

STRATEGIC PLAN TEAM:

The following summarizes our ideas and thinking during activities on December 14. We spent the day envisioning the future by thinking about mission, vision, values and beliefs. We talked about the importance of shared mission/vision. We will work at our next session in taking these ideas and those of others who might provide us input and drafting by consensus a strategic plan.

MISSION- *Shared mission clarifies our purpose and priorities and lets us know what we are here to do and accomplish. Most mission statements denote purpose and function. Below are the mission statements drafted by each table team.*

The Dunlap School Community will:

- Provide a supportive and innovative learning experience that empowers students to excel in life.
- Provide diverse opportunities for all students to thrive as highly functional members of our global society.
- Develop world-class learners who successfully contribute in a global society.
- Build a solid foundation for all to achieve excellence.
- Create a vibrant 21st century learning community that empowers every student to maximize his/her potential to be a successful global citizen. (Create successful global citizens)
- Collaboratively empower confident learners.

VISION-*Shared vision provides a picture of what our mission would look like in action. It paints a picture of the end-product of our goal accomplishments. It is the product we hope to deliver. Below our vision statements drafted by each table team.*

We want our students to apply 21st century learning skills:

- Adaptability and flexibility
- Critical thinking and problem solving
- Innovative risk takers
- Technologically literate
- Globally aware
- Resourceful leaders

Students will graduate the Dunlap School District able to:

- BE self confident and motivated
- BE critical thinkers
- BE global citizens
- BE collaborative team members

Dunlap Graduates will be:

- Goal setters
- Risk takers
- Forward thinkers
- Problem solvers
- Team players
- Resourceful learners
- Responsible/accountable citizens
- Confident, self-assured leaders

Dunlap School District graduates will be

- Empowering leaders of tomorrow
- Continuously striving for personal excellence
- Prepared to meet the challenges of the future

Dunlap graduates will be confident, innovative, self-motivated citizens in the world.

Dunlap must become a community that allocates resources to accommodate the ever-changing needs of our global learners.

VALUES/BELIEFS- Shared values and beliefs shape the vision and guide our behaviors, goals, and actions. They influence decision making and serve as a check on our ground rules and commitments to one another. Commitments are non-negotiable actions that are shared and expected of one another. Below are draft values/beliefs and aligned commitments in the areas of learning, collaboration, and data/results

LEARNING VALUES/BELIEFS	LEARNING COMMITMENTS
We believe that all children can learn.	We will provide our students with high quality teachers, support systems, and all necessary resources to help each student reach his/her highest potential.
We believe that children have different ways/styles of learning	We will differentiate student needs and respond to those needs with various teaching methods.
We believe an engaging and innovative	We will provide student opportunities to

learning environment enhances achievement	collaborate, be challenged, be problem solve, and incorporate technology to enhance learning capabilities.
We believe 21 st century success requires higher level thinking skills and strategies.	We will promote critical thinking, create problem solving through teamwork, shared leadership and collaboration.
We believe holding all students to high expectations enhances learning.	We will challenge all students to meet high academic, social/emotional and behavioral expectations
We believe students must take responsibility for their own learning.	We will assist students through formative and summative feedback to be able to identify what they do not know and set learning goals.
We believe that continuous improvement guides future learning.	We will support all stakeholders through training, communication, shared leadership and collaboration.

COLLABORATION VALUES/BELIEFS	COLLABORATION COMMITMENTS
We believe that collaboration will enhance learning for all.	We will ensure opportunities for regular and frequent collaboration among staff.
We believe that effective collaboration requires trust, mutual respect and open, honest communication	We will use the district shared values and commitments to guide our behaviors and action.
We value the input from stakeholders in our decision making process	We will make decisions based on input received from individuals that are impacted by the decisions.
We believe that there should be consistencies between all schools in District 323	We will adhere to district policies, procedures and practices as expectations to guide our work.
We believe that the most effective learning takes place when students, parents, and teachers are collaboratively involved in the effort.	We will continue to empower teachers, parents and students to work together toward improve student achievement.
We believe that everyone needs to work on organizational goals.	We will work professionally to ensure the district accomplishes its mission and vision.
We believe high levels of student, parent, community and staff satisfaction drives continuous improvement	We will collect, analyze, report and act on satisfaction data to meet stakeholder needs and requirements.

DATA/INFORMATION VALUES/BELIEFS	DATA/INFORMATION COMMITMENTS
We believe that data driven decision - making will improve results	We will collect, analyze and use relevant data in our decision making process.
We believe that results should improve over time	We will track and monitor our results over time.
Feedback guides improvement.	We will provide timely, descriptive and constructive feedback to our students.
We believe there should be transparency in our efforts and results.	We will share, publish, and report to all stakeholders in a variety of formats our efforts to improve.
We believe that goals must be specific, measurable, attainable, results-oriented, and timely.	We will develop individual, team/ department, school, and district goals/action plans and be both responsible and accountable for monitoring, tracking, and reporting results.
We believe that sharing data, information and results accelerates improvement.	We will assist in creating a safe data culture where sharing results and information is comfortable.

GOALS AND INDICATORS: *The long-range goals of the district reflect the priorities that define our mission and vision. Each goal needs to include indicators and measures to make it specific, measurable, attainable, results-oriented and timebound. Below are the five goal areas drafted by the plan team with indicators. Indicators provide the observable evidence that the goal is being achieved -the skills, knowledge or performance that comprise or lead to proficiency in the goal area.*

Long-Range Goal Areas:

- Continuously Improved Student Growth and Achievement
- Satisfying and Productive Classroom and School Learning Environment
- Satisfying and Productive Classroom and School Teaching Environment
- Satisfying and Productive Partnership with Families and the Community
- Efficient, Effective, Equitable Use of Resource

Goal	Indicator
Continuously Improved Student Growth and	<ul style="list-style-type: none"> ▪ Students meeting/exceeding expectations on state assessments comparable to benchmark

Achievement	<p>districts</p> <ul style="list-style-type: none"> ▪ Students meeting/exceeding college readiness standards ▪ Students meeting/exceeding district grade level/course learning expectations. ▪ IEP students meeting/exceeding goals ▪ Increasing number of students in advanced placement courses at middle and high school ▪ Decreasing performance gaps between subgroup populations. ▪ Students make successful transition to middle and high school ▪ Students make successful transition to post high school education.
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Goal	Indicator
Satisfying and Productive Learning environment	<ul style="list-style-type: none"> ▪ Behavior expectations for students are consistently and fairly implemented and meet or exceed expectations over time ▪ High levels of student engagement academic programs/activities ▪ High levels of student engagement in non-academic programs/activities ▪ Staff to student ratio is comparable to benchmark districts ▪ High levels of student satisfaction comparable to benchmark districts

Goal	Indicator
Satisfying and Productive Classroom and School Teaching Environment	<ul style="list-style-type: none"> ▪ Highly certified staff maintaining proper credentials. ▪ Staff engaged in professional development opportunities aligned to goals and needs ▪ Performance expectations for teachers are consistently and fairly implemented and meet or exceed expectations over time ▪ High performing collaborative teams ▪ High level of staff satisfaction comparable with benchmark districts. ▪ High staff retention rates comparable to benchmark districts. ▪ Compensation and benefits comparable to benchmark districts.

Goal	Indicator
Satisfying and Productive Partnership with Families and the Community	<ul style="list-style-type: none"> ▪ High levels of parent satisfaction comparable to benchmark districts ▪ High levels of community satisfaction comparable to benchmark districts. ▪ High levels of parent involvement in opportunities to address student achievement ▪ Increased opportunities for parents to be involved in decision making ▪ Increased use of two way communication systems with parents and the community

Goal	Indicator
Efficient, Effective, Equitable Use of Resources	<ul style="list-style-type: none"> ▪ Budget is aligned to district priorities ▪ Audit has no findings ▪ District financial data compares favorably with benchmark districts ▪ Student to computer ratio is improving over time, ▪ Classroom utilization is at expected level ▪ Utilization of technology is comparable to benchmark districts ▪ Facilities are safe, clean and well-maintained ▪ Repairs/requests are completed efficiently and effectively.