

North Muskegon Public Schools Strategic Plan 2010 – 2012

Goal Area: **Communication**

Objective: Improve district communication using on-line access to district information

Specific Action Steps	Assigned To	Starting Date	Completion Date	Performance Indicator(s)
Evaluate the current NMPS web page and make recommendations for improvement.	Technology Director	July 2010	December 2010	Survey results and recommendation to school board
Provide staff additional training on how to create and post a web page.	Technology Director	2010-2011 school year	June 2011	Additional staff will post links on schools web page to their own
Using an on-line survey, evaluate the value and effectiveness of the “Bell Ringer” newsletter as a source of information to community members.	Central Office Staff	Fall 2010	December 2010	Survey results and recommendation to the school board
Communicate student and district data to parents and the community in a meaningful way: Annual Report Building Level Summaries District Needs Assessment School Improvement Plans	Admin. Central Office	September 2010	June 2011	All district reports will be posted on the school’s web page for viewing

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Goal: ***Improving Achievement*** “Instruction”

Objective: Teachers will use research based instructional strategies at all levels: DK-12

Specific Action Steps	Assigned To	Starting Date	Completion Date	Performance Indicator(s)
Elementary staff members will utilize professional development opportunities that promote the Units of Writing methodology.	Elementary Principal	Fall 2010	On going	All teaching staff will have been trained.
Staff will receive training how to use the MAISD's IGOR data management system and use that data to adjust instruction. Information gleaned will be used for the 2011/12 School improvement plan.	Building Principals	Oct. Jan. in-service days 2010/11	Reviewed during January in-service date 2011	All teaching staff will have a working knowledge of IGORs abilities and know how to obtain pertinent data.
Staff members will participate in a three year effort to develop and implement “formative” assessment into their courses.	Building Principals Teaching staff	Fall 2010	June 2012	Staff will have participated in the formative assessment offerings held by MAISD
The district will continue to refine the Response to Intervention process and develop it further into the secondary setting. A process for secondary student study groups will be delineated.	Building principals	Fall 2010	Fall 2011	Documents will be produced that describe the RTI process in the district. Principals will make a presentation to the Board
The district will explore additional opportunities for students using technology for credit. (E2020, Mi Virtual University) Board Policy committee will study on line course options being utilized across the state.	Guidance Counselors Policy Committee	On going	On going	

<p>The district will assist and advise needy students with a “credit recovery” program.</p> <p>Made available during the school year and during the summer.</p> <p>Scholarships provided for need based students.</p>	<p>Guidance Counselors</p> <p>HS Principal Business Office</p>	<p>Fall 2010</p>	<p>On going</p>	<p>Students will be identified by counselors. Contact with students and parents will be made in a timely manner.</p>
<p>Staff will participate in professional development activities that assist them with integrating technology into their classrooms and curriculum.</p>	<p>Technology Director CBD consultants MAISD</p>	<p>Summer 2010</p>	<p>Ongoing to 2012</p>	<p>Using multi media in classrooms. Using technology as a school improvement component.</p>

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Goal: ***Improving Achievement*** “Curriculum”

Objective: Students will be provided a rigorous curriculum that meets the needs of all students.

Specific Action Steps	Assigned To	Starting Date	Completion Date	Performance Indicator(s)
<p>Time and Resources will be provided to staff to move the district from the Michigan Grade Level Content Expectations to the National Core Curriculum Content Expectations</p> <p>Release time will be provided to grade level and department level staff.</p>	Admin and teachers	Beginning in the fall of 2010	State of Michigan target date for implementation 2012	Documents will be produced delineating the content expectations for each grade level and subject based upon the Natl. Core Curriculum
<p>Using data, curriculum will be monitored and adjusted to ensure achievement for all ability groups:</p> <p>Differentiated Instruction Opportunities for Acceleration Monitoring at “Risk Students”</p>	<p>Building RTI teams</p> <p>Building level Principals</p>	September 2010	On going effort	Staff will document
<p>Students, parents and the community will have on line access to documents that delineate content expectations for all subjects.</p>	<p>Central Office</p> <p>Technology Director</p>	October 2010	June 2012	<p>Document access will be posted on the school web site.</p> <p>District will transition to the National Core Curriculum Expectations by 2012</p>
<p>Explore new options for “Advance Placement” courses in the high school.</p> <p>Determine potential cost adds, books, materials.</p> <p>Determine enrollment based upon student interest survey.</p>	<p>NMEA EEC</p> <p>High School Teachers</p> <p>HS Principal</p>	January 2011	May 2011	A study team will make presentations to the school board including levels of interest and associated costs
<p>Create a panel of administrators, teachers, and parents to evaluate the impact of the Trimester schedule format and make a recommendation to the Board of Education.</p>	<p>NMEA EEC</p> <p>Admin.</p> <p>Interested parents</p>	November 2010	Feb 2011	<p>Parent and student survey</p> <p>Recommendation presented to the school board</p>

By the start of the freshman year, all students will have an individualized planned program in place that set the course for graduation within four years.	Guidance office	Fall 2010	On going effort	Adequately monitored and adjusted by regular auditing Parents are kept informed
All district stakeholders will be given knowledge regarding the impact of Bullying and how to recognize it and intervene.				
The board will rewrite policy 8260 to better define Bullying and its consequences.	Policy Committee	Feb 2010	April 2010	Approval of Policy 8260 by full Board
Staff will be in-serviced beginning in the fall of 2010 in what Bullying is and how to intervene so as to prevent it.	Admin. to Provide	September In-service days	October 2010 wrap up and review	Staff will be able to define what Bullying is, and how to intervene to stop and prevent it
Elementary students will receive in-servicing.	Elem. Principal Teachers	September 2010	Periodic revisit	Health teacher will conduct a pre and post survey to determine impact
Discipline referrals will be reprinted to include Bullying as an infraction.	Office staff	By the start of school Aug. 2010	September 2010	Updated referrals will be available in September 2010
A definition of Bullying and consequences for those who commit it will be printed in student handbooks.	Admin. using board policy	By start of school 2010	Sept 2010	Students and parents will have an opportunity to review the new policy in the handbook
Administration will examine Mi-Phy Health data to better determine the level of Bullying year to year.	Admin. with counselors, health instructors input	Admin and counselors will begin to review the spring 2010 Mi-Phy test results to determine to what degree Bullying is an issue.	Admin and counselors will review annually the Mi-Phy components that identify student concerns regarding Bullying.	Data will determine the level of Bullying year to year and interventions will be implemented accordingly.

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Goal: ***Maintain the district in a fiscally responsible manner***

Objective: **Finance:** Maximize all sources of revenue

Specific Action Steps	Assigned To	Starting Date	Completion Date	Performance Indicator(s)
Create and successfully implement an action plan for the renewal of the Non Homestead tax levy.	Central office	August 2010	November 2010	Successful passage and extension of the Non Homestead Tax Levy
Examine cost effective collaboration efforts with neighboring districts.	Admin. Business Office	July 2010	On going effort	Increase the number of opportunities for collaboration and sharing costs
Regularly examine programs and courses that are declining or growing in enrollment and make recommendations to reduce, eliminate or expand those programs/courses in a cost effective manner.	Educational Excellence Committee Admin.	Fall 2010	Spring 2011	Admin will make recommendations to the school board

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Goal: ***Maintain the district in a fiscally responsible manner***

Objective: **Operations:** Operate the districts various support departments in a cost effective manner

Specific Action Steps	Assigned To	Starting Date	Completion Date	Performance Indicator(s)
<p>Annually evaluate all contracts and agreements for cost effectiveness and re-bid if a savings can be achieved.</p> <p style="padding-left: 40px;">HVAC Internet/IT Natural Gas purchasing Fuel and Oil Insurance Auditor Custodial Services Telephone</p>	<p>Business Office</p> <p>Maintenance supervisor</p>	<p>Beginning with the summer of 2010</p>	<p>Annual spring review</p>	<p>Presentations to the financial committee or full board.</p> <p>Contracts awarded based upon cost savings and value.</p>
<p>Work collaboratively with the City of North Muskegon's Department of Public Works to help reduce district costs for such things as equipment, transportation site leasing, etc.</p>	<p>Central Office</p>	<p>June 2010</p>	<p>On going effort</p>	<p>Create a new bus depot for NM transportation by Fall 2010</p>