We invite parents, students, staff, and the community to share input and feedback on the draft Strategic Plan recommendations currently being discussed. Please share your comments via email at feedback@christina.k12.de.us or by phone at 302-552-2670. We look forward to hearing from you!

DRAFT
Strategic Plan for Community Input

Christina School District, February 2018
A Focused Plan

Our plan is targeted, inspirational and easy to tell.

CSD attracts and retains students and families and great teachers and leaders

Communications that share our stories and authentically engage us and our community

Learning-centered culture for everyone

Strong, relevant, and comprehensive academic programs that put students on a trajectory for success in life

Processes prioritizing student and staff empowerment

Safe, right-sized, and tech-enabled facilities and infrastructure
The Plan Includes and Addresses Our Vision and Goals

**Vision:**  *Together educating every student for excellence.*

**Strategic Goals**

- Improve Student Achievement, Increase Overall Proficiency, and Narrow the Achievement Gap among Student Groups
- Support a Positive School Climate
- Develop all Levels of Leadership
- Increase Family and Community Engagement
- Enhance Operational Efficiency and Effectiveness
Academics

**Rationale:** Academic programs must attract and retain students and families, help students reach their aspirations, and close the academic performance gaps of all schools in the district.

**Strong relevant, comprehensive academic programs** that put students on a trajectory for success in life.

- Specialized high school programs of study and advanced academic programming to prepare students for college and careers
- Curriculum review and adoption in all core subject areas, K-8
- Using technology to support learning
- Special education structure and processes to ensure instruction and compliance
- Supports for all students:
  - Trauma informed instruction
  - Culturally appropriate teaching and curricula
  - Early learning
  - After school and wrap-around services
  - English language learners
- Time and class size
  - Secondary school start times
  - More time in school for students
  - Review of class size K-8
Culture and Mindsets - Students

**Rationale:** The culture of our district influences learning and growth, as well as how families, students, and staff experience CSD. Students’ social-emotional needs and sense of belonging must be addressed for them to be successful learners. We will build a culture of positive mindsets for student and employee success.

**Learning-centered culture** for everyone.

**Supporting Students:**
- Social-emotional learning integrated into our definition of student success
- Culturally relevant and easily accessible student and family engagement
- Consistent, progressive intervention and discipline procedures
- Coaching, feedback, and modeling effective learning for students
Culture and Mindsets - Adults

**Rationale:** Our culture determines how we learn and grow and how families, students, and staff experience CSD. Our culture must support people in making the adaptive changes needed to implement our strategy—one in which everyone leads with positive mindsets.

**Learning-centered culture** for everyone.

**Supporting Adults:**

- Training and resources to develop individual learning plans to foster employees’ professional growth
- Coaching and modeling effective instruction
- District Professional Learning Plan that is ongoing, aligned with academic programs, and provides sufficient time to achieve mastery
- Professional education for academic and non-academic staff and board members focused on student needs and leadership development
- Growth opportunities for prospective principals and lead teachers
Processes and Support Structures

**Rationale:** Managing change and ongoing improvement is crucial to implementing our strategy. All of our processes must empower people through technology, efficiency, and a customer service approach.

**Processes and structures** prioritizing student and staff empowerment

- Change management and project management to effectively implement the plan
- Human Resources processes and structure
- Customer service training and supports
- Improvements to operational efficiency
- Transportation needs assessment and planning
- Technologies to empower students, families, and staff
Communications

**Rationale:** Communications in our organization is crucial to both the perception of the District and the outcomes we hope to achieve. We must own our narrative, rather than be defined by others. Our brand—how we define ourselves and what we communicate—will be a vital part of building our culture and celebrating our successes.

Communications that **share our stories** and authentically **engage us and our community**

- CSD brand clearly defined and communicated with strong district-wide roll out
- District communications plan includes parent communications, internal communications, media strategies, crisis communications, government relations, and public relations
- Technology and social/new media communications platforms to engage families, students, and staff
Facilities and Infrastructure

**Rationale:** Efficient and well-maintained schools, facilities and infrastructure provide safe learning environments and instill pride in our District and community. Planning for future needs is critical to good stewardship and effective use of resources.

Safe, right-sized, and tech-enabled **facilities and infrastructure**

- School and student safety and security
- Facilities reflecting pride in our schools and creating welcoming places of learning
- District facilities 10-year plan
- Maintenance integrated with facilities planning
- Advocacy for funding policies to meet facilities needs