

School District of Ashland Strategic Plan 2020

Core Values:

Continuous Improvement Respect Innovation Accountability Cultural Responsiveness

Mission:

Inspire and Empower  **LL** Students to Succeed through Innovative Learning

4 Year Goals

Student Success <i>Become the district of choice in the Northland Region, attracting families and businesses to Ashland</i>	People <i>Recruit and retain a high performing employee team by creating a recognized "great place to work" environment</i>	Service <i>Develop and maintain a culture of customer care for internal and external customers</i>	Partnership <i>In collaboration with the community, employers, parents, and other organizations, build a solid support system for students resulting in post-secondary success</i>	Wellness <i>Attend to the whole child, creating balance for intellectual, social, emotional, physical, and mental growth</i>	Finance <i>Allocate resources based on priorities and strategic initiatives in an efficient and effective manner</i>
Goals					
<ul style="list-style-type: none"> All students prepared for post-secondary success in college or career Individual needs of all students are met so they reach their highest potential 	<ul style="list-style-type: none"> Increase employee engagement Retain high performing employees 	<ul style="list-style-type: none"> Increase perception of district department quality of service Parents are provided with meaningful and ongoing opportunities to engage in their child's education 	<ul style="list-style-type: none"> Families choose Ashland because of the performance levels of the district Partnerships are long-term and mutually beneficial; Ashland is nationally recognized for creating a career-ready workforce 	<ul style="list-style-type: none"> Graduates are drug-free and aware of risk factors of alcohol, tobacco, and drug use All students have access to nutritious food, including locally grown food 	<ul style="list-style-type: none"> 80% of funding is directly aligned to student success priorities Maintain a standard fund balance

Measures

Student Success	People	Service	Partnerships	Wellness	Finance
<ul style="list-style-type: none"> ● ACT district mean composite score of 22 ● 100% graduation rate ● All 8th graders proficient in math (state criteria) ● All 3rd graders proficient in reading (state criteria) ● Average Daily Attendance above the state average ● Close the achievement gap for all groups of students scoring below proficiency 	<ul style="list-style-type: none"> ● Employment engagement survey mean at 4.30 ● Employee engagement survey participation at 95% ● Retention rate of employees by level 	<ul style="list-style-type: none"> ● District support services survey mean at 4.30 ● Parent satisfaction survey mean at 4.30 	<ul style="list-style-type: none"> ● All students active in centralized community-wide after school activities ● Community embedded and place-based learning opportunities for all high school students 	<ul style="list-style-type: none"> ● All students participate in at least one program that promotes healthy choices 	<ul style="list-style-type: none"> ● Fund Balance Percentage

Strategies					
Student Success	People	Service	Partnerships	Wellness	Finance
<ul style="list-style-type: none"> ● Students value reading as useful and relevant ● Increase opportunities in career and technical education ● Meet students where they are and provide support from there ● Effective behavior management and academic support systems 	<ul style="list-style-type: none"> ● Develop a system of standard employee input and communication ● Develop a set of standards of behavior for employees aligned to core values ● Develop and implement an Employee Wellness Program ● Reward and recognize high performing employees 	<ul style="list-style-type: none"> ● Create a process and system of support when leaders are out ● Build standard response time for requests and inquiries ● Create department processes to ensure efficiency and effectiveness ● Create new, individualized, and meaningful opportunities for parents involvement ● Provide services equitably between schools ● Standardize clear internal and external communication system 	<ul style="list-style-type: none"> ● Increase 4K and After School Programs ● Central location of activities listed community-wide to keep kids active ● Partner with hospital to create a student-friendly Wellness Center ● Increase opportunities for community/place-based learning (OJT, Shadowing, Apprenticeships) ● Community Engagement Project for all graduating seniors 	<ul style="list-style-type: none"> ● Monitor and maximize mental health status of students ● Increase the amount of locally grown food served in schools ● Increase co-curricular and extra-curricular participation 	<ul style="list-style-type: none"> ● Develop and implement a process to ensure employees have access to transparent ongoing communication about finances of district ● Develop and implement a fund balance policy