COUNCIL ROCK SCHOOL DISTRICT STRATEGIC PLAN: AT-A-GLANCE

Goal Area One: Student Wellness

Goal Statement: Embed the necessary and appropriate personnel, programs, and practices to promote the social emotional development of our students

Strategy 1: Enhance a consistent K-12 focus on mental health/Social Emotional Learning (SEL)

Rationale for Strategy: Increasing numbers of students are struggling with demands both at school and away from school, and consequently are struggling with any combination of stress, anxiety, and depression; it is important that schools promote emotional, mental, social, and physical well-being, both in addition to and as a pathway to academic achievements

Action Steps:
A. Increase opportunities for student and counselor interactions
B. Implement research-based SEL strategies districtwide
C. Enhance and strengthen suicide prevention and intervention programming and practices
D. Increase focus on nutrition, fitness, tobacco, vaping, drug, and alcohol education

Strategy 2: Implement Positive Behavioral Interventions and Supports (PBIS) in all elementary schools

Rationale for Strategy: By improving the effectiveness, efficiency, and equity of schools, PBIS improves social, emotional, and academic outcomes for all students, including students with disabilities and students from underrepresented groups

Action Steps:
A. Implement data collection and data analysis to evaluate the efficacy of programs
B. Consider interventions for non-responding students
C. Explore the potential of PBIS implementation at the secondary level

Strategy 3: Embrace and incorporate diversity in all of its various dimensions, and continue to build an inclusive and welcoming environment for all students and District stakeholders

Rationale for Strategy: All District students and stakeholders should be valued, and feel valued, in our school community; further, it is imperative that schools prepare students for the diverse, global world they will encounter upon graduation from our school system

Action Steps:
A. Form a District Diversity and Inclusion Team
B. Continue to provide ongoing staff and student training
C. Engage diverse stakeholders to improve recruitment, hiring, and retention of District employees who reflect a diverse society
D. Infuse a diversity lens into the District's curriculum development process

Strategy 4: Study school start times and potential opportunities to delay high school opening times

Rationale for Strategy: The science on adolescent sleep is clear that traditional high school start times do not align with adolescent sleep patterns and, therefore, adolescents tend to not get enough sleep on school nights; delaying high school start times could yield positive dividends for students academically and with their overall wellness

Action Steps:
A. Form a team consisting of students, parents, staff, and community members to study the issue
B. Engage the District community through both educational and feedback opportunities
C. Create a final report and recommendation to the Board of School Directors

Strategy 5: Analyze potential implementation of a revised high school master schedule and opportunities to provide students with additional course options

Rationale for Strategy: A new schedule would potentially provide eight additional opportunities over four years for students to take courses reflective of their interests, passions, and aspirations

Action Step:
A. Form subcommittees consisting of students, parents, and employees to further study the issue, and make a recommendation to the Board of School Directors

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Goal Area Two: Redefining Student Success

Goal Statement: Embed into District culture that academic metrics are relevant to student success, and equally important are indicators that are more holistic in nature; we will plan for continuous improvement and systemic excellence in all areas

Strategy 1: Identify academic and non-academic measures that are hallmarks of student success and serve as guideposts for desired outcomes for all District students

Rationale for Strategy: Identifying and committing our identified hallmarks of student excellence to writing ensures clarity regarding desired outcomes for all District students

Action Steps:
A. Work with varied internal and external stakeholders to create a Profile of a Graduate
B. Reintroduce a CR Scorecard that reflects academic and more holistic indicators of student success
C. Evaluate the elementary report card to determine alignment to grade-level expectations

Strategy 2: Implement Professional Learning Communities (PLCs) districtwide

Rationale for Strategy: By creating structures and systems which empower teachers to work collaboratively and to be responsive to student needs, the District is better positioned to ensure students achieve hallmarks of success

Action Steps:
A. Build time into the master schedule to support teacher collaboration and student interventions
B. Facilitate staff training to deepen understanding of the work of PLCs
C. Develop a system of interventions (MTSS framework) which provides dedicated opportunities for students to receive remediation and enrichment

Strategy 3: Emphasize active student engagement in preparation for 21st century college and a global workforce

Rationale for Strategy: In an ever-changing and increasingly global society, coupled with many future occupations that do not yet exist, it is critically important for schools to actively engage students in learning processes that emphasize 21st century concepts and skills

Action Steps:
A. Provide professional development in innovative and proven practices for engaging students in active, minds-on learning both inside and outside of the classroom setting
B. Enhance districtwide STEAM (Science, Technology, Engineering, Arts, and Math) programming to provide all students with access to STEAM
C. Develop an ongoing fiscally-responsible technology plan which supports use of current hardware and platforms and researches viable emerging technologies
D. Implement Canvas as a consistent Learning Management System (LMS) in grades 7-12
E. Develop additional courses and real-world career experiences at the secondary level to prepare students for post-secondary success

Strategy 4: Develop and implement a comprehensive assessment system which provides data to inform teaching and learning at the student, classroom, and school levels

Rationale for Strategy: In a data-rich environment, a clear and comprehensive assessment system ensures the District has relative and timely data to inform programmatic and instructional decisions at the student, classroom, school, and district levels.

Action Step:
A. Develop and implement a comprehensive assessment system for grades K-12

Goal Area Three: School Safety and Security

Goal Statement: Create the optimal conditions necessary, from both a proactive and reactive standpoint, to result in the continual safety of our students, staff, and other stakeholders who visit our schools

Strategy 1: Ensure the presence of K-12 mechanisms to access mental health resources that effectively support the mental health needs of students and families

Rationale for Strategy: Given increasing mental health concerns, schools and community-based partners must be equipped to provide students and families with access to mental health supports both in school and in the community

Action Steps:
A. Educate students and families about school and community resources
B. Ensure Student Services staff are trained to implement prevention and intervention strategies
C. Reevaluate District student assistance programs, increase awareness of their purposes and accessibility, and ensure staff awareness on when and how to refer students for support services

Strategy 2: Implement ALICE districtwide

Rationale for Strategy: Students and staff will engage in nationally-recognized and research-based proactive, options-based strategies rather than following a passive and static response to a school intruder

Action Step:
A. Provide ongoing staff training and next steps with students over the upcoming four years

Strategy 3: Recreate District Safety and Security Master Plan and school-specific plans

Rationale for Strategy: Student and staff safety is the District's foremost priority; as such, the District must engage in a continuous process of refinement of its master safety and security plans

Action Steps:
A. Collaborate with the four local police departments, other first responders, District security staff, central office and building administrators, and other relevant stakeholders to recreate all existing safety and security plans
B. Continue to consistently collaborate with the four police departments and other first responders as part of the District's Threat Assessment Team
C. Enhance school security through projects beginning in the summer of 2019
D. Consider the adoption of an app for staff communication and reporting
E. Implement a communication plan to educate/re-educate students, staff, and parents of District's safety programs through various means