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**Seward Public Schools**

District Strategic Plan

2013 - 2018

**Strategic Planning Team**

**October 23rd, 2013**

**November 6th, 2013**

**December 4th, 2013**

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| **Administrators**  Dr. Greg Barnes  Connie Biaggio  Jessica Dominy  Dr. Josh Fields  Kirk Gottschalk  John Schwartz  Kevin Simmerman  **School Board Members**  Dr. Tim Alvarez  Lisa Dworak  Ryne Seaman  **Certified Staff**  Pat Brauer  Julianne Christensen  Mark Cidlik  Jill Ferguson  Pam Franck  Brittany Hajek  Stacy Herrold  Krystal Luebbe  Katrina Sypal  Jackie Vanis | **Community Members**  Peggy Brown  Janice Heath  Carla Ketner  Mindy Knott  Leigh Lewis  Kris Lewis  Janine Marker  Andrea Sloup  Cindy Wolverton |

***Mission***

The school district of Seward, in cooperation with parents and community, affirms that all students will have the skills to become productive and contributing members of a global community. The district is committed to the development of each student academically, emotionally, socially and physically.

***Beliefs***

* All students can learn when their unique needs are met.
* In collaboration with the community, we believe in preparing the total student by offering opportunities to develop life skills and to achieve academic success.
* We believe in providing a physically and emotionally safe environment.
* We believe in fostering an appreciation and understanding of diverse populations and global issues.
* We believe in developing the abilities of our staff to improve student learning.
* We believe in developing technologically literate students and staff so these tools can be used to improve learning.

***Parameters***

* We will make decisions in the best interest of the students.
* We will hire, recruit, and retain quality staff with high expectations for all students.
* We will provide professional development for staff.
* We will focus on the whole student providing the support needed to be successful academically, emotionally, physically and socially.
* We will provide reasonable resources for student success.
* We will maintain and practice procedures for the safety and security of our students.
* We will provide a well-rounded education for each student through various curricular and extracurricular opportunities.
* We will employ research based instructional methodology.
* We will have processes and systems in place to guide decisions in the district.

***Objectives***

* All students, on a broad array of academic indicators, will show continuous improvement and perform at the highest levels when compared to state and national performance.
* All students will develop and demonstrate positive behaviors necessary to become productive and contributing citizens.
* All instructional decisions will be made using district wide systems.
* Each student will be held to challenging academic expectations.

***Strategies***

1. We will develop plans to engage students, staff, family and community.
2. We will establish and implement plans to model and develop positive character, citizenship and leadership skills for all students.
3. We will develop and implement consistent district wide processes for instructional decisions.
4. We will develop and support the implementation of academic programs and curriculum that drive each student to reach his or her full potential.

**Strategy 1**

**We will develop plans to engage students, staff, family and community.**

Cost Benefit Analysis

**STRATEGY: We will develop plans to engage students, staff, family and community.**

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| **COSTS** | **BENEFITS** |
| ***Tangible:***   * Career development cost * Advertising * Staff development * Sponsorship | **Tangible:**   * Better scholarship opportunities * Increased community involvement * Better prepared to make college/career choice * Increased college going rate * Reduction in negative behaviors (detentions, OSS, MIP, ISS, etc.) * Improved communication |
| ***Intangible:***   * Time * Communication * Parental stress from extra involvement | ***Intangible:***   * Pride * Morale * Happier Parents |

**ACTION PLAN**

**STRATEGY NUMBER: 1**

**PLAN NUMBER: 1**

**DATE:**

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| **STRATEGY:** We will develop plans to engage students, staff, family and community. |
| **SPECIFIC RESULT:** We will systematize and develop if needed age appropriate processes to explore career/college options. |
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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Develop a college/career readiness committee composed of members from all building levels. |  |  |  |  |  |
| 2. | When appropriate increase the AP/dual credit course offerings and the number of students taking AP/ dual credit courses. |  |  |  |  |  |
| 3. | Examine the possibility of a weighted grading system |  |  |  |  |  |
| 4. | Implement district wide College Day |  |  |  |  |  |
| 5.  6.  7. | Begin college visits at the middle school level.  Bring college students back to schools to discuss their experiences.  When needed monitor and adjust college/career pathways |  |  |  |  |  |
| 8. | Evaluate the effectiveness of the College Day |  |  |  |  |  |

**ACTION PLAN**

**STRATEGY NUMBER: 1**

**PLAN NUMBER: 2**

**DATE:**

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| **STRATEGY:** We will develop plans to engage students, staff, family and community. |
| **SPECIFIC RESULT:** Improve communications with district stakeholders of Seward Public Schools. |
| **Assigned To:** |

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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Develop a system to ensure the district website is updated in a timely manner and there is more consistency between the different school websites. |  |  |  |  |  |
| 2. | Explore options to positively brand Seward Public Schools with social media outlets. |  |  |  |  |  |
| 3. | When appropriate explore business partnerships with Seward Public Schools. |  |  |  |  |  |
| 4.  5. | Develop guidelines for appropriate use of the AlertNow System.  Purposefully communicate with patrons within Seward Public Schools about the teaching and learning that is taking place district wide through the newspaper and school newsletters. |  |  |  |  |  |
| 6. | Evaluate effectiveness through climate survey. |  |  |  |  |  |
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**ACTION PLAN**

**STRATEGY NUMBER: 1**

**PLAN NUMBER: 3**

**DATE:**

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| **STRATEGY:** We will develop plans to engage students, staff, family and community. |
| **SPECIFIC RESULT:** Increase student engagement through our learning initiative. |
| **Assigned To:** |

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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Develop district wide plans and systems to engage students in their learning through the 9-12 one-one iPads, and K-8 grade level iPad carts. |  |  |  |  |  |
| 2. | Support teacher understanding of ways to engage students in their learning through continued staff development centered around differentiated instruction using apps, creation vs. consumption, and the organization, presentation, and content apps available to enhance student engagement. |  |  |  |  |  |
| 3. | Utilize an evaluation instrument that can help guide discussion about the success and areas of opportunities from the learning initiative 9-12. |  |  |  |  |  |
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| 5. | Evaluate the effectiveness of this plan. |  |  |  |  |  |
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**Strategy 2**

**We will establish and implement plans to model and develop positive character, citizenship and leadership skills for all students.**

Cost Benefit Analysis

**STRATEGY: We will establish and implement plans to model and develop positive character, citizenship and leadership skills for all students.**

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| **COSTS** | **BENEFITS** |
| ***Tangible:***   * Technology needs * Behavior/character programs/curriculum * Professional development for staff | **Tangible:**   * Higher graduation rate * Less office referrals * More participation in extra curricular opportunities * Increase in post secondary consideration * Scholarship increase |
| ***Intangible:***   * Staff stress with new programming | ***Intangible:***   * Positive community impact * Improve student/staff morale * Improved self worth |

**ACTION PLAN**

**STRATEGY NUMBER: 2**

**PLAN NUMBER: 1**

**DATE:**

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| **STRATEGY:** We will establish and implement plans to model and develop positive character, citizenship, and leadership skills for all students. |
| **SPECIFIC RESULT:**  Research and examine our service learning requirements for all schools. |
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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | A district team will be established to examine our current service learning graduation requirements. |  |  |  |  |  |
| 2. | Age appropriate opportunities will be explored in the areas of service learning K-12. |  |  |  |  |  |
| 3. | When appropriate service learning will be incorporated into the curriculum. |  |  |  |  |  |
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| 4. | Evaluate the effectiveness of the plan through the quality of service learning opportunities for students. |  |  |  |  |  |
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**ACTION PLAN**

**STRATEGY NUMBER: 2**

**PLAN NUMBER: 2**

**DATE:**

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| **STRATEGY:** We will establish and implement plans to model and develop positive character, citizenship, and leadership skills for all students. |
| **SPECIFIC RESULT:** Research character building programs and student leadership opportunities and when needed implement district wide. |
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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Implement the 8 keys of success district wide. |  |  |  |  |  |
| 2. | Provide staff development for all staff members with the 8 keys of success. |  |  |  |  |  |
| 3. | Utilize student leadership groups at each school to involve peers with the implementation of the 8 keys of success. |  |  |  |  |  |
| 4. | Examine the student leadership groups at each building and expand what these groups do in the area of student leadership. |  |  |  |  |  |
| 5. | Evaluate the effectiveness of the 8 keys of success through student, staff, and parent culture survey. |  |  |  |  |  |
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**Strategy 3**

**We will develop and implement consistent district wide processes for instructional decisions.**

Cost Benefit Analysis

**STRATEGY: We will develop and implement consistent district wide processes for instructional decisions.**

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| **COSTS** | **BENEFITS** |
| ***Tangible:***   * Time * Professional development costs, stipends, summer work * Trainer costs * Substitute costs * Resources * Staffing | **Tangible:**   * Improve student learning * Consistency across grade levels and buildings and content areas * Score increases * Increased student achievement * Common vocabulary across community, buildings, etc. * More efficient processes * Identify student earlier to get help needed * Parent involvement and awareness will improve |
| ***Intangible:***   * Stress to staff and administration, time and learning * Flexibility, adjusting to change * Schedule difficulty | ***Intangible:***   * Improve parent, student, staff morale * Strengths and weaknesses will be identified early |

**ACTION PLAN**

**STRATEGY NUMBER: 3**

**PLAN NUMBER: 1**

**DATE:**

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| **STRATEGY:** We will develop and implement consistent district wide processes for instructional decisions. |
| **SPECIFIC RESULT:** Implement the PLC process district wide. |
| **Assigned To:** |

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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Refine the PLC process K-12. |  |  |  |  |  |
| 2. | Develop PLC leaders at each grade level through a gradual release of responsibility model. |  |  |  |  |  |
| 3. | Align the PLC agenda items with building strategic plans when appropriate. |  |  |  |  |  |
| 4. | Evaluate the effectiveness of the PLC process. |  |  |  |  |  |
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**ACTION PLAN**

**STRATEGY NUMBER: 3**

**PLAN NUMBER: 2**

**DATE:**

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| **STRATEGY:** We will develop and implement consistent district wide processes for instructional decisions. |
| **SPECIFIC RESULT:** Implement the RTI process (multi tiered system of support) district wide. |
| **Assigned To:** |

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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Create a District Wide RTI system with the first step being tied to the PLC process. |  |  |  |  |  |
| 2. | Develop systems district wide to support students in the areas of math and reading and when appropriate to other subject areas. |  |  |  |  |  |
| 3. | Support teachers with resources through researched based interventions in both Tier II and Tier III. |  |  |  |  |  |
| 4. | Establish clear and well-defined terms, parent communication, and resources within the RTI process. |  |  |  |  |  |
| 5. | Evaluate the effectiveness of the RTI system through Seward’s growth model instrument. |  |  |  |  |  |
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**ACTION PLAN**

**STRATEGY NUMBER: 3**

**PLAN NUMBER: 3**

**DATE:**

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| **STRATEGY:** We will develop and implement consistent district wide processes for instructional decisions. |
| **SPECIFIC RESULT:** Develop and implement transition plans when students start at the elementary, start fifth grade, and start 9th grade. |
| **Assigned To:** |

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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Open house changes at the elementary, middle, and high school |  |  |  |  |  |
| 2. | Improve communication with private schools in Seward as especially at grades 5 and 9. |  |  |  |  |  |
| 3. | Systematizing the data storage of students and the transfer of information. |  |  |  |  |  |
| 4. | Develop plans to meet the needs of our high-risk students in the transitions. |  |  |  |  |  |
| 5.  6. | Develop a standardized student data form district wide.  Add a spring 8th grade parent night at the high school along with the fall parent/student night. |  |  |  |  |  |
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**ACTION PLAN**

**STRATEGY NUMBER: 3**

**PLAN NUMBER: 4**

**DATE:**

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| **STRATEGY:** We will develop and implement consistent district wide processes for instructional decisions. |
| **SPECIFIC RESULT:** Research teacher instructional models and teacher evaluation models. |
| **Assigned To:** |

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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1.  2. | Examine different instructional models used in Nebraska.  Work with ESU 6 in what services they have to offer in the area of an instructional and teacher evaluation models. |  |  |  |  |  |
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| 3. | Explore next steps for a revised or new instructional model district wide. |  |  |  |  |  |
| 4. | Develop staff development plan to support staff members with a new or adopted instructional model. |  |  |  |  |  |
| 5. | Evaluate the effectiveness and sustainability of teacher model of instruction. |  |  |  |  |  |
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**ACTION PLAN**

**STRATEGY NUMBER: 3**

**PLAN NUMBER: 5**

**DATE:**

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| **STRATEGY:** We will develop and implement consistent district wide processes for instructional decisions. |
| **SPECIFIC RESULT:** Develop and implement a curriculum process for determining curriculum within a curriculum cycle. |
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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Develop a systematic approach for the curriculum adoption process to be utilized with all curriculums within a curriculum cycle. |  |  |  |  |  |
| 2. | Create K-12 curriculum teams that develop a philosophy and beliefs that are the driving force for the curriculum process. |  |  |  |  |  |
| 3. | Utilize curriculum review guides to help with the decision making process of adopting a new curriculum. |  |  |  |  |  |
| 4. | When appropriate pilot different resources to have a better understanding of the different curriculum resources. |  |  |  |  |  |
| 5. | Evaluate the effectiveness of the plan. |  |  |  |  |  |
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**ACTION PLAN**

**STRATEGY NUMBER: 3**

**PLAN NUMBER: 6**

**DATE:**

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| **STRATEGY:** We will develop and implement consistent district wide processes for instructional decisions. |
| **SPECIFIC RESULT:** Review and refine the district HAL program |
| **Assigned To:** |

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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Explore plans to best meet the need of HAL students. |  |  |  |  |  |
| 2. | Research area districts in what they are doing for the identification of HAL students. |  |  |  |  |  |
| 3. | Explore other HAL programs within the state of Nebraska |  |  |  |  |  |
| 4. | Examine HAL curriculums. |  |  |  |  |  |
| 5. | Develop/Refine Seward HAL program |  |  |  |  |  |
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**Strategy 4**

**We will develop and support the implementation of academic programs and curriculum that drive each student to reach his or her full potential.**

Cost Benefit Analysis

**STRATEGY: We will develop and support the implementation of academic programs and curriculum that drive each student to reach his or her full potential.**

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| **COSTS** | **BENEFITS** |
| ***Tangible:***   * Course materials * Staffing/training * Space * Scheduling conflicts * Increases pre demands * Infrastructure in place | **Tangible:**   * Increased student achievement/scores * Post grad success * Fewer behavioral problems * Lower drop-out rate * More parental involvement/support * Scholarship opportunities |
| ***Intangible:***   * Increased stress * Prioritization discussions | ***Intangible:***   * Student morale * Pride * Meeting all students’ needs * Student engagement |

**ACTION PLAN**

**STRATEGY NUMBER: 4**

**PLAN NUMBER: 1**

**DATE:**

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| **STRATEGY:** We will develop and support the implementation of academic programs and curriculum that drive each student to reach his or her full potential**.** |
| **SPECIFIC RESULT:** Research and implement differentiation strategies to meet the needs of all students. |
| **Assigned To:** |

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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Research best practices in differentiation strategies. |  |  |  |  |  |
| 2. | Provide staff development in the area of differentiation strategies for staff. |  |  |  |  |  |
| 3. | Develop differentiated lessons to implement in classrooms. |  |  |  |  |  |
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| 4. | Evaluate the effectives of differentiation through the Seward growth model instrument. |  |  |  |  |  |
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**ACTION PLAN**

**STRATEGY NUMBER: 4**

**PLAN NUMBER: 2**

**DATE:**

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| **STRATEGY:** We will develop and support the implementation of academic programs and curriculum that drive each student to reach his or her full potential**.** |
| **SPECIFIC RESULT:** Increase the number of students enrolled in college level courses at the high school. |
| **Assigned To:** |

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| ***#*** | ***ACTION STEP (Number each one)*** | ***2014-2015*** | ***2015-2016*** | ***2016-2017*** | ***2017-2018*** | ***2018-2019*** |
| 1. | Increase the number of AP courses offered at Seward High School with the goal of at least one AP course in each core area. |  |  |  |  |  |
| 2. | Examine the GPA formula especially in the area of weighted AP/dual credit courses. |  |  |  |  |  |
| 3. | Provide the needed AP training for staff. |  |  |  |  |  |
| 4. | Develop if needed support systems for students in AP courses. |  |  |  |  |  |
| 5. | Evaluate Progress |  |  |  |  |  |
|  | Cross reference Strategy 1 plan 1 |  |  |  |  |  |