

**DISTRICT STRATEGIC PRIORITIES SUGGESTIONS**  
**Clinton City Schools**  
**Strategic Priorities**  
**2017-2019**

**Vision:**

The learning environment in Clinton City Schools will be exciting, inviting, involved, flexible, and unified to meet the diverse needs of students, educators, parents, and the community.

**Mission:**

Our mission is to educate all students to their highest level of academic performance and to prepare them to become productive members of society.

**Core Beliefs:**

We believe ALL students are important.

We believe ALL students learn best in a safe and inviting environment.

We believe ALL decisions should be student-centered.

We believe ALL employees should be a positive role model for our students.

We believe ALL parents & community members should be involved in the lives of our students.

Priority Area	Goals	Strategies	Measure	Responsible
<p><b>Strategic Priority #1- High Performing Students</b>            To provide a rigorous, relevant curriculum designed to prepare students for a globally-competitive world.</p>	<p>Goal #1: By 2019, student achievement in all tested areas will increase by at least 15%.</p>	<p>1) PD on Standard Instructional Practices            2) Specific Instructional Coaching in key areas of accountability aligned to School Improvement Plan Goals</p>	<p>1) CCS Walkthrough tool data shows improvement over time            2) Minimum of once per month meetings with instructional coaches and administrators to determine progress</p>	<p>C&amp;I Team, School Administrators, Teacher Leaders</p>

			3) Monitoring of formative and summative data after each benchmark and summative assessment with district action steps in response	
	Goal #2: By 2019, the high school 4 year cohort graduation rate will exceed 90%.	<ul style="list-style-type: none"> <li>1) Continue emphasis at HS</li> <li>2) New procedures for monitoring students who withdraw and/or leave</li> </ul>	<ul style="list-style-type: none"> <li>1) Monitor throughout the year.</li> <li>2) Feedback from MS/HS Counselors and Drop-Out Prevention Coord.</li> </ul>	C&I Team, Student Support Services, School Administrators, Teacher/Counselor Leaders
	Goal #3: Establish and implement a plan that will reduce student discipline infractions.	<ul style="list-style-type: none"> <li>1)</li> </ul>		
<b>Strategic Priority #2- High Performing Staff</b> To employ, retain, and train highly qualified staff who are motivated to affect long-term achievement and lead with twenty first century skills.	Goal #1: By 2019, teacher turnover will have been maintained at a healthy organizational rate of 10%-14%.	<ul style="list-style-type: none"> <li>1) District will provide support for all staff through the use of mentors, buddies, etc. in an effort to retain teachers</li> <li>2) Provide signing bonus and supplement to all qualified employees</li> <li>3) Develop a</li> </ul>	<ul style="list-style-type: none"> <li>1) Teacher Turnover Report</li> <li>2) Exit Surveys</li> <li>3) TWC Surveys</li> </ul>	HR Dept. Administrators

		Recruitment/Retention Plan		
	Goal #2: All professional development will be aligned to strategic priorities.	<ol style="list-style-type: none"> <li>1) District will provide opportunities for staff to attend PD related to the goals of the school and district</li> <li>2) Leave for PD will be approved after ensuring alignment with district and school priorities</li> </ol>	<ol style="list-style-type: none"> <li>1) PD Summary report</li> <li>2) Cost/Benefit Analysis conducted at the end of each semester to determine the value of PD provided and attended.</li> </ol>	HR, C&I Team, Finance, School Administrators
<b>Strategic Priority #3- High Performing Communication</b> To develop and maintain communications and partnerships with all stakeholders.	Goal #1: Maintain communication procedures, to positively promote the district and support students and employees.	<ol style="list-style-type: none"> <li>1) Training of staff on the PR/Communications plan</li> <li>2) Supporting the PR teams at the Schools</li> </ol>	<ol style="list-style-type: none"> <li>1) Analytics on Social Media sites</li> <li>2) Feedback from staff</li> </ol>	PR/Communications Department, CCS Admin, CCS Employees
	Goal #2: Establish and Promote two-way communication between external stakeholders.	<ol style="list-style-type: none"> <li>1) Town Hall Meetings</li> <li>2) Roundtable meetings</li> <li>3) Civic Organizations</li> </ol>	<ol style="list-style-type: none"> <li>1) Civic Memberships</li> <li>2) Number of public meetings</li> <li>3) Follow up surveys</li> </ol>	PR/Communications Department, CCS Admin
	Goal #3: Establish systematic processes for communicating financial transactions	<ol style="list-style-type: none"> <li>1) Train all staff on financial procedures</li> <li>2) Work with individuals to</li> </ol>	<ol style="list-style-type: none"> <li>1) Presenting at Leadership meetings</li> <li>2) Present Budget Amendments to</li> </ol>	Finance Director

	with transparency.	understand individual budgets.	BOE.	
<b>Strategic Priority #4- High Performing Learning Environments</b> To provide an inviting, nurturing, and safe learning environment for all students	Goal #1: By 2019, the average age of digital devices will be 6 years old or less.	<ol style="list-style-type: none"> <li>1) Implement board approved refresh cycle.</li> <li>2) Find and procure applicable grant funding.</li> <li>3) Work with Principals to identify needs and procure competitive quotes for digital devices</li> </ol>	Average age of digital devices (currently at 7.6 years)	Director of Technology, Grant Writer, Administrators
	Goal #2: By 2019, establish systematic process to increase use of digital content and strategies for instruction.	<ol style="list-style-type: none"> <li>1) Identify, communicate and train on use of existing digital content</li> <li>2) Participate in State initiatives to increase access and usage of digital content</li> <li>3) Find and procure applicable grant funding</li> </ol>	<ol style="list-style-type: none"> <li>1) PD Plan and Reports show training in the use of existing digital content and devices</li> <li>2) State Digital Competencies rubrics show increases</li> <li>3) Walkthrough data shows increased used of digital resources for differentiating instruction</li> <li>4) Grant report will show an increase</li> </ol>	C&I Team, Director of Technology, Grant Writer, Administrators

			of procurement of digital content and devices	
	Goal #3: By 2019, at least 75% of maintenance and technology work orders will be resolved within 5 days or less.	<ol style="list-style-type: none"> <li>1) Review/Improve process for assignment/reporting resolution of workorders</li> <li>2) Review/evaluate current staffing levels</li> <li>3) Evaluate alternative workorder ticketing systems</li> </ol>	<ol style="list-style-type: none"> <li>1) Reports from WorkTrakker or newly implemented workorder ticketing system</li> </ol>	<p>Technology Director and department staff</p> <p>Maintenance/Facilities Director and department staff</p>