach) for community education and engagement by January 2017.

Objective 6: Study how to reduce costs for Latch-Key program by April 2017.

Objective 7: Study homework reduction.

Objective 8: Implement a mentoring program for students.

<b>GOAL 3</b>						
<b>OBJECTIVE</b>	<b>ACTION STEPS</b>	<b>PERSONNEL</b>	<b>MONITORING PROCESS</b>	<b>COSTS</b>	<b>EVALUATION CRITERIA</b>	<b>COMPLETION DATE</b>
1	Study change to PT conf Calendar	Koenecke; GEA	Parent attendance	\$0	Attendance to event	Aug-16
2	Create Family Night/Sport Pass theme events	Principals; AD; LF	Attendance		Culture Survey; Attendance	
3	Study creation of Supply Closets for clothing drive	Burley; Community Partners; Teacher Leader	Clothing/Supplies Volume cost associated		Volume	

4	Study changes to pre-school schedule	Koennecke; Burley; Board Members	Site Visits and research on 3 models		Koennecke Presentation to BOE	Apr-17
5	Hire Ed Support Provider for community engagement and education efforts	Koennecke; Burley	Annual Evaluation goals		Annual Evaluation	Jan-17
6	Study reduction of cost in Latch-Key programming	Koennecke; Burley	Attendance; Budget Audit		Plus/Delta audit; Community Survey	Apr-17
7	Study Homework reduction methods	Principals; AD; Teacher Leaders			Community Survey 3 levels	
8	Implement a mentoring program for students	Koennecke; Gerardi; Principals	Program Outline	\$60,000 Staff Coordinator	Program Report Annual to Superintendent	



**Goal # 4: GLS recruits, retains, supports and develops high quality teachers and staff.**

Objective 1: Investigate comparable competitive benefits models for all staff by January 2017.

Objective 2: Provide high quality professional development aligned to strategic goals.

Objective 3: Create a culture of excellence as measured by a culture survey by April, 2017

Objective 4: Provide a program of orientation and mentorship for all staff.

<b>GOAL 4</b>						
<b>OBJECTIVE</b>	<b>ACTION STEPS</b>	<b>PERSONNEL</b>	<b>MONITORING PROCESS</b>	<b>COSTS</b>	<b>EVALUATION CRITERIA</b>	<b>COMPLETION DATE</b>
1	Investigate comparable benefits models through research and ESC contacts	Koennecke; Geers	Research and data collection from 3 counties and 3 similar districts outside county		Superintendent and Treasurer presentation to Board	Jan-17
2	Provide high quality professional development aligned to strategic plan	Koennecke; DSC Staff	Selection of vendors/vehicles process	\$15000 Annual	Vendor specs; Staff PD Feedback	Aug-16
3	Create a climate survey template	Principals; Koennecke	Response Data and Baseline Data		Data Collected	Apr-17
4	Provide a program of orientation and mentorship for all staff	Koennecke; Principals; Gerardi; Special Education	Event plan/Program outline		Annual attendance; Staff Climate Survey data; Increase in staff attendance; Decrease in staff attrition rate	

**Goal #5: We work to obtain financial stability in order to maintain and expand educational opportunities for our students.**

Objective 1: Identify budgetary needs/wants of Core Team and District Staff by February 2017.

Objective 2: Communicate current and historical spending and overall financial picture, in comparison to similar districts, to staff and community by October 2016.

Objective 3: Seek new/alternative revenue generation ideas, including the use of a grant writer by January 2017.

Objective 4: Survey and educate the community on district financial picture by October 2016.

Objective 5: Request additional funds with a future Levy by 2017.

Objective 6: Identify and implement a Levy Campaign by October 2016.

Objective 7: Re-evaluate current expenditures and vendor contracts by February 2017.

<b>GOAL 5</b>						
<b>OBJECTIVE</b>	<b>ACTION STEPS</b>	<b>PERSONNEL</b>	<b>MONITORING PROCESS</b>	<b>COSTS</b>	<b>EVALUATION CRITERIA</b>	<b>COMPLETION DATE</b>
1	Identify Budget wants/needs through district inventory worksheets	Staff	Worksheet data collection		DSC Staff alignment grid with strategic plan; Principals and Directors present to DSC; Superintendent, Treasurer present to BOE	Feb-17

2	Communicate current financial picture in comparison to other districts to staff and community	Koennecke; Geers; Burley; BOE Members	Points of contact grid		Community data	Oct-16
3	Seek new/alternative revenue sources through grant exploration, vendor presentations ,and hiring of Grant Writer	Koennecke; Geers; Burley; DSC Staff	Vendor selection criteria; Grant application volume		Vendor contracts; Grant Status; Budgetary Savings comps	Jan-17
4	Survey and educate the community on district financial picture	Koennecke; Geers; Burley; DSC Staff	Points of contact grid		Community Data	Oct-16
5	Request additional funds with Levy	Board of Education; DSC Staff; All Staff	Campaign Outline		Passage Rate	2017
6	Implement a Levy Campaign	Koennecke; Geers; BOE	Campaign Outline		Passage Rate	Oct-16
7	Re-Evaluate current expenses and vendor contracts	Koennecke; Geers; Directors	Budget Audit Tool		Alignment to strategic plan	Feb-17

**Factors of Assessment:**

Capacity Considerations

Monitoring Process

Evaluation Criteria

Budget for BOE Workshop

Monthly Meetings

Adoption of the plan and completion of the self-assessment.