

OXFORD COMMUNITY SCHOOLS

Strategic Plan - March 2020

Target Area: Curriculum, Instruction, and Assessment

Overall Goal for Target Area:

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.

Strategy:

- 1.1.1 Systematically develop, align, and adopt curricula and instructional materials.

PoG characteristic(s): Thinker, Knowledgeable

Strategic Initiative 1.2:

Develop, implement and improve the taught guaranteed and viable curriculum.

Strategies:

- 1.2.1 Develop and implement a practical and rigorous instructional framework/model.

PoG characteristic(s): Thinker, Knowledgeable

- 1.2.2 Research, identify, and adopt Portrait of a Graduate

PoG characteristic(s): Reflective, Balanced

Strategic Initiative 1.3:

Maximize the District's effective use of technology and software

Strategy:

- 1.3.1 Develop and implement a District Technology Plan that addresses instructional and operational needs.

PoG characteristic(s): Communicator, open-minded

Strategic Initiative 1.4:

Improve academic supports to meet the needs of all students.

Strategies:

- 1.4.1 Develop an effective MTSS at the elementary and secondary level

PoG characteristic(s): Balanced, knowledgeable

- 1.4.2 Develop academic programming that challenges all students

PoG characteristic(s): Thinker, Risk-Taker, Knowledgeable, Inquirer

Target Area: Organizational Culture

Overall Goal for Target Area:

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.

Strategy:

- 2.1.1 Develop recruiting practices and processes that attract highly qualified candidates who exemplify OCS values

PoG characteristic(s): Caring, Reflective, Balanced, Principled

Strategic Initiative 2.2:

Value people and develop skills at all levels.

Strategies:

- 2.2.1 Review and update the staff evaluation process to ensure continued professional growth

PoG characteristic(s): Inquirer, Reflective, Risk-Taker

- 2.2.2 Implement effective professional learning for continued growth and development of all staff

PoG characteristic(s): Open-Minded, Reflective, Risk-Taker

- 2.2.3 Promote and recognize the contributions of volunteers and staff

PoG characteristic(s): Caring, Principled

Strategic Initiative 2.3:

Improve the working culture of Oxford Community Schools

Strategies:

- 2.3.1 Establish and maintain a district culture based on OCS values

PoG characteristic(s): Caring, Balanced, Principled

- 2.3.2 Establish and maintain a trusted building culture

PoG characteristic(s): Caring, Balanced, Principled

Target Area: School Culture

Overall Goal for Target Area:

Develop organizational structures and processes that foster a trusting school community culture.

Strategic Initiative 3.1:

Improve the existing infrastructure and safety.

Strategies:

- 3.1.1 Review and update district and school emergency plans to improve safety procedures.

PoG characteristic(s): Caring, Principled

- 3.1.2 Annually review, evaluate, and improve the state of existing infrastructure, including physical safety, technology, transportation, and buildings/grounds.

PoG characteristic(s): Caring, Principled

Strategic Initiative 3.2:

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

Strategy:

- 3.2.1 Improve and implement social-emotional programs at all levels that address student needs and support anti-bullying programs.

PoG characteristic(s): Caring, Balanced, Principled, reflective

Strategic Initiative 3.3:

Improve activities, connections, and partnerships between our community, families, and schools.

Strategies:

- 3.3.1 Improve awareness of issues surrounding diversity and implement processes to improve inclusion of all stakeholders

PoG characteristic(s): Caring, Communicator, Risk-taker, Open-Minded

- 3.3.2 Improve parent and community stakeholder involvement/partnerships with the district and schools

PoG characteristic(s): Inquirer, risk-taker, open-minded

Strategic Initiative 3.4:

Provide an excellent customer experience for students, parents and community.

Strategy:

- 3.4.1 Annually review, evaluate, and improve the state of customer experiences.

PoG characteristic(s): Caring, Communicator, Reflective