



Garden City Public Schools Strategic Plan

Mission: Our mission is to be a learning community that ensures a safe, caring, quality education for students of all ages to prepare for the possibilities of tomorrow.

Vision: Student Focused – Team Driven – Globally Competitive with a Hometown Spirit

- ❖ Curriculum and Instruction
- ❖ College and Career Readiness Balanced with the Arts
- ❖ Technology in Learning

- ❖ Professional Development
- ❖ Financial
- ❖ Parental and Community Involvement
- ❖ Climate and Culture

Curriculum and Instruction

We will apply high academic standards across all grade levels and subject areas, align standards based, instructional strategies and implement instructional methodologies to sustain quality learning and produce effective results.

Goal 1: Apply high academic standards in order to meet the needs of all learners through the implementation of an aligned curriculum.

Actions Steps:

- Define high academic standards based on state guidelines, national guidelines, college readiness expectations and education research.
- Strengthen classroom instruction for increased student achievement across all grade levels.
- Use formative assessment data to guide classroom instruction.

Goal 2: Align instructional strategies and assessments (both formative and summative) with Michigan standards.

Action Steps:

- Delineate essential learning in each content area and grade level to ensure the alignment of instruction, assessment, and the curriculum standards.
- Implement the practice of higher order thinking skills to enhance student achievement of the standards.
- Implement standards based assessment measures.
- Develop standards based report cards.

Goal 3: Implement an assessment driven instructional program based on multiple indicators of student knowledge.

Action steps:

- Use formative, summative and benchmark assessments as instructional tools.
- Conduct professional development for staff data analysis and interpretation.

College and Career Readiness Balanced with the Arts

We will prepare every student to be college and career ready upon graduation and create an educational environment that increases parental involvement in the process.

Goal 1: Create a culture beginning from preschool through high school that equips students with the skills necessary for college and careers with an emphasis on the GCPS Graduate Profile.

Action Steps:

- Define standards and expectations for college readiness that address what students must know and be able to do to succeed in entry level college and university courses.
- Align skills for college and career readiness with state standards and expectations required by employers in the community.
- Integrate preschool, elementary, middle and high school curricula with rigor to academically prepare students, including those with special needs.
- Provide access to student academic preparation programs, including Honors/Advanced Placement courses and dual enrollment.
- Prepare professional staff to assist students, including those with special needs, in meeting college readiness.
- Create on-line student portfolios that reflect GCPS Graduate Profile expectations.
- Utilize Educational Development Plans (EDPs) that represent college and career ready data.

Goal 2: Increase parental awareness about college and career readiness and the application process.

Action Steps:

- Ensure college and career awareness for all schools.
- Create and host a college night featuring local colleges and universities and trade schools.
- Increase awareness of Michigan College Access Portal among parents and encourage parental use.
- Develop and implement a counselor-led program to impart college information such as application process, scholarships, Free Application for Federal State Aid (FAFSA).

Goal 3: Distribute information regularly to internal stakeholders (professional staff, board members and students).

Action Steps:

- Promote district's vision, mission, accomplishments, plans and current state of the organization through various communication tools.
- Prioritize student achievement as the primary focus for communication content.
- Distribute student achievement data on a regular basis.

Technology in Learning

We will evaluate, provide and integrate technology which allows students and professional staff to apply College and Career readiness skills into the learning process.

Goal 1: Evaluate the existing technology and determine future needs as it relates to college and career readiness skills.

Action steps:

- Investigate the district's infrastructure to meet the technology demands.
- Evaluate the ability of funding to meet the technology needs.
- Review the current software being used for instructional purposes.
- Research software supportive of enhanced instructional practices.
- Identify the emerging technologies needed.

Goal 2: Provide and support technological resources for students to engage in academic practices.

Action Steps:

- Increase the number of technology labs to allow access to hardware and software.
- Continue installation of wireless technology for internet access.
- Continue to create mobile technology stations that provide flexible access.
- Create multiple advanced technology courses.
- Support technology advances through financial and human resources.

Goal 3: Integrate technology into the curriculum in all subject areas.

Action steps:

- Provide on-going professional development for staff.
- Use designated collaboration time to implement technology integration.

Professional Development

We will create and implement a professional development plan to improve student achievement and enhance educator skills

Goal 1: Create a staff professional development plan.

Action steps:

- Identify instructional needs to address achievement gaps.
- Survey teachers and administrators regarding their professional development needs and develop action plans based on the results.
- Present results of achievement gaps and educator surveys to district staff.
- Design an evaluation system that measures the effectiveness of the professional development plan.
- Strengthen our district-wide Professional Learning Communities.
- Maintain use of Teacher Curriculum Facilitators as a vehicle to help facilitate professional development.

Goal 2: Implement the professional development plan to enhance the skills of the staff.

Action steps:

- Design and implement a professional development schedule for the year that focuses on the improvement of the skills of the staff.
- Implement the professional evaluation system to incorporate the professional development results.
- Analyze the results regarding student achievement to determine the effectiveness of the professional development.
- Review and revise the plan based on the effectiveness of the plan to enhance student achievement.
- Commit time to collaborative planning.

Goal 3: Improve student achievement by at least 25% over the life of the strategic plan.

Action steps:

- Perform state and district assessment item analysis at the district and school levels.
- Prioritize achievement gaps of subgroups to guide the development of additional curriculum and instruction and other school services improvement.

Financial

We will identify the needs of the district, design and implement a financial plan that provides the resources of sustainability as aligned with instructional goals.

Goal 1: Identify the financial needs of the district.

Action steps:

- Identify areas of inadequate funding that are inhibiting progress toward student achievement.
- Identify the areas of significant investment where funds could be allocated differently to better meet the needs of student achievement.
- Explore options for increasing revenue to meet the needs of this strategic plan.

Goal 2: Design a financial plan that addresses the current and future needs of the district.

Action steps:

- Allocate funds with the vision, mission and strategic plan strategies.
- Determine future expenditures that will enable the district to provide resources to address curriculum and instructional strategies.
- Rank district funding priorities to align with the district's vision and identified areas for improvement.

Goal 3: Implement the plan to ensure financial responsibility and sustainability.

Action steps:

- Adhere to financial plan guidelines.
- Establish public and private partnerships leading to school funding.
- Increase the district's operational fund balance to 5% or greater over the life of the strategic plan.

Goal 4: Provide resources for sustainability in alignment with instructional and student achievement goals.

Action steps:

- Support curriculum and instruction, college and career readiness, technology in learning, professional development, climate, parental involvement and communication strategies by allocating funds to implement these initiatives.

Parental and Community Involvement

We will create a partnership with parents by providing and implementing programs and processes to increase student achievement and bridge the home-school gap.

Goal 1: Create a culturally welcoming environment by reducing the language barriers that may hinder parental confidence, understanding and involvement.

Action Steps:

- Enlist community volunteers for interpreting needs to reduce language barriers that negatively impact student achievement.
- Provide written correspondence and website information in multi-language options to promote parental understanding about student performance and expectations.
- Increase awareness of language conversion software for the district to communicate with parents to increase awareness of student academic success.

Goal 2: Provide programs that establish a strong parental presence in the schools to promote student achievement.

Action Steps:

- Utilize 1.5% of federal grant funds to support Title I Family Events.
- Collect and/or verify contact information (e-mail/phone) of parents to ensure timely communications about student achievement.
- Contact parents to invite them to participate in school-based activities (for example: parent-teacher conferences, open house, assemblies) to encourage a more pro-active, parental involvement in support of student academic progress.
- Provide student-run childcare for parents to eliminate a barrier for attendance at school activities.
- Provide incentives for parent involvement in Parent Teacher Association (PTA) to increase attendance at school (i.e. scholarships for PTA membership, books, etc.) functions.

Goal 3: Implement a process for educating, monitoring, and contacting parents to sustain engagement related to student achievement.

Action Steps:

- Provide parent information workshops to teach navigation and use of online grading system and district/school/classroom websites to promote parental support of student achievement.
- Provide access to computers for parent use to monitor student achievement.
- Monitor parent on-line involvement through student management system to ensure continuous parent support.
- Initiate contact with parents not utilizing the student management system.
- Provide classes in technology use for parents.

Goal 4: Communicate monthly with parents using written and electronic means and in person updates.

Action Steps:

- Identify parents' information needs through open forums.
- Survey parents to determine the languages spoken at home.

Goal 5: Increase engagement with external stakeholders by listening and distributing information regularly about student achievement.

Action Steps:

- Host multiple forums to obtain ideas, perspectives, and feedback about concerns and modes of communication within the district.
- Collect feedback from the community leaders/media about their perceptions of the district.
- Distribute information about the district regularly to the media, with special attention paid to evidence of academic excellence.

Climate and Culture

We will create a positive, safe, and secure learning environment by implementing programs and establishing clear behavioral expectations and consequences.

Goal 1: Create a safe and secure environment to promote the safety of the buildings.

Action Steps:

- Provide proactive counseling services to ensure access and support for students.
- Require staff and visitors to wear identification badges.
- Require all visitors to report to main office before accessing student areas.
- Maintain cameras in school.
- Provide Crisis Prevention Intervention (CPI) training to select teacher teams in each building, with annual review.
- Provide communication devices to professional staff to ensure immediate response to crisis situations.

Goal 2: Implement programs in all schools that will improve and enhance student self-awareness and student engagement.

Action Steps:

- Research established best practice life skills and character education programs.
- Provide professional development incorporating life skills into everyday classroom environment.
- Schedule life skills assemblies.
- Create a life skills rich atmosphere using visual and verbal reminders throughout every school (i.e. posters, life skill of the week, during announcements).

Goal 3: Establish clear behavioral expectations that foster a safe and productive learning environment.

Action Steps:

- Review, revise, and update student code of conduct handbooks.
- Update handbooks as needed for current issues.
- Require review code of conduct with students, making clear expectations, consequences and procedures.
- Maintain PBS

Goal 4: Create and sustain a collaborative, positive work environment.

Action Steps:

- To be viewed in the educational community as an employer of choice.

- To attract, retain, and motivate staff.