## Portrait of a Graduate Characteristics

**INQUIRERS**
We nurture our curiosity, developing skills for inquiry and research. We know how to learn independently and with others. We learn with enthusiasm and sustain our love of learning throughout life.

**KNOWLEDGEABLE**
We develop and use conceptual understanding, exploring knowledge across a range of disciplines. We engage with issues and ideas that have local and global significance.

**THINKERS**
We use critical and creative thinking skills to analyse and take responsible action on complex problems. We exercise initiative in making reasoned, ethical decisions.

**COMMUNICATORS**
We express ourselves confidently and creatively in more than one language and in many ways. We collaborate effectively, listening carefully to the perspectives of other individuals and groups.

**PRINCIPLED**
We act with integrity and honesty, with a strong sense of fairness and justice, and with respect for the dignity and rights of people everywhere. We take responsibility for our actions and their consequences.

**OPEN-MINDED**
We critically appreciate our own cultures and personal histories, as well as the values and traditions of others. We seek and evaluate a range of points of view, and we are willing to grow from the experience.

**CARING**
We show empathy, compassion and respect. We have a commitment to service, and we act to make a positive difference in the lives of others and in the world around us.

**RISK-TAKERS**
We approach uncertainty with forethought and determination; we work independently and cooperatively to explore new ideas and innovative strategies. We are resourceful and resilient in the face of challenges and change.

**BALANCED**
We understand the importance of balancing different aspects of our lives—intellectual, physical, and emotional—to achieve well-being for ourselves and others. We recognize our interdependence with other people and with the world in which we live.

**REFLECTIVE**
We thoughtfully consider the world and our own ideas and experience. We work to understand our strengths and weaknesses in order to support our learning and personal development.

## VISION

**To create a world-class education today to shape tomorrow's leaders**

## MISSION

**To provide an education that challenges all students to achieve their maximum potential in academics, arts, and athletics and prepares them to succeed in a global society**

## VALUES

**Trust**

**Integrity**

**Commitment**

**Collaboration**

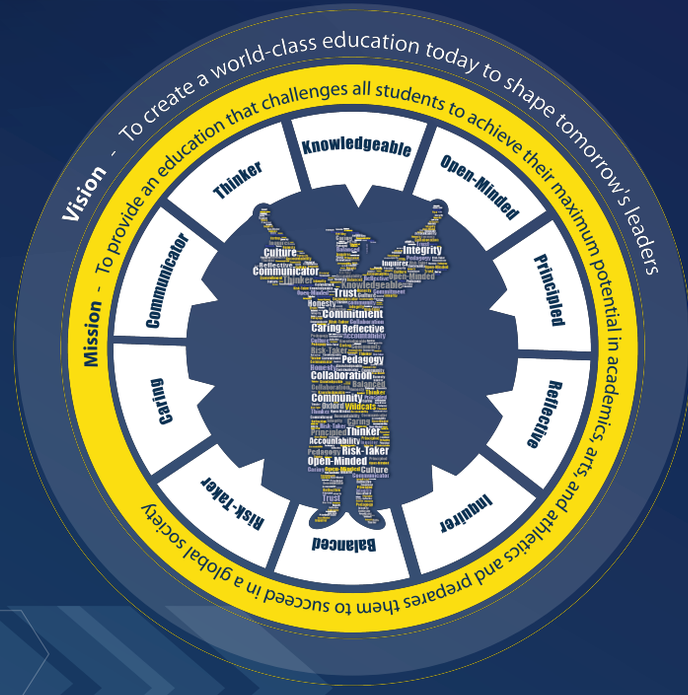
**Honesty**

**Accountability**

OXFORD COMMUNITY SCHOOLS
WHERE THE GLOBE IS OUR CAMPUS

**www.oxfordschools.org**

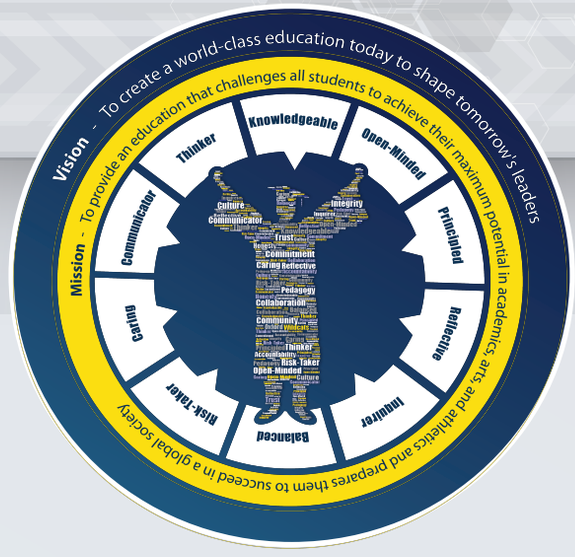
# OXFORD COMMUNITY SCHOOLS




## Strategic Process

Oxford Community Schools' strategic process maximizes our efforts to create a world-class education by aligning our district focus. OCS' strategic process is grounded in our strong belief in our mission, vision, and values. Using this belief system, we have created our Portrait of a Graduate and our Strategic Plan. The Portrait of a Graduate articulates our shared vision for all Oxford students as a result of their educational experiences in our schools. The Strategic Plan provides the roadmap for the actions of board members, administrators, and staff as we fulfill our commitment to our Portrait of a Graduate.

# STRATEGIC PLAN




## Goal 1: Ensure student acquisition of skills, knowledge, and experiences necessary to thrive in a global society.

### Strategic Initiative 1.1 Develop, implement, and improve the written guaranteed and viable curriculum.

Systematically develop, align, and adopt curricula and instructional materials. Aligning all of the elements within each discipline to International Baccalaureate, Portrait of a Graduate, iNACOL (virtual), and state/national standards to prepare students for college and career success.

Portrait of a Graduate characteristics relfected: Thinker, Knowledgeable

### Strategic Initiative 1.2 Develop, implement, and improve the taught guaranteed and viable curriculum.

Develop and implement a practical and rigorous instructional framework/-model driven by best practices. Research, identify, and adopt Portrait of a Graduate. Professional development and evaluation activities, including classroom observations, will be aligned to the relevant instructional framework (e.g., International Baccalaureate, iNACOL, Marzano) to ensure consistency across the district. Improve student engagement through embedding the Approaches to Learning skills and other teaching and learning practices.

Portrait of a Graduate characteristics reflected: Thinker, Knowledgeable, Reflective, Balanced

### Strategic Initiative 1.3 Maximize the District's effective use of technology and software.

Develop and implement a District Technlogy Plan that addresses instructional and operational needs.

Portrait of a Graduate characteristics reflected: Communicator, Open-Minded

### Strategic Initiative 1.4 Improve academic supports to meet the needs of all students.

Develop an effective Multi-Tiered System of Supports (MTSS) at the elementary and secondary level. Implement a data driven approach to addressing student academic deficiencies in the general education classroom. Monitor all students for signs of at-risk indicators in both academics and behavior. Develop academic programming that challenges all students. Provide all students with differentiated instruction and academic supports through research-based practices that are both responsive to individual needs and aligned with the district's instructional framework for all students.

Portrait of a Graduate characteristics reflected : Thinker, Risk-Taker, Knowledgeable, Inquirer

## Goal 2: Recruit, retain, and cultivate highly skilled employees who exemplify the organizational values of Oxford Community Schools.

### Strategic Initiative 2.1 Maintain a highly qualified staff who exemplify OCS values.

Develop recruiting practices and processes that attract highly qualified candidates who exemplify the OCS values of trust, integrity, commitment, collaboration, honesty, and accountability.

Portrait of a Graduate characteristics: Caring, Reflective, Balanced, Principled

### Strategic Initiative 2.2 Value people and develop skills at all levels.

Review and update the staff evaluation process to ensure continued professional growth. Implement effective professional learning for continued growth and development of all staff. Promote and recognize the contribututions of volunteers and staff.

Portrait of a Graduate characteristics: Inquirer, Reflective, Risk-Taker, Caring, Open-Minded, Principled

### Strategic Initiative 2.3 Improve the working culture of Oxford Community Schools.

Establish and maintain a district culture based on OCS values. Establish and maintain a trusted building culture.

Portrait of a Graduate characteristics: Caring, Balanced, Principled

## Goal 3: Develop organizational structures and processes that foster the development of a trusting school community culture.

### Strategic Initiative 3.1 Improve the existing infrastructure and safety.

Review and update district and school emergency plans to improve safety prodecures. Annually review, evaluate, and improve the state of existing infrastucture including physical safety, technology, transportation and buildings/grounds.

Portrait of a Graduate characteristics: Caring, Principled

### Strategic Initiative 3.2 Develop, implement and monitor equitable, district-wide student support programs that promote a trusting culture.

Improve and implement social-emotional programs at all levels that address student needs and support anti-bullying programs. Annually review disciplinary practices and improve Oxford's behavior management system that consistently and equitably encourages positive behavior.

Portrait of a Graduate characteristics: Caring, Balanced, Reflective

### Strategic Initiatives 3.3 Improve activities, connections, and partnerships between our community, families, and schools.

Improve awareness of issues surrounding diversity and implement processes to improve inclusion of all stake holders. Improve parent and community stakeholder involvement/partnerships with the district and schools.

Portrait of a Graduate characteristics: Caring, Communicator, Risk-Taker, Open-Minded, Inquirer

### Strategic Initiative 3.4 Provide an excellent customer experience for students, parents, and community.

Annually review, evaluate, and improve the state of customer experiences. Make a clear connection for employees between their work and the district mission, vision, and values.

Portrait of a Graduate characteristics: Caring, Communicator, Refelctive