

Strategic Plan - SY 2007/08 - SY 2012/13

Plan Component: Curriculum and Instruction

WHAT IS THE OBJECTIVE?	WHO IS RESPONSIBLE?	WHAT IS THE STRATEGIES?	WHAT IS THE ACTION PLAN?	TIME FRAME GOAL
Meet or exceed the annual State Academic Performance Index (API) growth target for Arcohe School	* Teachers * Administrators * Parents	Provide for continuous improvement and evaluation of all aspects of the instructional program, including, curriculum, instruction and assessment	* Analyze existing and collect additional data to understand how to meet the needs of all students, to assess growth and to plan improvement as needed * Develop multiple means of assessing student achievement, which are aligned with curriculum content standards * Provide up-to-date, high quality textbooks, selected for their alignment to content standards and other district criteria, for all students in all subject areas as appropriate * Provide opportunities for and encourage collaboration and planning among teachers focused on improving student achievement	2011-2012 (3 yrs)
Provide students, teachers, parents and administrators with appropriate access to program and student academic performance data to support continuous improvement and school-wide accountability	* Teachers * Administrators	Establish a systematic process for collecting and analyzing student achievement data for use in program and instructional decision-making	* Utilize students portfolio and assessment system module of the school's student information management system to manage lessons, assignments, grades and student achievement data, thus promoting communication, collaboration and continuous improvement * Utilize staff meeting, Educational Leadership and Team meetings as forums for student achievement data analysis, discussion and planning for improvement	2009-2010 (2 yrs)
Develop ongoing Extra Curricular activities and Gifted and Talented Education program	* Teachers * Administrators * Parents	Create enhanced opportunities to provide motivated students access to additional curricular activities	* Conduct Surveys for initial interest from students and teachers * To provide access to ATS and other extra curricular programs	2008-2009 (1 yr)

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Plan Component: Facilities

WHAT IS THE OBJECTIVE?	WHO IS RESPONSIBLE?	WHAT IS THE STRATEGIES?	WHAT IS THE ACTION PLAN?	TIME FRAME GOAL
Provide additions, modifications and/or improvements to facilities as needed to carry out the school's mission	* Supervisor MOT * Superintendent	Develop an Arcohe Union School District Master Plan (SY 2008 through SY 2012) to guide Board and administrative decision-making in the areas of facilities and financial planning	* Supervisor of MOT to develop standards and present standards to Board for approval	2008-2009 (1 yr)
Ensure that the appearance of all school facilities and grounds reflect the school's mission and standards of excellence	* Superintendent * Principal * Supervisor MOT	Develop standards which describe appropriate levels of maintenance, cleanliness and appearance for all school grounds, facilities and class - rooms	* Monthly Board Reports	2009-2010 (Ongoing)

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Plan Component: Organization and Personnel

WHAT IS THE OBJECTIVE?	WHO IS RESPONSIBLE?	WHAT IS THE STRATEGIES?	WHAT IS THE ACTION PLAN?	TIME FRAME GOAL
Attract, recruit and retain the personnel best qualified to carry out the District's mission and strategic goals	* Superintendent * Principal	Provide for competitive salary and benefit packages, a positive work environment and professional growth opportunities for all employees	* Conduct comparative analysis of district salary schedules and benefit packages * Provide staff with encouragement and opportunities for professional growth and leadership * Evaluate the current recruitment practices to ensure they are effective	2008-2009 (Ongoing)
Provide for high-quality professional development opportunities for all personnel, including Board Members	* Superintendent * Principal	Conduct a formal professional development needs assessment for all employees and Board Members	* Develop needs assessment survey document * Assess needs of each employee group and Board of Trustees * Develop Professional Development Plan for each group * Evaluate plan annually each spring	2009-2010 (Ongoing)

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Plan Component: Community Relations

WHAT IS THE OBJECTIVE?	WHO IS RESPONSIBLE?	WHAT IS THE STRATEGIES?	WHAT IS THE ACTION PLAN?	TIME FRAME GOAL
Encourage greater school-wide responsiveness to parent needs	* Teachers * Administrators * School Board	Provide in-service training for staff regarding how to improve communication with parents to increase sense of responsiveness to needs	* Identify professional development training opportunities for staff * Discuss with staff suggestions for improvements in this area	2008-2009 (Ongoing)
Provide for effective home-school communication	* Teachers * Parents * Administrators	Develop a plan, with input from staff and parents, for increasing and improving home-school communication	* Discuss this objective with LT, staff and School Site Council to establish specific action plans for each group * Encourage all staff, particularly the front office staff where first contact is often made, to provide parents and visitors to the school a warm greeting and assistance as needed	2008-2009 (Ongoing)
Provide for parent education activities based upon identified needs	* Parents * Principal	Determine the type of information and training which would be most useful to parents	* Survey Arcohe parents to assess the topics of greatest interest for possible parent education programs * Arrange for high-quality workshops for parents based upon the results of the survey * Communicate the availability of the various parent education programs to ensure participation	2008-2009 (Ongoing)

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Plan Component: Finance

WHAT IS THE OBJECTIVE?	WHO IS RESPONSIBLE?	WHAT IS THE STRATEGIES?	WHAT IS THE ACTION PLAN?	TIME FRAME GOAL
Ensure District reserves are maintained at an 8% level	* Superintendent * School Board	Establish Board finance policies, particularly with regard to the maintenance of adequate reserves	* Communicate District finance policies to all employees * Consider District finance policies in developing annual budgets, updating the Strategic Plan, consideration of negotiation proposals from employee groups, etc.	Continuous
Evaluate fee and revenue structure to enhance General Fund Dollars	*Superintendent *School Board	To offset pending budget cuts and declining enrollment losses by re-evaluating revenues	* Grant Writing * Corporate support * Adjust or develop fees as determined necessary	Continuous