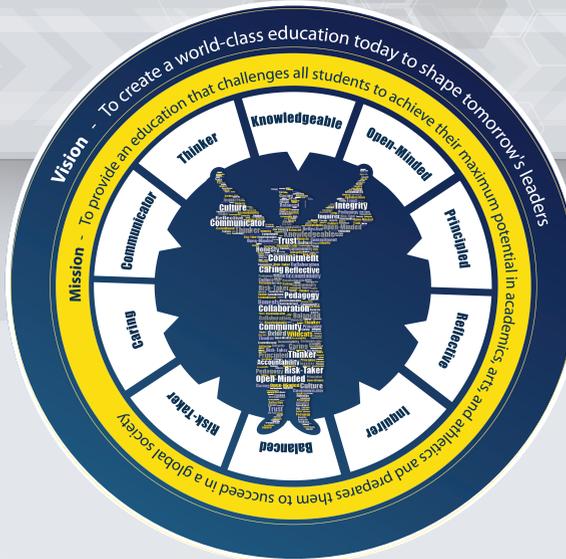




STRATEGIC PLAN



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 reflected: 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 (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 Technology 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 that exemplifies OCS values.

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

Portrait of a Graduate characteristics reflected: 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 contributions of volunteers and staff.

Portrait of a Graduate characteristics reflected: 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 reflected: 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 procedures. Annually review, evaluate, and improve the state of existing infrastructure including physical safety, technology, transportation and buildings/grounds.

Portrait of a Graduate characteristics reflected: 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 reflected: 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 stakeholders. Improve parent and community stakeholder involvement/partnerships with the district and schools.

Portrait of a Graduate characteristics reflected: 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 reflected: Caring, Communicator, Reflective