

Ross School District Strategic Plan

Board Approved: 10/10/12
School Years: 2012 - 2015



Vision

We are a dynamic learning community that keeps the hearts and minds of children at the center of all we do.

Mission Statement

We build upon our small, personalized learning environment and partnerships with parents and community to provide the best educational experience for every child. We will:

- Attract and retain outstanding teachers and staff
- Teach, model and practice ethics, honesty, leadership and respect
- Raise and maintain ample financial resources
- Collaborate with parents and community to increase participation in parent organizations, school events and in the classrooms
- Communicate all relevant school information when appropriate
- Provide a strong academic foundation in which how one learns is as important as what one learns. This includes:
 - Creative thinking
 - Effective communication
 - Problem solving
 - Confidence and courage
 - Leadership
 - Ethics
 - Caring
 - Health and well-being
- Develop innovative teaching methods using technology and research-based best practices

Core Values

The beliefs expressed by our parents, community, teachers and staff:

- Supporting all children to achieve the Ross School Student Profile
- Strong academics and program
- Acknowledging and addressing the individual learning styles of our students
- Excellent teachers as the key to an outstanding education
- Curiosity and a love for learning
- Continuous improvement and innovation
- Teaching and modeling character
- Making a positive difference for others and the world
- Respecting the developmental stages of childhood
- A global perspective
- Strong community support and involvement
- A small community school with small class sizes
- Education as a respectful partnership: student, home, school, community
- Integrity, honesty, transparency and respect
- Decisions based on what is best for children

Student Profile

Ross School students of the 21st century, through their efforts and exposure to rigorous and robust learning and a strong value system will become well-educated. They will become:

1. Critical and Creative Thinkers who will...

...analyze, reflect upon and synthesize information to make effective decisions. Educational experiences will foster students' natural curiosity to discover new insights.

2. Effective Communicators who will...

...confidently receive and express ideas and information. Students will learn a variety of methods to successfully convey their ideas to others.

3. Problem Solvers who will...

...work individually and collaboratively to identify, evaluate and resolve challenges. Students will use problem solving skills to address current, future and global issues.

4. Self-Directed and Resilient Learners who will...

...optimize opportunities and overcome obstacles. Students will be challenged to grow intellectually, socially and physically through persistent effort while developing a passion for lifelong learning.

5. Leaders who will...

...be self-motivated, guided by empathy and open-mindedness. Through teamwork they will explore new ideas, collaborate with others and lead by influence.

6. World Citizens who will...

...conduct themselves in an ethical manner that is community-oriented and world-aware. Educational experiences will foster honesty, acceptance and mutual respect.

7. Caring Individuals who will...

...show kindness and sensitivity for the needs and feelings of others. Students practice attentive listening and will exhibit a personal commitment to appreciate and help one another.

8. Healthy, Well-Balanced Individuals who will...

...value their physical, emotional and intellectual well-being. Students will be inspired and will develop a love of learning to promote self-confidence and self-esteem.

Strategies and Objectives

Strategic Initiative #1: Create a teaching and learning environment that utilizes rigorous curriculum standards, assessments and data driven decision making to ensure high levels of differentiated and innovative learning for all students that measure student progress aligned with Common Core State Standards.

- **Objective 1.1:** Revise the district's curriculum to align with Common Core Math and Reading/Language Arts standards.
- **Objective 1.2:** Develop and implement common assessments that inform instructional practices to allow students to master **or exceed** grade level standards.
- **Objective 1.3:** Develop and implement a technology plan (hardware, software, and infrastructure) to support learning, instruction, and assessments.

Strategic Initiative #2: Create and promote a culture where common goals, trust, respect, attentive listening and collaboration guide our conduct and district decision making focusing on the students we serve.

- **Objective 2.1:** Establish and utilize a central school communication protocol and weekly newsletter – *ePocket*.
- **Objective 2.2:** Develop and implement a common behavioral expectation system for students with clearly outlined consequences focusing on restorative justice practices.
- **Objective 2.3:** Continue to work with parent groups to develop a coherent system of supports for school programs and overall school climate to streamline programs and events.

Strategic Initiative #3: Maximize and prioritize financial and organizational resources to support programs, personnel and facilities to support teaching and learning.

- **Objective 3.1:** Develop and implement internal and external stakeholder communication to build awareness and understanding of the fiscal challenges facing the district.
- **Objective 3.2:** Maintain and develop broad-based campaign to raise sufficient local revenue sources to support district programs beyond the core curriculum.
- **Objective 3.3:** Develop and maintain a capital improvement strategy to ensure long-term sustainability of district facilities and assets.

Strategic Initiative #4: Promote personnel practices to attract, retain and develop the talented educators to create an environment that recognizes and reward excellence and innovation in the classroom and support professional development and opportunities for collaboration to enable teachers to achieve extraordinary outcomes for students.

- **Objective 4.1:** Support professional development opportunities that align with the district initiatives.
- **Objective 4.2:** Develop and implement a professional development plan and timeline to support teaching and learning aligned to Common Core State Standards implementation, developing differentiated instructional strategies.
- **Objective 4.3:** Engage in solutions orientated RSDTA negotiations to promote and develop continuous professional growth to increase innovative teaching and learning.