

NEWBURY LOCAL SCHOOL DISTRICT
STRATEGIC PLAN
Adopted September, 2011

VISION STATEMENT

In partnership with parents and community, Newbury Local Schools will measure excellence by graduates who are lifelong learners, critical thinkers, and responsible community members.

BOARD DIRECTION: Between the adoption of this Strategic Plan and June, 2013, the Board of Education should use a combination of relevant external and internal criteria in a timely, reasonable, and affordable manner to evaluate the educational experience of students and promote a sustained level of high performance by its schools. The Board should open new, and review the effectiveness of all current, channels of communication with students, teachers, staff, parents, and community to assess needs, solve problems, and create appropriate experiences. The Board must also use its resources, where feasible, to market the successes of the district, its staff, and students to help foster an accurate perception of the Newbury Schools among the public.

MISSION STATEMENT:

Newbury Local Schools educates students in a safe and compassionate environment.

CORE VALUES:

INTEGRITY

We will operate truthfully, honestly, and ethically.

COOPERATION

We will foster a compassionate and courteous school environment that encourages mutual support, respect, teamwork, and shared responsibility among students, staff, parents, and the community.

EXCELLENCE

Recognizing that each student is unique, we will continuously improve the way we educate our students so that all have the opportunity to reach their highest potential.

GOAL A: TEACHING, LEARNING, ASSESSMENT, and PROFESSIONAL DEVELOPMENT

1. All instruction of regular education students and students on Individual Education Plans will be grounded in the Ohio Content Standards and regular education curriculum. Teachers will be required to account for student mastery of indicators, and students will be required to demonstrate mastery of benchmarks and indicators.

Measurement:

- a. Frequent formative assessments to measure mastery.
- b. Common assessments at all appropriate grade levels.
- c. Meeting all OAA and OGT indicators.
- d. Meeting Adequate Yearly Progress (AYP) as defined in the most recent reauthorization of the Elementary and Secondary Education Act (No Child Left Behind).

Timeline:

- 1.a. 2011-2012 school year
- 1.b. 2012-2013 school year
- 1.c. 2012-2013 school year
- 1.d. 2011-2012 school year

Responsibility for Goal A. 1:

Superintendent, Principals, Teaching Staff

- 2. Staff professional development will focus on improving the achievement of students on Individual Education Plans in mathematics.

Timeline:

2011-12 school year.

Responsibility for Goal A. 2:

Superintendent, Principals, Teaching Staff

GOAL B: ORGANIZATION, GOVERNANCE, FINANCE

- 1. The district will adopt a strategy to pursue long-term financial stability and viability, making economically prudent use of the funds allocated to it by the community, as well as other resources (grants, donations, etc.) to provide the best educational opportunities for students in a safe, appropriate learning and physical environment.

Timeline:

By end of 2011-2012 school year.

Responsibility:

Finance Committee, Superintendent, Treasurer.

GOAL C: FACILITIES

- 1. The district will develop comprehensive Facilities Master Plans, to assess short-term and long-term facility requirements, with input from and partnership with the community and other stakeholders (employees, local businesses, etc.). The Plans must provide for an environment that supports and enhances the District mission, meets academic program needs, and is safe and functional.
 - a. A short-term master plan will identify items in most urgent need of repair or replacement over the next five years and how to pay for these items.

Measurement:

- (1) Must have community input.
- (2) Paid for by Permanent Improvement Levy or other resources as available.
- (3) Items of imminent safety/liability concern addressed first.

Timeline:

- (1) Short-term Master Plan developed by June, 2011.
- (2) Immediate action items receive Board action by July, 2011.

- b. A long-term master plan will be developed with the goal of renovating or replacing current facilities.

Measurement:

- (1) Must have community input.
- (2) Performed by a professional architectural firm.

Timeline:

- (1) Solicit community involvement; assess priorities by March, 2012.
- (2) Facilities Committee review or renovation/replacement options including cost vs. benefit analysis by May, 2012.
- (3) Presented to public and feedback gathered by July, 2012.
- (4) Long-term Plan Board reviewed by Sept., 2012.
- (5) Long-term Plan Approved by end of 2012-2013 school year.

Responsibility:

Facilities Committee, Superintendent, Board.

GOAL D: COMMUNICATION

The overall goal is developing effective processes for communicating with critical audiences.

1. The Board will determine the strategic messages for both short-term and long-term goals. The Communications Committee will support their dissemination by helping to package the messages in clear and succinct format.

Timeline: begin in June, 2011.

Responsibility: Superintendent, Board Members, and Communications Committee.

2. The Board will determine its key audiences and the best way to establish two-way communication so that messages are broadcast and feedback received in order to continuously fine-tune messaging and respond to issues of interest to stakeholders.

Timeline: by Sept., 2012.

Responsibility: Superintendent and School Board Members.

3. Develop mini-surveys to key audiences in order to measure the effectiveness of strategic messages and understand the issues important to each critical audience.

Timeline: by Dec., 2012.

Responsibility: Communications Committee and Strategic Planning Committee.

GOAL E: SCHOOL CLIMATE

1. Newbury Elementary and Jr./Sr. High School will select and implement a bullying prevention program to improve school climate.
 - a. Train staff in implementation, recognition, and reporting.
 - b. Measure effect on bullying prevention by referrals, student confidential reports, and parent reports.
 - c. Measure effect on school climate through disciplinary consequences and student participation in climate programs/groups.

Timeline: Continuing.

Responsibility: Building Principals, Superintendent, Director of Special Education.

2. Promote an inclusive climate for students, families, alumni, and community members to participate in development of school-based activities and special events.
 - a. Current school support groups will be encouraged/assisted to collaborate with administration, coaches, and school personnel to develop programs to increase school spirit.
 - b. Staff will make efforts to increase student participation in fine and performing arts programs.

Timeline: Continuing.

Responsibility: Building Principals, Superintendent, Faculty, and Staff.

Statement of Intent: Although the Newbury Local Schools will be committed to bringing all parts of this Strategic Plan to completion, the financial stability of the district as described in Goal B may determine whether all parts of all Strategic Plan goals will be fully realized. Some obvious and many unidentified costs will be connected to the implementation of the five main goals. We will, nonetheless, try to realize everything possible within our means.