

Findlay City Schools Strategic Plan: STRATEGY I

We will continually align our curriculum with state standards and effectively utilize data and best instructional practices to help every student achieve a proficient or higher rating on all State of Ohio assessments.

Goal 2: Emphasis will be placed on best instructional practices and assessment, in order to meet AYP targets, with all students scoring proficient or better on the state mathematics assessments by 2014.

Math Strategy 1:

Systemically implement district adopted curriculum and best instructional practices to actively involve and engage all students in the learning process.

DISTRICT ACTION STEPS

- **Provide ongoing professional development for adopted curriculum**
- **Provide professional development on Marzano's best instructional practices**
- **Develop walk-through template that monitors best instructional practices, curriculum implementation, and student engagement**
- **Implement a process utilizing technology to assist in making walk-throughs efficient and effective**
- **Provide professional development for principals on conducting walk-through with new technology**
- **Provide professional development for teachers on the new walk-through process and provide walk-through template**

Math Strategy 2: All teachers will use data from formative assessments to drive instructional strategies and interventions to ensure successful summative assessments by all students.

DISTRICT ACTION STEPS

- **Provide professional development in order to define, identify, and use formative assessments**
- **Provide professional development in order to maximize use of collaborative time to drive instructional strategies (i.e.. Professional Learning Communities)**
- **Build collaborative time and teams in all buildings**
- **Analyze current and develop new formative assessments within collaborative teams**
- **Teach students to set and monitor goals regarding their performance based on individual achievement measures**
- **Differentiate instruction based on individual student formative assessments and goals**
- **Analyze summative assessment data to determine effectiveness of instructional strategies**
- **Provide professional development on differentiated instruction**
- **Teach students test taking skills and implement weekly practice of using these skills**

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GOAL 3: By 2014, Findlay City Schools will provide 21st Century learning environments that are safe and inviting, promote parent involvement and service learning, and set high expectations in order to increase student engagement, graduation rate, and parent satisfaction.

Learning Environment Strategy 1: Model and apply 21st Century technology to design

DISTRICT ACTION STEPS

- Provide 21st Century professional development
- Design and implement assessment tools which utilize 21st Century technology
- Provide teachers and students with 21st Century tools (hardware & software)

Learning Environment Strategy 2: All students will be educated in learning environments that are safe

DISRTICT ACTION STEPS

- Provide activities and educational programs designed to promote alcohol, tobacco and drug awareness and intervention for students
- Provide activities and educational programs designed to promote alcohol, tobacco and drug awareness information for teachers and parents

Learning Environment Strategy 3: Provide materials and other opportunities using a variety of delivery systems to support parents in helping their children achieve academic success.

DISTRICT ACTION STEPS

- Implement ProgressBook in grades 3-5 and expand piloting of the program to include K-2
- Provide ProgressBook professional development
- Expand parent partnerships in improving student learning in reading and math through a variety of avenues (i.e. Literacy Night, mentors, and materials).

Learning Environment Strategy 4: Expand Service Learning in Findlay City Schools.

DISTRICT ACTION STEPS

- **Provide Service Learning professional development for teachers**
- **Provide technical assistance and other resources for Service Learning projects**

BUILDING ACTION STEPS

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Goal 1: Emphasis will be placed on best instructional practices and assessment, in order to meet AYP targets, with all students scoring proficient or better on the state reading assessments by 2014.

Reading Strategy 1:

Identify and implement research-based reading comprehension strategies.

DISTRICT ACTION STEPS

- **Provide professional development on research based comprehension strategies and formative assessments**
- **Develop a walk-through template that monitors best instructional practices in reading comprehension strategies/curriculum implementation**
- **Provide research based professional development on leadership for helping teachers use data driven decision making skills**
- **Educate administrators and teachers on the expectations of walk-through visits**
- **Develop and implement a system for sharing, analyzing, and using walk-through data with teams (i.e grade level, departments)**
- **Teach students test taking skills and implement weekly practice of using these skills**

Reading Strategy 2:

Prioritize the needs of all students and implement a financially supported, systemic, 3-tiered intervention continuum.

DISTRICT ACTION STEPS

- **Develop the systemic 3- tiered structure and interventions needed at each grade level band**
- **Provide professional development on meeting the needs of all students (ie RTI, differentiation, formative assessment)**
- **Develop a monitoring tool to ensure the integrity and fidelity of interventions**
- **Use formative assessments (i.e. progress monitoring, common assessments, diagnostics) to drive instructional decisions**
- **Prioritize and guarantee collaborative time**

Reading Strategy 3:

Implement the board adopted reading curriculum k-12.

DISTRICT ACTION STEPS

- **Provide on going professional development to implement board adopted reading curriculum**
- **Prioritize scheduling of 90 minute uninterrupted instructional blocks of language arts (K-5)**

Findlay City Schools Strategic Plan: STRATEGY 2

We will develop and implement plans to ensure sufficient funding for current and future operations, programs and facilities.

GOAL 1:

Provide and maintain adequate funding (sustainability) for programming, salaries and benefits, and facilities while keeping Fiscal Health in true days cash of at least 50 (spending within our means) and Permanent Improvement expenditures focusing on student safety, security, and educational environment.

DISTRICT ACTION STEPS

Support Intervention Block Grants (general fund, Title, IDEA)

- **Investigate and improve efficiencies for staffing and operation**
- **Investigate Alternative School funding and facilities**
- **Focus facilities improvements for student and staff safety, security and educational environment**
- **Focus on long-term facilities improvements through the ENP and in collaboration with the Ohio Schools Facilities Commission**
- **Continue to develop and implement a 21st Century Technology Plan**
- **Monitor and adjust to the state budget**
- **Investigate and implement efficiencies for staffing and operations**

BUILDING ACTION STEPS

Findlay City Schools Strategic Plan: STRATEGY 3

We will nurture and foster trusting relationships among all members of the school and community partnership in order to improve the communication, understanding and commitment necessary to achieve the mission and objectives.

GOAL 1:

All Findlay City School employees will improve relationships, communication and customer service with our community and staff during the 2009-2010 school year.

DISTRICT ACTION STEPS

- Coordinate, study and use 2008-2009 and 2009-2010 surveys (in house, Gallup, et cetera) to improve relationships and communications (district and buildings)
- Conduct Community Forums – focus on engaging stakeholders
- Increase Central Office personnel visits to buildings (communication, relationships etc.)
- Value diversity and promote understanding (i.e. poverty training) and develop expectations that strategies will be used
- Provide professional development for principals (leadership, technology, data analysis, PLC)
- Celebrate successes and genuinely affirm students, staff and administrators
- Evolve, streamline, and implement more effective communication strategies to families by teachers, principals, classified staff and central office

BUILDING ACTION STEPS

Findlay City Schools Strategic Plan: Strategy 4

We will design a system to assist students in setting, achieving and assessing personally challenging educational goals related to their unique talents, purpose and dreams.

GOAL 1:

Students, teachers and administrators will prioritize, set and implement goals (Achievement, Relationships/Communications, Goal Setting).

DISTRICT ACTION STEPS

- **Hold each staff member accountable for goal setting for himself/herself and his/her students**
- **Provide training, use, and model Quality Tools**
- **Use of the OIP template by principals to update Central Office on a regular basis**

BUILDING ACTION STEPS