

**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	Final Accomplishments
<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.</p>	<p>1. Hiring of new paraprofessionals as needed to provide support for special education students. As part of the FY17 budget additional paraprofessionals were added to support technology at the elementary level and the middle school library</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. Continue implementation of the district-wide calendar including staff training.</p> <p>3. Continue the incorporation of the district’s vision and mission statements into all regular staff and school communications</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. Utilization of the district calendar by all parties becomes part of the district’s culture.</p> <p>3. Awareness by all district personnel, students and parents of the district’s mission and vision.</p>	<p>1. School improvement plans and school logic models are posted on each website.</p> <p>2. District calendar is updated with specific school events and activities.</p> <p>3. District’s mission and vision statements were shared at Open Houses in the fall of 2015.</p> <p>The district’s mission statement is posted on regular communications to families and staff. It is also read and recited during morning announcements.</p>

<p>3: All school environments enhance student engagement and learning</p>	<p>1. Implement an enhanced lockdown procedure for all elementary schools, temporary staff and substitutes.</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. Implement changes in Food Services so that production is closer to service (batch cooking), along with upgraded quality of products at all elementary schools.</p> <p>4. Continue the implementation of library learning commons model at the elementary school</p>	<p>1. Enhanced lockdown information session completed for parents. Training sessions and drills for students and staff at the elementary school level are completed.</p> <p>2. Continued coordination with DPW, faculty and curriculum department</p> <p>3. Food Service options (including menu variety) and upgraded product quality for all elementary school students and staff.</p> <p>4. Implementation of Phase I of library learning commons at Thorpe including the planned</p>	<p>1. During the Fall, our enhanced lockdown procedure was implemented for all elementary schools. An information night was held for parents, as well as coffee talks at each schools. Training and drills were completed for both students and staff. In the Spring of 2016 all school emergency operation procedures were updated.</p> <p>2. Work has been ongoing with DPW to continue to enhance the learning environment for students</p> <p>3. Items added to the elementary school:Nacho Tray, Stir Fry Chicken and Rice Bowl,Yogurt Parfait, Buffalo Chicken and fresh muffins at breakfast. Of note is the 10-15% increase on the days we serve the nacho's, parfait, and calzone. Also, breakfast has increased another 9%, to 39% above last year. We have also utilized our van driver to deliver an additional \$3,000.00 of D.O.D. fresh produce to the elementary schools at no cost to us. Additionally, we have invested another \$2,000.00 in equipment and service ware for the elementary schools.</p> <p>4. Construction on Thorpe Learning Commons was completed in the Spring of 2016. Students moved back</p>
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	level.	construction to expand the physical space available.	into the space and furniture and technology updates are underway. A grand opening of the renovated space is planned for Fall 2016.
4: Stability is provided for budgeting and planning process and alternate sources of funding are expanded	<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. Thorpe PAC provided funds for Learning Commons construction as well as furniture and technology for use with the space. All elementary PACs helped support various technology initiatives.</p> <p>2. Zero Gravity rented facility in September and October and another rental is tentatively scheduled for May.</p>
5: The district's technology resources adequately support student learning expectations and district requirements	<p>1. To meet the District's vision of incorporating current technology that enhances student engagement and learning in all schools, during the 2015-16 academic year, a one to one program will be initiated. This program will start at HRMS this academic year and spread to other schools in following years. 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 HRMS, provide extra professional development</p>	<p>1. The successful integration of 900 Chromebooks into the learning environment at HRMS.</p>	<p>1. Chromebook 1:1 program was implemented Sept. 4th.</p>

	<p>opportunities for faculty, and added on site technical support.</p> <p>2. To support the dynamic learning environments the district is moving towards the technology department will implement several changes during the 2015-16 academic year including the setting up of an active directory environment that will simplify faculty and students computer experiences; all domain name servers will be standardized to danvers.org addresses; and upgrades to elementary faculty and student computers will also take place for the start of the academic year.</p>	<p>2. Single sign in logons for network and internet sites will be active for faculty and students, except for sites requiring secure logins to meet data privacy and protection laws. Upgraded hardware will be operational for the start of the academic year.</p>	<p>2. Single sign-on complete for DPS network, Google Apps for Education and TeachPoint. All elementary faculty desktop computers are upgraded and operational.</p>
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