

STRATEGIC PLANNING

Allen Park Public Schools

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The strategic plan will provide a structured approach for anticipating the future and will provide guidance over the next five years and beyond.

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Mission Statement

Allen Park Public Schools is a community committed to helping students reach their potential with the ability to creatively think as well as collaborate and thrive in a global society. We believe that our mission is to educate for lifelong learning with an uncompromising commitment to excellence.

VISION STATEMENTS

ALLEN PARK PUBLIC SCHOOLS

In the year 2012-13 we will see a school district that continues to be committed to excellence by:

1. Graduating students with the ability to compete in a diverse, technological, and global society.
2. Observing students that are achieving at the highest levels possible in an environment that is conducive to learning.
3. Maintaining highly skilled and highly qualified and innovative staff in all positions through appropriate training and staff development.
4. Observing technology as an integrated component in every classroom to support instruction.
5. Observing a K-12 assessment system for all students that provides immediate feedback to drive instruction.
6. Communicating regularly with a meaningful flow of information between the home, school, and community.
7. Observing fiscal responsibility that is maintained through awareness, evaluation, education and collaboration.
8. Maintaining the excellent conditions of the equipment, buildings and grounds in the Allen Park District.

Goal #1 – To graduate students with the ability to compete in a diverse, technological and global society.

Current Status

- Best practices are not consistently being used.
- Limited partnerships have been formed.
- Graduation rates for Allen Park students have consistently been in the average of 94%.
- Community programs are implemented such as United We Walk, Relay for Life, Suicide Prevention Walk.
- Students are observed taking on leadership roles inside and outside of schools.

Gap

- Not all teachers are using the best practices of teaching.
- Limited consistent and meaningful partnerships have been formed.
- Students need to develop computer literacy skills.
- Best practices are inconsistently being implemented and monitored.
- Limited awareness and exposure to diverse populations.

Strategies

- To plan a staff development program focusing on student achievement using a variety of teaching strategies that meet the individual needs of students which are innovative, data driven and based on best practices.
- Implement periodic assessment programs to monitor and adjust instructional strategies.
- Student and staff development in distance and online learning along with diversity awareness and global trends.
- Student Educational Development Plan saved electronically.
- Form a task force to identify needs and to pursue collaborations and partnerships with various stakeholders including the following:
 - Industry and business in the Allen Park area
 - Civic clubs and service agencies
 - Hospitals
 - Public libraries
 - Surrounding colleges and universities
 - Parents, senior citizens and other residents
 - Foundations and other school districts, etc.

Timeline

- Comprehensive Staff Development Plan 2007-2008 school year
- Assessment Program – begin exploring 2007-2008 school year; implement 2008-2009
- Collaboration/Partnership Task Force – organize spring of 2008
- Electronic Student Educational Development Plan begin spring 2008

Goal #2 – To have students achieve at the highest level possible in an environment conducive to learning.

Current Status

- Test scores are at acceptable ranges—overall the scores indicate stagnated levels.
- There are increased needs for English as a Second Language (ESL) and other services.
- Twenty-two credit hours required for high school graduation meet state standards.
- The No Child Left Behind Legislation requires Adequate Yearly Progress.
- Many programs are in place to meet individualized student needs.
- Expanding distance learning and online opportunities.
- No consistent district-wide writing program.

Gap

- Achievement levels for all categories of students should improve each year.
- Not all children are achieving at a proficient level in the core academic programs.
- Not all teachers are utilizing new/innovative teaching practices to reach all children.
- No district-wide ongoing assessment program in place.
- Need for additional enrichment after school/summer programs.
- Need to develop seamless transitions between grade levels from pre-school to postsecondary programs.
- MEAP writing scores are lower than desired.

Strategies

- Provide best practice training for teachers that also take into account the technology skills of our students.
- Implement district-wide assessment program.
- Hold regular meetings within each school to monitor and adjust teaching strategies and practices.
- Identify achievable goals for test score improvements and hold each other accountable.
- Staff development on writing tests/assessments (how to/when to give multiple choice vs essay).
- Implementing a professional learning community.
- Continue and expand enrichment and curricular opportunities for students.
- Explore alternative scheduling opportunities.
- Continue to develop and expand distance learning and online opportunities.
- Develop district-wide writing program.

Timeline

- Explore different types of assessments during 2007-2008 school year, with intent to implement in the fall 2008.
- Provide staff training on research and best teaching practices that improves student achievement scores. In-service at each school could be coordinated by the Instructional Curriculum Council. This should begin in the 2007-2008 school year and be ongoing.
- Explore district-wide writing programs 2007-2008 with implementation fall 2008.

Goal #3 – To recruit and maintain highly skilled, highly qualified and innovative staff in all positions through appropriate training and staff development.

Current Status

- The staff is highly qualified under No Child Left Behind (NCLB).
- There is staff development currently being offered.
- There is a system of evaluation for all staff.

Gap

- Limited up-to-date research-based staff development
- Limited knowledge of all components of technology including both skills and applications.
- Lack of ownership and/or pride by some employees.

Strategies

- Focus on long-term professional development by using a variety of assessment data to collaboratively plan professional development.
- To have collaborative conversation in professional learning communities – (one strategy would be to evaluate student learning).
- Continue to monitor, recruit and hire highly qualified staff.
- The central office staff, building administrators and the I.C.C. in collaboration will provide staff development by planning and implementing an in-service plan for district administrators and staff.
- Encourage staff to participate in online staff development.
- Develop programs to encourage ownership and pride by staff in collaboration with administration and other staff.

Timeline

- The I.C.C. and the administrative staff will continue to develop and implement staff development fall 2007; ongoing.

Goal #4 – To use current technology as an integrated component in every classroom to support instruction.

Current Status

- Updated buildings with new technology that is not used to capacity.
- A highly qualified staff; however, the level of understanding of technology varies greatly.
- Limited finances for training.
- Limited budget for repairs or to replace technology.
- Limited assistance with integration of technology.

Gap

- There are limited K-12 training opportunities for teachers to learn how to use technology.
- There is a need for more meaningful technology integration with instruction.
- Budget funds are very limited for staff development and for replacement and repair of technology.

Strategies

- Annual survey and analysis of the data to assess present level of technology knowledge and use of the staff.
- Provide training for all staff in technology use and integration strategies.
- Staff will utilize skills provided in technology training.
- Provide the resources for technology integration.
- Provide funds and human resources for the repair and replacement of technology.

Timeline

- Development of a comprehensive plan for staff including training on the use of the new technology. The integration of technology and instruction with a timeline for implementation. The plan should be developed in the 2007-2008 school year.
- During 2007-2008, administrative staff will work with staff/grant writer to secure funding for staff development, repair and replacement of technology. Sources of revenue could be sought through grants, donations by business/industry or foundations.

Goal #5 – To implement a K-12 assessment system for students to provide immediate feedback to drive instruction.

Current Status

- Lack of assessment to provide immediate, periodic, individualized and whole group feedback to drive instruction.
- Limited commonality of K-8 assessments at individual grade levels.
- Some commonality of 9-12 assessments.

Gap

- Data for current assessment not immediate enough to effectively drive instruction.
- Inconsistencies in assessment across and throughout grade levels.
- Limited analysis of assessment data to determine the curriculum gaps.

Strategies

- Plan professional development on how to create and use local common assessments.
- Explore and research the use of external assessments. (What is available for possible purchase that would provide more immediate feedback for teachers as well as parents?)
- Provide professional time to analyze assessment data across grade levels and content area focus.

Timeline

- Gather data for programs 2007-2008
- Implement the assessment plan fall 2008

Goal #6 – Communicate regularly between the home, school, and community.

Current Status

- Community information currently updated through Comcast Cable, local paper, mail, Allen Park School Website and PTA/PTSA Newsletter.
- District calendars are used.
- Inconsistent use of internet.
- Teacher conferences and open houses are held.
- Principal and some teacher newsletters.
- Parent Connect
- Telephone and e-mail used for communication
- Informal conversation
- Building marquees

Gap

- Current updated information not provided.
- District does not do enough self-promotion. We need to make sure that press is informed with Allen Park Public Schools' successes.
- Web design class not being utilized for district Website.
- Lack of consistency in appearances of district communication tools.

Strategies

- Update the current Website to make it more dynamic and user friendly – (using the “two click” rule).
- Collaborate with existing groups to develop ideas to improve communications with the public and to seek ideas on how best to enhance the delivery of information to the community.
- Exploring the possibility of students being involved in any district Websites under the direction of a teacher.
- Publishing newsletters online.
- Board meeting agenda and minutes online.
- Teacher and district develop relationships with media.
- Develop brand image for Allen Park Public Schools.

Timeline

- Website improvement by the school district spring 2008.
- Develop collaboration between existing groups by fall 2008 to establish ideas for improved communications with the home, school, and community.
- Publishing board agenda, board meeting minutes, and newsletters online beginning spring 2008 school year.
- Establishing a brand image by fall 2007.

Goal #7 – To maintain fiscal responsibility through awareness, evaluation, education and collaboration.

Current Status

- Through the interest based and traditional based bargaining process all Allen Park Public Schools' employees are currently made aware of the financial condition of Allen Park Public Schools.
- Predictions are that state funding may continue to be inconsistent and insufficient to meet the needs of Allen Park Public Schools.
- Enrollment and fiscal stability are being maintained through limited school of choice participants. School of choice population is currently 18% which increases our total operating revenue by approximately \$4,780,000 or 16%.
- There are some partnerships with school groups, community groups and businesses.

Gap

- Not enough stakeholders are aware and educated in how schools are funded and how choices are made.
- Money will continue to tighten and be insufficient to meet our needs.
- The district should be proactive in pursuing funding and also continue to be fiscally responsible.

Strategies

- Open lines of communications to stakeholders on school finance and the implications for Allen Park Public Schools.
- Provide updates on the financial status of Allen Park Public Schools to stakeholders.
- Increase grant monies with proposals written by a staff/grant writer.
- Creation of a legacy/endowment fund that offers citizens and alumni an opportunity to give back to the schools.
- Form a parent and community advocacy group to meet with legislators to promote sufficient funding for public schools and to mobilize additional parents and citizens to advocate proper funding.
- Request that Allen Park Board of Education appoint a Financial Priorities Committee to work with the superintendent in recommending priorities for budget planning when there appears to be a significant revenue shortfall to meet expenses. The process of priority funding levels reviewed by the Long Range Planning Committee should be helpful to this group. All stakeholders should be represented.

Timeline

- Establish a schedule for meetings with stakeholders for the fall of 2007
- The Financial Priorities Committee formed late fall 2007
- Solicit a volunteer or provide staff time to write and submit grants ASAP
- Form a parent advocacy group in the fall of 2007
- Create a legacy/endowment fund in the fall of 2007

Goal #8 – To maintain the excellent conditions of the equipment, buildings, and grounds.

Current Status

- The Bond renovations created new learning environments that brought buildings up to state code and updated and added new technologies.
- Space was added, but maintenance staff was not.
- Buildings are cleaned on a daily basis. Classrooms cleaned on a rotating schedule.
- Reduced, older experienced custodial staff.
- Inconsistency in ground maintenance.
- State-of-the-art auditorium.
- Lack of pride and ownership from many students, staff, and parents.

Gap

- Currently there are insufficient resources to properly maintain and clean our buildings and grounds in the Allen Park School District. We need to find ways to protect and improve our investment.
- Lack of consistent pride and ownership.

Strategies

- Establish an ongoing administrative committee to review with the Superintendent of Schools, the conditions of the school district facilities and grounds.
- Increase student pride activities.

Timeline

- Establish an advisory committee in the fall of 2007.