

Goals and Strategies (continued)

4) Improved Extracurriculars, Fine Arts, and Community Education

- A) Evaluate schedule for student choice and electives
 - Emphasis on Extracurricular Leadership
 - Create New Schedule
 - Expand Offerings / Opportunities / Fine Arts
- B) Evaluate Community Education Program
 - Offerings / Programs

5) Study and Develop a Plan for Facility Expansion

- A) Fine Arts Auditorium
 - Community support survey
 - Comparison to other schools our size
 - Facility use plan
 - Size and location
- B) Classroom Expansion
 - Needs assessment
 - Hire firm to analyze

6) Retain and Attract Quality Staff

- A) Invest in Teacher Training and Professional Development
 - Restructure leadership team
 - Create PLC time/training
 - New teacher academy
 - Provide staff opportunities to visit other schools
 - Provide mentoring
 - Committee structure
 - Peer coaching
- B) Continue with low student to teacher ratios
- C) Continue to Improve Peer Coaching / Evaluation Model
 - Peer coaching training available to staff and administration
 - Understanding and implementation of the current model

7) Remember How we Got Here: Small Town Feel and Class Sizes

- A) Increase Community Involvement
 - Continue/Increase Community Engagement / Activities
 - Increase awareness of education systems and programs
 - Relationships / Husky Pride
- B) Focus on Community Engagement
 - Create new ideas to engage families and citizens



2015 STRATEGIC PLANNING PROJECT

Pillager Schools

Final Results

June 2015



Research, "Chainsaw Planning"® & Training



Statement

The ISD 116 Pillager School District Strategic Plan was approved by the School Board in June of 2015. The plan, created by a team of parents, community and business leaders, staff and teachers, establishes this school district's priorities for 2015 to 2020. The Strategic Plan started with three work sessions in the spring of 2015. These sessions developed a vision and seven priorities that were then forwarded to School Board to have the Superintendent of Schools and the School Administration to develop the top goals and strategies with a timeline to help guide the district.

Vision

In five years, we will have developed, delivered, and be recognized for...

- Positive educational experiences for all students
- High academic achievement & high test scores
- Staff development opportunities (PLCs)
- College & career opportunities
- Fine Arts opportunities & building

Mission

We will deliver our Vision by using beliefs, ideas, and actions to create an environment that provides top quality educational opportunities for all learners through staff development, and community involvement.

Priorities

- 1) Increase the investment and quality of staff development
- 2) Increase student achievement proficiency on state and district assessments through data driven decisions
- 3) Effective use of technology
- 4) Increase opportunities and the performance of extra curricular, fine arts, and community education programs
- 5) Develop and maintain a long range plan for facilities
- 6) Retain and attract quality staff
- 7) Maintain small town feel and class size

Goals and Strategies

1) Staff Development

- A) Develop plan for staff development with outcomes
 - Restructure district leadership team
 - Compensation for district leadership members
- B) K - 12 PLC team time around curriculum, standards and data
 - Adjust student day to create more staff time for PLC's
 - PLC training with staff and administration
 - Create sub-committees
(PBIS, Data, Curriculum, Co-teaching, Leadership, Technology, etc)
- C) Consider Instructional Coaches for Teacher Training

2) Increase Student Achievement

- A) Analyze Student Data
 - Data teams
 - PLC time to interpret data (new PLC format)
 - Manager of data / assessment
- B) Curriculum alignment to standards
 - Continue development of curriculum maps
- C) Provide instruction for all learners
 - Gifted and talented

3) Increase Effective Use of Technology

- A) Clear definite plan for Technology
 - Manager of Instructional Technology
 - Create District Plan
 - Educate Staff on Tech Use
 - Curriculum with Technology
- B) Increase Technology Budget

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