

Strategic Plan: THEME IV – MANAGEMENT AND OPERATIONS

Goal: District and school leaders effectively use all resources available to them to consistently and cohesively ensure a safe, efficient and effective learning environment.

Strategic Objective	Action	Evidence	Current Status
<p>1: The district’s staffing and organizational structures complement strategic plan priorities</p>	<p>1. Utilize staffing assessment to identify if additional staffing is needed to accomplish the district’s strategic plan.</p>	<p>1. Review of annual staffing report and organizational structure for efficiencies and alignment with strategic plan priorities. Continuous review of changes and enhancements completed including full time Computer Paraprofessionals at all schools</p>	<p>1. Computer paraprofessional positions have been posted. Interviews have begun to fill the positions.</p>
<p>2: Communications systems between and among schools are effective</p>	<p>1. On individual school’s and the district website post annotated versions of annual logic models and school council goals including school improvement plans.</p> <p>2. Install and configure a new Voice over IP phone system at the Great Oak School.</p> <p>3. Continue implementation of the district-wide calendar including staff training.</p> <p>4. Continue the incorporation of</p>	<p>1. Post the logic model, school council goals and school improvement plans on the individual school’s and district websites. A history of logic model school improvement plans is maintained over the life of the strategic plan.</p> <p>2. Phone system installed and operational by the start of the 2016-2017 school year</p> <p>3. Utilization of the district calendar by all parties becomes part of the district’s culture.</p> <p>4. Awareness by all district personnel, students and parents of</p>	<p>1. Logic models, school council goals and school improvement plans from the 2015-2016 school year have been posted to all school websites. Upon completion of the current school year models, goals and plans – documents will be uploaded.</p> <p>2. Physical infrastructure including switches and PRI have been installed. Devices will be distributed to all classrooms and programming completed before the start of school.</p> <p>3. District calendar is utilized by all schools.</p> <p>4. The mission statement will be utilized by all schools at the start of the school</p>

	<p>the district’s vision and mission statements into all regular staff and school communications</p> <p>5. Increase collaboration and efficiency with the introduction of electronic storage of documents</p> <p>6. Increased efficiency for mandatory annual trainings in conjunction with themes II and III.</p>	<p>the district’s mission and vision.</p> <p>5. Training complete and implementation begun of ET File Officescope product. Departments included in phase I implementation are Personnel, Payroll and Special Education</p> <p>6. Development of videos for annual mandatory training requirements for civil rights and special education.</p>	<p>year.</p> <p>5. Initial training of ET Files has been completed. Sample files have been tested and imported into database.</p> <p>6. Initial planning conversations have begun.</p>
<p>3: All school environments enhance student engagement and learning</p>	<p>1. Continue review and enhancement of all safety procedures at all levels.</p> <p>2. Coordinate with the schools and the DPW to provide the physical needs to support Themes 1, Achievement and Theme 3, Human Resources Management and Development.</p> <p>3. Food Services contributes to a whole school environment that models, supports and encourages lifelong healthy nutrition habits. All areas for meal preparation</p>	<p>1. Annual review and fine tuning of plans. Completion of drills. Implementation of “go kits” containing emergency supplies for all classrooms at age appropriate levels.</p> <p>2. Continued coordination with DPW, faculty and curriculum department</p> <p>3. Provide training for staff by qualified professionals to assist in meeting stated goals. Assess the cafeteria environment and</p>	<p>1. Planning has begun around which items should be included in “go kits”.</p> <p>2. Continued coordination has been ongoing with DPW to facilitate all summer projects to facilitate curricular needs for the start of the school year</p> <p>3. A training calendar / plan has been established for the 2016-2017 school year.</p>

	<p>and service meet strict cleanliness guidelines and are inviting attractive places to work and eat.</p> <p>4. Progression of Smith Building Project</p>	<p>identify areas for improvement and initiate changes as appropriate, and maximize the use of “whole foods”(compared to highly processed food) in meal preparation</p> <p>4. Continue in modules in the MSBA design process and formation and meeting of School Building Committee</p>	<p>4. Enrollment and education profile questionnaires have been completed and submitted to the MSBA.</p>
<p>4: Stability is provided for budgeting and planning process and alternate sources of funding are expanded</p>	<p>1. Continue to foster community support for DEEP and work collaboratively with PACs on fundraising for elementary learning library commons model and DEEP teacher grants program.</p> <p>2. Maintain relationship with select athletic vendors for annual athletic facility rentals.</p>	<p>1. PAC funding of the construction for the Thorpe library learning commons and continued work with DEEP.</p> <p>2. Zero Gravity Basketball rental of Vye and Field House during fall and spring seasons as well as ongoing relationships with vendors we rent space from</p>	<p>1. The Thorpe PAC has funded furniture and technology items for the Learning Commons.</p> <p>2. Dates have been booked for facility rental to Zero Gravity for the Summer..</p>
<p>5: The district’s technology resources adequately support student learning expectations and district requirements</p>	<p>1. To meet the District’s vision of incorporating current technology that enhances student engagement and learning in all schools, during the 2016-17 academic year, a one to one program will be initiated.</p>	<p>1. By September 16th Chromebooks will be distributed to all students and faculty at both HRMS and DHS.</p>	<p>1. HRMS Chromebooks have been inventoried and prepared for distribution. High School Chromebooks have been ordered and will be ready for the start of the school year.</p>

	<p>This program which was started at HRMS during AY 2015-16 and expand to DHS in AY 2016-17 and then to other schools in following years.</p> <p>2. To support these dynamic learning environments the technology department will add 1/3 more bandwidth to our current Internet connection, upgrade switches and double the number of wireless access points at DHS, provide extra professional development opportunities for faculty, and added on site student technical support.</p> <p>3. To support learning environments the technology department will implement several changes during the 2016-17 academic year including expanding single sign on to more district wide web based programs and adding laptop cart that will be available to elementary students.</p>	<p>2. By August 15th additional wireless access points will be deployed at DHS and internet speeds across the district will be on a primary 300mb / 300mb connection with a secondary 200mb / 200mb connection.</p> <p>3. By September 8th single sign on will be expanded to MyLearningPlan and Alexandria.</p> <p>Additional Chromebook carts will be added at the elementary level.</p>	<p>2. Additional wireless access points have been installed and will be configured prior to the start of school.</p> <p>3. MyLearningPlan and Alexandria have been added to single sign on.</p>
--	---	--	---