

Eastern Pulaski Community School Corporation Proposed Strategic Plan 2019-2023

Shared Governance, Accountability, and Follow-Through Commitment

There was an important discussion at one point in the Core Strategic Planning Team's second meeting about the strategic planning process and how governance would be shared and accountability would be assured. The conversation focused specifically on the Team's desire to make sure that there is long-term follow-through with the strategic planning process. It was decided that, in order to share governance and accountability and guarantee follow-through, a process would be put in place in which:

- there would be an annual survey of the community regarding the components of the plan and the perceptions about the effectiveness of the improvements that the plan is seeking to make;
- the Core Planning Team would annually meet to evaluate the results of the survey, review the progress of the plan, and develop recommendations for changes or improvements as necessary for the annual presentation to the Board. The relationship between the Core Planning Team and the Board would be advisory in nature.

Beliefs

We believe that:

- every person should be treated with dignity and respect;
- equitable instruction that is differentiated to meet each student's needs should be provided;
- every student and staff member should be inspired to do their best;
- the mental and physical health of our students and staff are essential elements in the success of our school system;
- all children should have an advocate;
- having a positive attitude and a strong work ethic are essential personal attributes;
- each person in the school system can affect change, especially in themselves;
- all people can learn, just in different ways and at different rates;
- the safety of our students and staff is critical;
- honesty, integrity, and trust are fundamental to thriving relationships;
- decisions should be made openly and transparently where allowed by law or school policy;
- everyone in our school community should follow the chain of command when working to solve problems;
- supportive, active parental involvement is crucial to the success of our students;
- the giving of and recognition of time, talent, and resources is vital to the well-being of the school system;
- regular, planned, active, transparent communication with all stakeholders in the community is essential to the improvement of our school system; and
- when it comes to teaching and learning, the overriding focus needs to be on the development of relationships, rigor, and relevance to insure college and career readiness.

Mission

The mission of the Eastern Pulaski Community School Corporation is to create a safe, compassionate, and nurturing learning environment where students are given individual attention in their pursuit of knowledge, self-discipline, understanding, and self-confidence and are inspired to become their best version of themselves.

Parameters

We will:

- expect the best from everyone;
- seek and celebrate diversity, individuality, and success;
- expect that all programs and activities focus on the enhancement of the educational and socio-emotional development of our students and staff;
- establish high academic and behavioral expectations and provide students with the supports required to help them meet or exceed those expectations;
- expect that all behaviors and actions be appropriate and based on a sense of respect and an attitude of compassion;
- sustain a culture focused on learning, collaboration, and results;
- create an environment that is engaging, innovative, and promotes the “fun” in teaching and learning;
- have a “growth mindset” that supports our students and staff as they take calculated risks and make errors in an effort to learn, improve their performance, and improve the performance of the organization;
- work to continuously improve;
- educate the community on the way to resolve problems using the appropriate chain of command (i.e., Please start by contacting the staff member at the point at which the problem originated and move up the chain of command from there; So most problems would start with a conversation with the teacher/coach/sponsor, then move to the athletic director/assistant principal, then move to the principal, then move to the superintendent, and then move to the school board;)
- implement a rigorous curriculum that meets the evolving needs of our students while prioritizing active engagement and reflective problem-solving;
- seek first to understand, then to be understood;
- not permit any actions or behaviors that jeopardize the safety of students, staff, or our school system;
- think “outside the box” as we develop and improve our unique school system;
- actively engage and support our community; and
- expect that no new programs or activities be added without:
 - a favorable cost-benefit analysis;
 - participation in the development of the program by representatives of those affected;
 - provision of staff training in the effective implementation of the program; and
 - a defined evaluation process.

Objectives

- We will annually increase the percentage of students performing at or above grade level. (Theme/Need: Improve Learning)

- We will annually increase the percentage of favorable survey responses received regarding the effectiveness of school district communication. (Theme/Need: Improve Communication)
- We will annually increase academic offerings by a minimum of three classes to ensure that students have a variety of courses to meet their college/career readiness needs. (Theme/Need: Improve Curriculum)
- We will annually increase the student attendance rate by ½ percent. (Theme/Need: Improve Attendance Attendance)

Strategies

- Strategy One: We will develop a unified child-centered culture around the concepts that support “the Winamac Way:” continuous improvement through a focus on learning, collaboration, and results (Create a Professional Learning Community).

Note that a Professional Learning Community is focused on:

Three Big Ideas:

- Learning
- Collaboration
- Results

Five Critical Questions:

- What do we want students to learn?
- How do we know if they’ve learned?
- How do we teach it so that they learn it?
- What will we do if they haven’t?
- What will we do if they have?

Six Essential Characteristics:

- Shared mission, values, and goals
- Collaborative teams focused on learning
- Collective inquiry
- Action orientation and experimentation
- Commitment to continuous improvement
- Results orientation

- Strategy Two: We will create a focused professional training program that provides the time and resources necessary for the continuous growth and development of our staff.
- Strategy Three: We will improve communication with all stakeholders through a focus on further developing family and community partnership and marketing the quality of our program.
- Strategy Four: We will explore expansion of, and develop improvements in, mental health/psycho-social-behavioral programming, resources, training, staffing, and support for our students, families, and staff.
- Strategy Five: We will implement a "career pathways" program that will provide our students with the knowledge and skills to be prepared for the world of work.
- Strategy Six: We will explore, develop, and implement additional curriculum opportunities for our students.