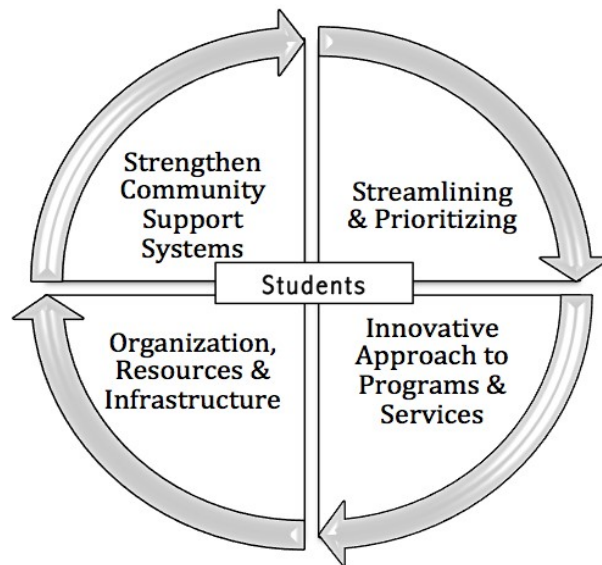


The Best Choice

**Southgate Community School District
Three-Year Strategic Plan
Developed in 2016**

*Submitted by:
The Southgate Community Schools
Strategic Planning Committee*

**Southgate Community School District
Strategic Plan**



Guiding Principle

We will ensure that the best student learning opportunities and outcomes are always our top priority. Every time we make a decision about our teaching, our programs and services or how we use our resources, we will ask the essential question:

What impact will this decision have on student learning?

Objectives

To provide the highest quality educational experience for all students by:

- Creating more confident learners who will persevere and take responsibility for their own learning.
- Developing more competent teachers and administrators who will persevere and meet student growth expectations at high levels.
- Ensuring that teachers have the time, support systems, and resources for student success.
- Effectively matching resources to student learning and ensuring the greatest opportunities for students at all levels, across the district, to succeed.
- Providing families and other community members greater access to relevant information.
- Fostering a positive culture of innovation and community pride.

2016 Strategic Plan Framework

Executive Summary

Strategic Direction:

Streamlining and Prioritizing

Remove barriers that currently divert energy and resources in order to meet student expectations at high levels.

- Research and gather data to identify perceived barriers.
- Analyze data on perceived barriers.
- Develop ways to streamline systems and processes that divert energy and resources.
- Implement streamlined systems and processes.
- Support this strategic direction through oversight by the Central Office Cabinet (Cabinet).

Strategic Direction:

Innovative Approach to Programs and Services

Ensure an educational experience that provides innovative programs and services that respond to the needs of our students.

- Research and gather data to develop innovative courses, programs and services.
- Review and/or enhance the delivery of current courses, programs and services.
- Monitor dashboard progress on the collection of student attendance data, demographic information, and academic growth.
- Support this strategic direction through the continuation of the Instructional Leadership and Data Team (ILDT).

Strategic Direction:

Strengthen Community Support Systems

Provide systems for our students and their families that will support learning and opportunities at all levels.

- Research and gather data on barriers to learning and opportunities.
- Analyze data to identify appropriate community networks and partnerships.
- Utilize communication strategies that ensure all students and families benefit from timely and relevant information delivered through a variety of mechanisms.
- Support this strategic direction through the implementation of the Community Support Team. (CST)

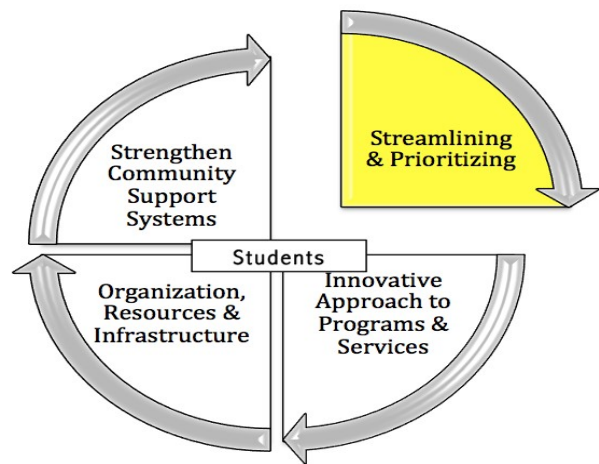
Strategic Direction:

Organization, Resources and Infrastructure

Maintain a strong organizational and technological infrastructure.

- Develop a long-range financial plan that:
 - Ensures balanced budget
 - Utilizes Munetrix for short and long-range forecasting
 - Maintains student services at the highest level
- Bi-annually update the facilities assessment plan to address current project management and future needs.
- Build the mandated 5% fund balance while considering long-range needs.
- Support this strategic direction through the continuation of Financial Input Team (FIT).

Strategic Direction:
Streamlining and Prioritizing



Remove barriers that currently divert energy and resources in order to meet student expectations at high levels.

Strategies:

At the staff, district, and community level,

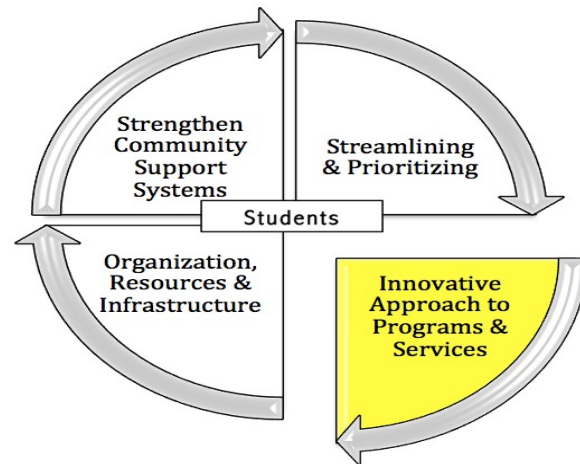
- Research and gather data to identify perceived barriers.
- Analyze data on perceived barriers.
- Develop ways to streamline systems and processes that divert energy and resources (*e.g., employee affidavits were eliminated*).
- Implement streamlined systems and processes (*e.g., AESOP is a live data base for reporting employee absences*).
- Support this strategic direction through oversight by the central office cabinet (*e.g., the development of district-wide registration processes/forms*).

The Cabinet shall consist of:

- *Superintendent*
- *Director of Business & Finance*
- *Director of Human Resources*
- *Director of Curriculum/Federal Programs*
- *Director of Technology*

Others, including staff members, administration, board members, students, parents, and community members, may be asked to contribute to the discussions as needed.

Strategic Direction:
**Innovative Approach
to Programs and Services**



Ensure an educational experience that provides innovative programs and services that respond to the needs of our students.

Strategies

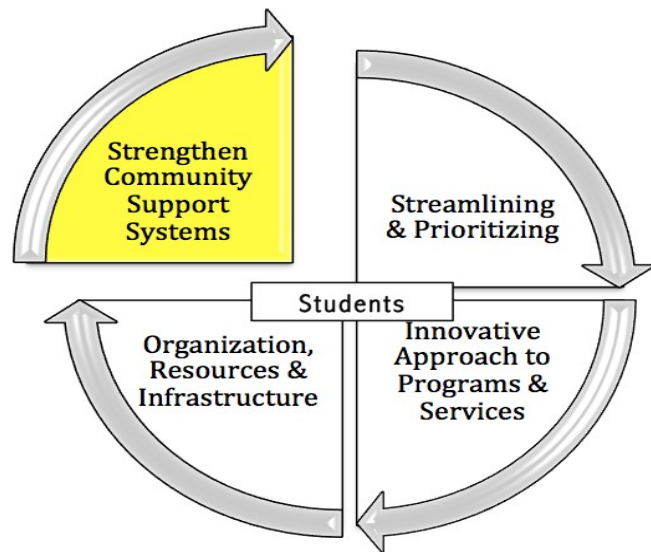
- Research and gather data to develop innovative courses, programs and services.
- Review and/or enhance the delivery of current courses, programs and services.
- Monitor dashboard progress on the collection of student attendance data, demographic information, and academic growth.
- Support this strategic direction through the continuation of the Instructional Leadership and Data Team (ILDT).

The ILDT should consist of:

- *Director of Curriculum/Federal Programs*
- *Elementary, Middle, and High School Principal*
- *Director of Special Education*
- *Adult & Community Education Director*
- *Teachers may include all content areas and represent all levels*
- *Superintendent*

Others, including staff members, administration, board members, students, parents, and community members, may be asked to contribute to the discussions as needed.

Strategic Direction:
**Strengthen Community
Support Systems**



Provide systems for our students and their families that will support learning and opportunities at all levels.

Strategies

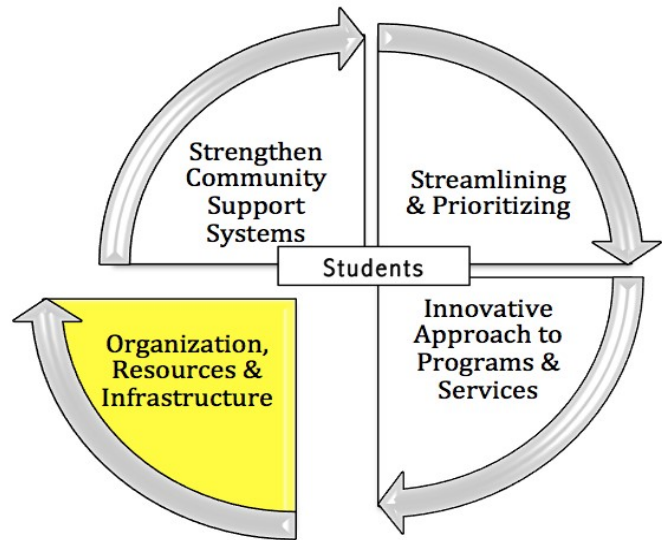
- Research and gather data on barriers to learning and opportunities (*e.g., transportation, school supplies, meals, etc.*)
- Analyze data to identify appropriate community networks and partnerships (*e.g., Guidance Center, Wayne County Great Start Collaborative, etc.*)
- Utilize communication strategies that ensure all students and families benefit from timely and relevant information delivered through a variety of mechanisms.
- Support this strategic direction through the implementation of the Community Support Team. (CST)

The CST should consist of:

- Superintendent
- Assistant Director of Special Services
- Director of Adult & Community Education
- PBS Coordinator
- 2 Board Members
- 2 Social Workers
- School Nurse
- Counselor
- 2 teachers
- 2 administrators
- 1 administrative assistant

Others, including staff members, administration, board members, students, parents, and community members, may be asked to contribute to the discussions as needed.

**Strategic Direction:
Organization, Resources
and Infrastructure**



Maintain a strong organizational and technological infrastructure.

Strategies:

- Develop a long-range financial plan that:
 - Ensures balanced budget,
 - Utilizes Munetrix for short and long-range forecasting
 - Maintains student services at the highest level.
- Bi-annually update the facilities assessment plan to address current project management and future needs.
- Build the mandated 5% fund balance while considering long-range needs.
- Support this strategic direction through the continuation of Financial Input Team (FIT).

The FIT should consist of:

- *Director of Business & Finance*
- *Human Resources Director*
- *2 Board Members*
- *Representation from all bargaining groups*
- *Representation from non-represented employee groups*
- *Superintendent*

Others, including staff members and administration, board members, students, parents, and community members, may be asked to contribute to the discussions as needed.

Implementation
Beginning in September of 2016

It is recommended that the current Strategic Planning Committee will stay intact as the “Implementation Task Force”. The group will meet at least annually in order to ensure district-wide understanding of the plan, monitor, and communicate progress on the plan, and make recommendations for year-two adjustments and beyond.

The Strategic Planning Committee will also be charged with calling all committees outlined in this plan to meet at least annually for review and planning.

Board Approved: