

# Oak Ridge Schools

## Office of the Superintendent



### Administrative Procedure 1.701.1

### School District Planning

## FIVE (5) YEAR STRATEGIC PLAN

The Oak Ridge Schools 5 Year Strategic Plan is evaluated and updated each year by the School Board and the Executive Committee. Executive Committee members meet monthly and as needed to measure progress and adjust action steps using the Forward Together balance scorecard.

ORS Strategic Planning Process:

1. Learning
2. Listening
3. Setting Direction
4. Implementing
5. Listening & Measuring Progress.

### ORS Forward Together

**Goal 1: Academic Excellence:** Through the Portrait of a Graduate, Oak Ridge Schools will prepare all students for college, career, and life success.

Strategy: Focus work on the Portrait Pillars: College & Career Readiness, The 4 C's, Career Options, Digital Citizenship, Life Ready

Individual Accountable for Success: School Board, Superintendent, Executive Directors, School Principals

Measures: Portrait of a Graduate balanced scorecard

**Goal 2: Employee Experience:** Oak Ridge Schools will create a place where people feel valued and enjoy coming to work.

Strategy: Recruitment & retention, personalized professional development, premier workplace

Individual Accountable for Success: School Board, Superintendent, Executive Directors, Supervisors, School Principals, Communication Specialist

Measures: Forward Together balanced scorecard

**Goal 3: Service Excellence:** Oak Ridge Schools will provide stakeholders exceptional services and resources along with communication.

Strategy: Effective and efficient processes that improve accessibility, accuracy, attitude, operations, and timeliness.

Individual Accountable for Success: School Board, Superintendent, Executive Directors, Supervisors, and School Principals

Measures: Forward Together balanced scorecard

**Goal 4: Operational Excellence:** Oak Ridge Schools will utilize collaboration, cooperation, communication, and data in pursuit of continuous improvement.

Strategy: Safe, secure, & sustainable environments, PLCs, Continuous improvement, comprehensive communication

Individual Accountable for Success: School Board, Superintendent, Executive Directors, Supervisors, School Principals, Communication Specialist

Measures: Forward Together balanced scorecard

**Goal 5: Impactful Stewardship:** Oak Ridge Schools will spend funds, time, and resources responsibly that are effectively aligned with district priorities and assure the success of all students.

Strategy: Collaborative Partnerships, systems and process alignment

Individual Accountable for Success: School Board, Superintendent, Executive Directors, Supervisors, and School Principals

Measures: Forward Together balanced scorecard

## BOARD IMPROVEMENT PLAN FOR THE DISTRICT

The Board shall plan an annual retreat with the Superintendent of Schools and appropriate staff. The purpose of the retreat shall be to:

1. Review progress on the implementation of priorities, initiatives, and long-range plans;
2. Determine which goals have been achieved and whether any new efforts are needed;
3. Review major issues that may affect the school system in the future; and
4. Create an annual plan for district improvement.

In discharging that responsibility, the Board has adopted the following goals (ORS Policy 1.700):

### **Goal 1: INSTRUCTION**

1. To promote a plan for the organized improvement of school curriculum, including the transition between elementary and secondary schools;
2. To offer a wide range of career and service opportunities;
3. To promote an integration of academic, physical, social and emotional growth experiences for each student; and
4. To promote the recognition of achievement in all endeavors (example, academic, athletic).

### **Goal 2: STUDENTS**

1. To structure the instructional program to provide necessary alternatives to meet a variety of individual needs and aspirations;
2. To ensure that each student's interests, capacities and objectives are considered in his/her learning program;
3. To help students gain understanding of themselves, as well as skills and techniques in living and working with others and being responsible citizens.

### **Goal 3: PERSONNEL**

1. To promote high quality performance by the staff, including both professional and support personnel;
2. To establish acceptable performance standards for all personnel;
3. To set goals for educator diversity that take into consideration the diversity of the student population;<sup>1</sup>
4. To provide in-service training and professional growth experiences for teachers and administrators; and
5. To maintain an evaluation system for the improvement of the instructional system.

### **Goal 4: OPERATIONS**

1. To make every effort to secure adequate funding for the educational program in support of the stated goals;
2. To maintain an adequate system of fiscal and business management;
3. To develop plans for the efficient use of school facilities; and
4. To ensure appropriate communication between the Superintendent and the Board.

## SCHOOL IMPROVEMENT PLANNING

School Improvement plans are completed on a yearly basis and submitted on the TDOE InformTN Platform. School level plans are based on District priorities and school level data. Throughout the year, school level plans are evaluated and updated during quarterly principal data learning community meetings and measured with the Forward Together and Portrait of a Graduate Scorecards.

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