

HOPE 2.0

September 29, 2017

“Efforts and courage are not enough without purpose and direction”
-President John F. Kennedy

Merriam-Webster (2017) defines *strategy* as the art of devising or employing plans toward the achievement a goal. A central part of our Journey of HOPE is the district’s strategic plan. You may be wondering, who developed the district strategic plan? What goals are included in the plan? How often is the plan reviewed? Where is the plan located?

This week’s HOPE note will address each of these questions. However, if you would like to engage in a more detailed discussion of this guiding document, please join us at the upcoming board meeting on Monday, October 2nd where I will be presenting the full strategic plan.

Who developed the district’s strategic plan? The district’s strategic plan was developed by the following groups over the course of twelve months. In addition to these groups, members of our Board of School Directors provided input during our summer retreat.

- *The Core Team*: superintendent, assistant superintendent, business manager, director of pupil services
- *The Leadership Team*: core team, director of food services, director of technology, director of building facilities and maintenance, data supervisor, all building principals, supervisor of special education
- *HOPE Teams*: core team, leadership team, teachers, facilities/maintenance staff, assistant principals, support staff, community representatives

What goals are included in the plan? District goals are grouped by Critical Success Factor CSF. These are the “buckets” that were shared in the opening of school address

- Leadership
 - By 2021, 100% stakeholder groups will rate leadership communication positively on community engagement, team member, and parent surveys
 - By 2021, 100% of leaders will participate in 363 Feedback process
- Teaching and Learning
 - By 2021, all schools will score at or above 90% as measured by the SPP
 - By 2021, 90% of third grade students will read at grade level as measured by the GRADE
 - By 2021, 95% of seniors will receive their first choice for post-secondary planning
- Team Member Engagement
 - By 2021, 70% of team members will be engaged as measured by the Team Member Engagement Survey
 - By 2021, the domains rated as “needs improvement” or “failing” on teacher evaluations will be reduced to 3%
 - Improve team member attendance to 95% by 2021
 - By 2021, 100% of team members will receive at least 20 hours of PD annually
- Community Engagement
 - By 2021, 97% of parents will be engaged as measured by the Parent Engagement Survey

- By 2021, 97% of community will be engaged as measured by the Community Engagement Survey
- Finances & Business Operations
 - The district will balance the budget by 2019-2020
 - By 2021, the district will increase the percentage of the budget dedicated to teaching and learning to 70%
 - By 2021, revenues from facilities and programming will increase by 25%
 - By 2021, the district will invest at least \$2 million in facilities development based upon the feasibility study
 - By 2021, 90% of students, parents and team members will agree or strongly agree that our learning environments are safe and supportive
- Technology & Processes
 - By 2021, the district will maintain 99% uptime of WAN/LAN services
 - By 2021, the district will maintain 99% uptime of Student Information System (SIS) services
 - By 2021, there will be a 1:1 student-device ratio, K-12
 - By July 2021, 100% of all key processes will be prioritized, defined, and deployed each year as part of the SPP
 - By 2021, 95% of Level 3 and Level 4 work orders will be completed within 24 hours as measured by the ticket resolution rate
 - By 2021, 100% of schools will exceed the national, state, and service agency (IU) in the CASE score as measured by BrightBytes

How often is the plan reviewed? The leadership team reviews the overall plan each summer during our annual retreat. However, each month the leadership team will review what we call primary grades and secondary grades to monitor our progress towards each target during the Organizational Performance Review (OPR). We will discuss the OPR in an upcoming HOPE Note. Stay tuned.

Where is the plan located? The strategic plan is located on the district website under *District Announcements*. You can also access the plan under the tab marked, *Message from the Superintendent*.

I HOPE (pun intended) that you will identify ways in which **you** can help the district achieve one or more of its strategic goals in your role as a member of our team. Our district's success depends on each of us working together to meet and even exceed our goals of providing a world class learning experience for every student, every day. Who's up for the challenge?

Piece of the Puzzle



Congratulations to Ms. Ashleigh Heagy and Mr. Doug Shenk for their students' performance on the AP Exams. Student scores surpassed both state and national norms for the percentage of students scoring a 3 or higher. We appreciate all that you do!

Have a wonderful weekend, everyone!

Tamara Willis, Ph.D.
Superintendent