

**A**  
**STRATEGIC PLAN**  
**2017**  
(Revised June 2015; May 2017)

**BELIEFS**

Definition: A statement of the organization’s fundamental convictions, its values, its character.

At Dickinson Public Schools we believe:

- Positive and respectful school environments are essential for learning.
- The quality of the school directly influences the quality of the community within which we live.
- The student shall be at the center of all educational decisions.
- Every student can learn at high levels.
- It is the responsibility of the school district to prepare the learners for the 21<sup>st</sup> century.
- Effective teachers are the key to student success.

**MISSION STATEMENT**

Our mission, as a professional learning community, is to prepare all learners for lifelong success through a rigorous and innovative learning environment.

**VISION STATEMENT**

Empowering All Learners to Succeed

**OBJECTIVES**

Definition: An expression of the desired, measurable end results for the organization.

- 100% of the students will graduate career and/or college ready.
- 100% of students will be provided with a safe and positive learning environment.
- Student learning will guide parent and community involvement.

**STRATEGIES**

Definition: The broadly stated means of deploying resources to achieve the organization’s objectives.

- I. The District will regularly train, implement, and assess current best practices to create a positive school climate and culture.
- II. The environment of all district property will be safe.

- III. All learners will effectively utilize 21<sup>st</sup> Century skills for learning.
- IV. All educators will implement effective instructional practices.
- V. All learners will effectively utilize technology for learning.
- VI. All schools will implement an effective parent/community involvement plan.
- VII. The District will develop active strategies to recruit, train, and retain highly qualified personnel.

## **ACTION PLANS**

Definition: The explicit portion of a given strategy that outlines the tasks required to implement that program.

- I. The District will regularly train, implement, and assess current best practices to create a positive school climate and culture.
  - a. Positive Behavioral Interventions and Support
    - i. Develop common area policies and procedures
    - ii. CHAMPS
    - iii. Renaissance/SMORES
  - b. Crisis Prevention Intervention
  - c. Social/Emotional Learning
    - i. Zones of Regulation
    - ii. Second Step
    - iii. Restorative Justice
    - iv. Complex Trauma
  
- II. The environment of all District property will be safe.
  - a. The District will review the School Resource Officer program for possible expansion.
  - b. The facilities of the school district will be properly maintained. (Appendix A Long-range Facility Plan)
  - c. Major projects and long-range goals for maintenance of the building and grounds will be conducted. (Appendix A Long-range Facility Plan)
  - d. The District will improve security measures in all buildings.
  - e. The District will incorporate environmentally friendly construction and remodeling practices into projects when appropriate.
  - f. The District will incorporate environmentally friendly daily practices in the school district.
  
- III. All learners will effectively utilize 21<sup>st</sup> century skills for learning.
  - a. The combination of North Dakota State Standards, 4 C's of learning, Problem/Project Based Learning, and technology integration will guide classroom planning, instruction, assessment and interventions.

- b. Instructional strategies will be research based and designed to increase student achievement.
  - c. The curriculum shall incorporate cultural awareness.
  - d. Professional development activities shall be provided to the faculty and principals.
- IV. All Educators Will Implement Effective Instructional Practices.
- a. The District shall support the effective practice of Professional Learning Communities.
  - b. The District shall support the effective practice of Multi-tiered Systems of Support.
  - c. Teacher and principal evaluation tools based on improving instruction shall be utilized.
    - i. Data gained from our teacher and principal evaluation instruments shall be utilized to guide professional development.
  - d. Professional development shall be provided to principals and teachers to improve data usage and analysis skills.
- V. All learners will effectively utilize technology for learning.
- a. The technology infrastructure will be assessed and improved to provide high quality access.
  - b. Professional development regarding use of technology for learning will be provided to the faculty.
  - c. All learners will be provided training in responsible digital citizenship. (Revised June 10, 2015)
  - d. It is understood that the Technology Strategic Plan is incorporated into this document (Appendix B).
  - e. The District will define the role of and hire a Technology Integration Specialist for the Dickinson Public Schools.
  - f. Vertical scope and sequence will be developed to implement technology skills and standards.
  - g. Develop and utilize teachers as trainers on the use of technology.
  - h. The District will provide online learning opportunities for learners when appropriate.
- VI. All schools will implement an effective parent/community involvement plan.
- a. Parent and community stakeholders will be provided with district, school and classroom information through various modes of communication.
    - i. 21<sup>st</sup> century communication procedures.
    - ii. Website and/or email.

- b. Schools will develop and implement a plan to increase parent/community awareness about the school curriculum.
  - c. The District will implement outreach programs to increase community involvement in the schools with all stakeholder groups.
    - i. English Language Learners.
    - ii. Senior citizens.
    - iii. Empty nesters.
    - iv. Young families.
  - d. The district and schools will establish and incorporate positive community partnerships into the schools.
- VII. The District will develop active strategies to recruit, train, and retain highly qualified personnel.
- a. The staffing patterns of the school district shall be reviewed to determine appropriate staffing levels for a school district with an increasing student population.
  - b. All newly employed educators will be offered and provided with mentorship which is meaningful and timely in its delivery.
    - i. Recruit highly qualified mentors in all grade levels/content areas.
    - ii. Assign mentors to new teachers according to grade level/content area.
    - iii. Provide ongoing support and training for new teachers at the school and District level.
  - c. An alternative education and/or Day Treatment for all students will be reviewed and implemented as appropriate.
    - i. Expand recruitment and/or train SPED teachers so the ED Center Based Program can be implemented.
  - d. The District will review the need for additional counseling services for at-risk students.

# **APPENDIX B**

## **DICKINSON PUBLIC SCHOOLS TECHNOLOGY STRATEGIC PLAN APRIL 2012**

### **INTRODUCTION**

From January to April of 2012 the Technology Committee reviewed the technology needs and services of the school district. The purpose of the review was to produce a plan for providing appropriate technology for the students and employees of the school district.

The following information represents the work of the committee during these four meetings. The information represents a significant investment of resources by the committee members and school district. Ultimately, this work will guide the technology work of the school district in the coming months. Additionally, it will guide the technology work of the school district in the coming years as the document is reviewed and updated on an annual basis.

### **PARAMETERS**

Definition: Management pronouncements that establish the constraints within which the Technology Committee will accomplish its Mission.

- All decisions of the Technology Committee will support successful achievement of the Mission Statement.
- All technology programs and activities will be consistent with the technology strategic plan.

### **VISION STATEMENT**

- The vision of technology integration at Dickinson Public Schools is to provide technology-rich educational experiences to empower all students to develop their academic, physical, social, personal, and creative skills and to empower teachers with technology-rich educational environments to help structure the student's lifelong learning skills.

### **MISSION STATEMENT**

- By providing a rich environment supported by all district personnel, we empower our students and staff to integrate effective and practical usage of technology into their classroom experiences. Students will be prepared for the 21<sup>st</sup> century work-world with the skills necessary to compete and they will recognize and utilize opportunities in a global society.

## **OBJECTIVES**

Definition: An expression of the desired, measurable end results for the technology services of the school district.

- Technology services and equipment will be equitably provided to all students of the Dickinson Public Schools.
- 100% of the classrooms will have access to 21<sup>st</sup> century technology and software.

## **STRATEGIES**

Definition: The broadly stated means of deploying the resources of the technology department to achieve the stated objectives.

- We will provide 21<sup>st</sup> Century technology learning experiences to all students.
- We will provide 21<sup>st</sup> Century technology equipment and software to all faculty members.
- We will provide 21<sup>st</sup> Century curriculum at all appropriate grade levels.

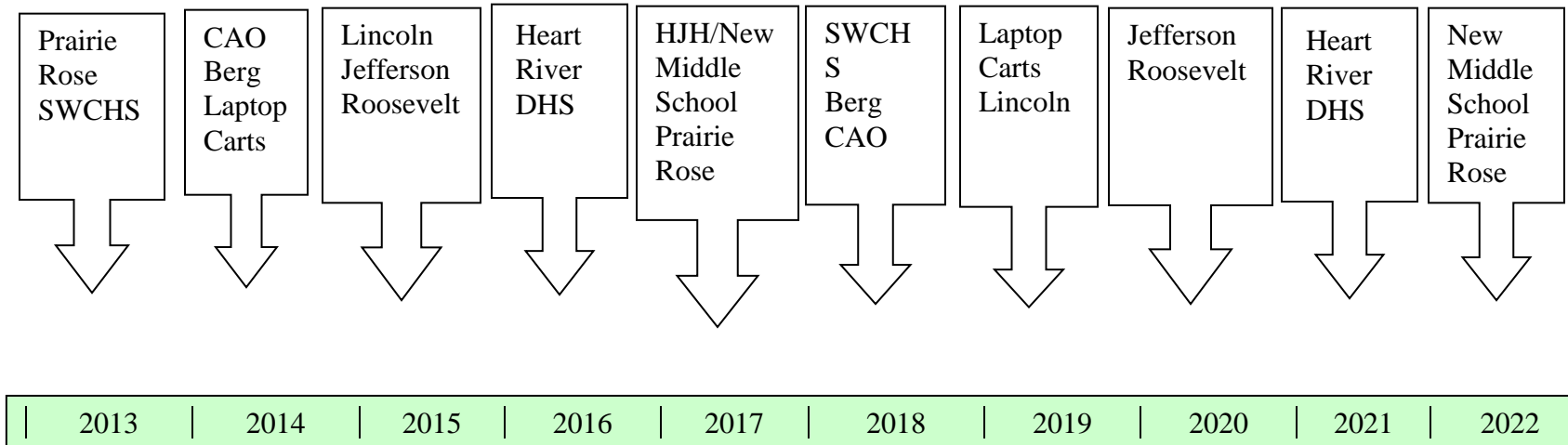
## **ACTION PLANS**

Definition: The detailed description of the specific actions required to achieve specific results necessary for implementation of the strategies. They are statements about the tactics, or what the organization will do, to make the strategies operational.

- We will provide 21<sup>st</sup> Century technology learning experiences to all students.
  - Maintenance of technology vs. technology coach Jr. High/HS or K-6
  - 1-1 initiative
  - Paperless classroom
    - On/line instruction/learning environment
    - Staff
  - Students
- We will provide 21<sup>st</sup> Century technology equipment and software to all faculty members.
  - Technology Integration Specialist
    - Integrate technology into the classrooms
  - Review technology support services
  - Wireless infrastructure
- We will provide 21<sup>st</sup> Century curriculum at all appropriate grade levels.
  - Improve communication infrastructure
    - Website communication

- Useful curriculum document communication tool
- Provide a secure social learning network for teachers and students (e.g. Edmodo)
- Provide a platform for teacher/student collaboration (e.g. EduSocial)
- Teaching platform (e.g. Moodle, Blackboard)
- Teaching shall incorporate technology to provide 21<sup>st</sup> century learning experiences
- Appropriate professional development for all personnel
  - Targeted training
  - Grade level
  - Departmental
  - Different classrooms/departments may have different needs

# Current Computer Replacement Timeline



Currently the DALC is not on any rotation.



# APPENDIX C

## AdvancED ACCREDITATION REVIEW RECOMMENDATIONS

### INTRODUCTION

The Dickinson Public School District is accredited by AdvancED and the North Central Association Commission on Accreditation and School Improvement. Every five years AdvancED conducts an accreditation of member school systems. The most recent accreditation visitation for the Dickinson Public Schools occurred in November 2013. At the conclusion of each accreditation review the review team identifies the “Powerful Practices” and “Required Actions” for the school district. Provided below are the findings of the accreditation review team regarding the “Powerful Practices” and “Required Actions” identified during the most recent accreditation review.

### POWERFUL PRACTICES

- I. Governing Board members ensure that the leadership at all levels has the autonomy to meet the goals for achievement, instruction and effective management of day-to-day operations. (Indicator 2.3)
- II. The teachers in Dickinson Public schools are caring and compassionate advocates who support the students in all educational experiences. (Indicator 3.9)
- III. The district and schools have been fiscally responsible in management of budgets. (Indicator 4.2)
- IV. The district has engaged DLR Group to conduct a comprehensive facilities study and develop short and long range facilities plan with input from the Community. (Indicator 4.7)
- V. The district has been responsive to growth by hiring additional staff to support the needs of students. (Indicator 4.7)

### REQUIRED ACTIONS

- I. Develop and implement a systemic plan that includes stakeholder input in all district-wide committee processes, including facility planning and the strategic plan implementation.
- II. Reassess district level leadership positions to comparable ratios with districts to ensure focused support in classroom technology integration, human resource management and support of building level administrators.
- III. Adopt an evaluation tool for all certified staff K-12 that aligns with the system’s values and beliefs, ensures that approved curriculum is being taught, assesses teacher engagement with all students and uses content specific standards of professional practice.
- IV. Collaborate with all stakeholders to ensure professional development and mentoring opportunities that are aligned with the district’s needs, purpose and direction.

- V. Ensure training of all professional and support staff members to evaluate, interpret and use data to inform instructional and programmatic decisions.