

Strategic Plan Development

Spartanburg School District Five
February 27, 2017

Process of Continuous Improvement

- Where are we now, based on all available data?
- Where do we want to be, based on clear goals for raising the achievement of all students?
- How will we get there?

Strategic Plan Structure

- Framework
 - Beliefs
 - Mission
 - Vision
- Strategic Goals (Performance)
 - Umbrella Goals
 - Interim Goals
- Action Plans

Strategic Plan Structure

- Student Achievement
- Teacher/Administrator Quality
- School/District Climate
- District Priorities

Beliefs

Spartanburg District Five Schools are clearly focused on helping children in their personal and academic development by equipping them with the necessary tools to develop world class knowledge and skills, and life and career characteristics to succeed in a competitive global marketplace.

We believe that:

- Children are our most valuable resource.
- Public education is essential for our society.
- Integrity is the basis of good character.
- Excellence is achievable.
- Mutual respect is an expectation.
- Knowledge empowers.
- Diversity strengthens.
- Family is the foundation of society.
- Children need positive role models.
- Attitude makes a difference.
- Learning is a lifelong process.
- Personal responsibility serves the common good.
- Perseverance, work ethic, and interpersonal skills pave pathways to success.
- Creativity and innovation are valued.
- Stewardship of resources maintains trust.

Mission

Spartanburg District Five Schools will provide every student quality educational experiences in a safe, nurturing, and engaging environment.

Vision

Spartanburg District Five Schools will provide exemplary opportunities and pursue academic excellence to improve the quality of life for our students and community.

Goals and Action Steps

- Important to revisit the plan each year
- Teams need to analyze what is working and what is not
- Performance Targets can adjust up or down
- Action Steps need to be evaluated as to their effectiveness as much as possible - difficult to measure in isolation

Umbrella Goals - Achievement

College and career readiness and achievement of students in grades K-8 will continuously improve, as indicated by formative and summative assessment data.

Student Achievement (K-8) Performance Goals

- Focus on 4 key metrics for grades 3-8 (SCREADY and SC PASS)
- Focus on 2 key metrics for K-2 (MAP)
- Alignment at the year-to-year and cohort levels
- MAP Goals are keyed to new data – percentage of kids 'on track'

Student Achievement (K-8) Action Steps

- Differentiation is the key to instruction
- Differentiation happens at the classroom level
- Providing teachers with tools through PD / resource allocation
 - Data Analysis
 - Instructional Strategies
 - Observation
 - Assessment
- Differentiation will help ALL students in every subgroup

Umbrella Goals - Achievement

College and career readiness and achievement of students in 9-12 will continuously improve as indicated by summative and formative assessment data and other quantitative measures.

Student Achievement (9-12) Performance Goals

- Focus on both College and Career Readiness
- Could not include all measures (unknowns)
- Several data points will be added once year is complete
- Performance goals in many cases are not focused on a generic improvement, but are aligned to specific targeted benchmarks
- Some of these targets are undefined by SDE/USDE

Student Achievement (9-12) Action Steps

- Differentiation is the key to instruction (as with K-8)
- Focus has to be on all students, although measures are defined currently as "either/or"
- Action step strategies divided by student and teacher focus
- Providing teachers with "tools" and the knowledge of which tool, which day, for which student(s)
 - Staff Development
 - Resources/Technology
- Student-centered environment
 - Test-taking strategies
 - Classroom instruction

Umbrella Goal Teacher/Administrator Quality

Spartanburg District Five Schools will continuously improve teacher and administrator quality by effectively recruiting, developing and evaluating teachers and administrators.

Teacher/Administrator Quality Performance Goals

- Focus on metrics that directly affect classroom instruction
- New observation instrument and SLO process
- Continued emphasis on recruiting and retaining certified staff

Teacher/Administrator Quality Action Steps

- Teacher-oriented staff development opportunities
- Embedded opportunities where possible
- Many of the action steps in this section overlap the other sections of the plan
- Provide opportunities for communication/collaboration between teachers
- Additional focus on administrator quality

Umbrella Goal
District/School Climate

Spartanburg District Five Schools
will provide an environment where
every individual is engaged, valued
and safe.

School Climate Performance Goals

- Much greater detail in performance goals
- Specific programs that have been implemented are used as metrics
- Data from student, teacher and parent levels
- Safety continues to be key (tied to district priorities)
- Morale discussed at length

School Climate Action Steps

- Communicate effectively and efficiently
- Continue implementation of Compassionate Schools program, Olweus and character education
- Recognize teachers and other staff for a job well done
- Direct link to T. Quality and Achievement sections of plan

Umbrella Goal
District Priorities

Spartanburg District Five Schools
will provide equitable resources to
support quality educational and
extracurricular programs in a safe
environment.

District Priorities

- Key Areas
 - Facilities
 - Safety
 - Sustainability
- Focus on data across multiple levels
- Performance targets are absolutes as well as perceptual
- Technology focus is now about maintaining what we have and improving infrastructure
- Continued targets for recycling and decreased energy use