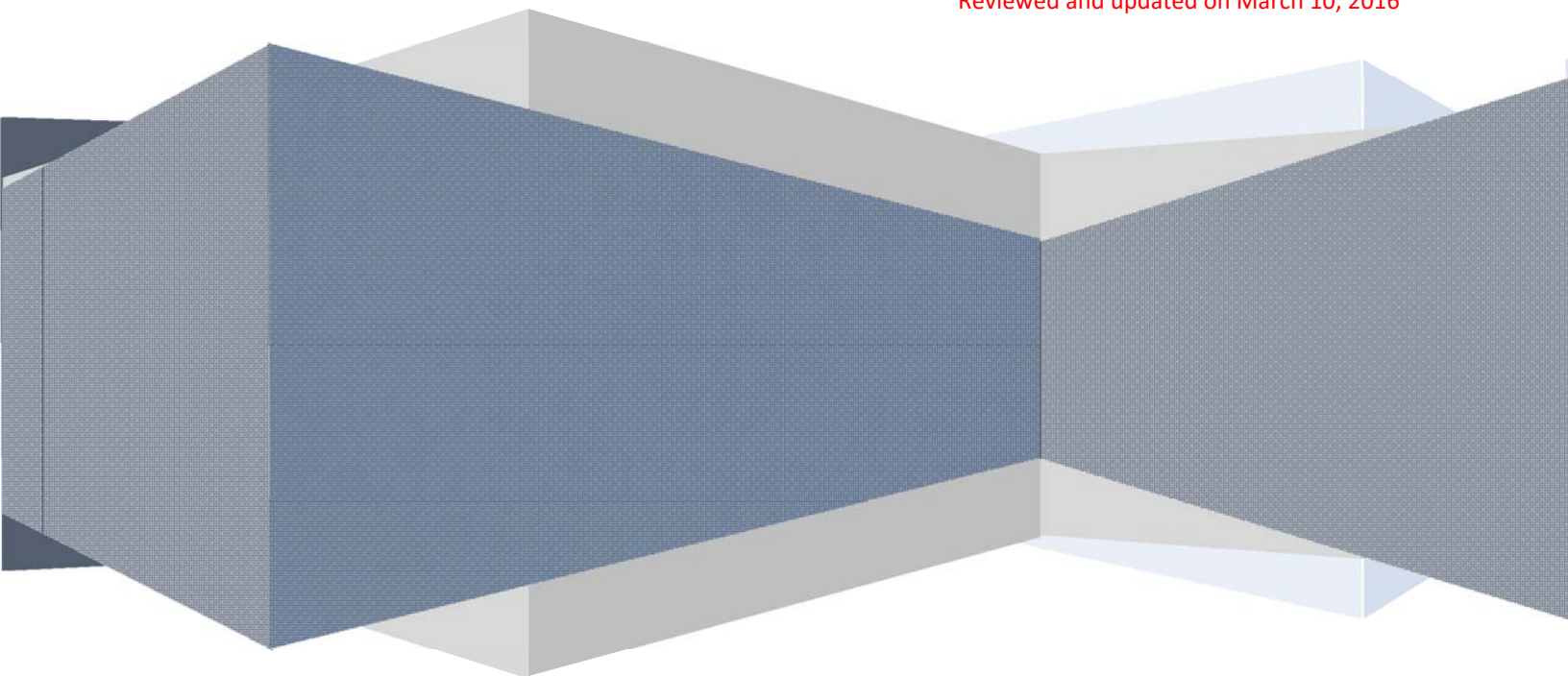


K-12 Strategic Plan

Spearfish School District 40-2

Reviewed and updated on March 10, 2016



Spearfish School District

Vision

Spearfish School District will provide opportunities and challenges for each student to succeed as a lifelong learner in a changing world. The District values a highly trained and committed workforce, continually evaluating and improving their own and student performance. The District recognizes its role as a key contributor to the social, civic and economic foundation of this community. To achieve this vision, we must ignite the hearts and minds of our students, staff, families, the business community and citizens.

Mission

“Empowering All Students to Succeed in a Changing World”

Beliefs

Schools should develop within students a desire and respect for learning as a lifelong process.

Instructional programs, activities, and methods of teaching in the schools should be diverse to meet individual needs, interests, abilities, and learning styles of students.

Educational opportunities and experiences should be provided for students to develop responsible citizenship undertaking roles of leadership and group participation.

Instructional programs should emphasize the development of 21st Century Skills that include analytical thinking, communicating, problem solving, creating and innovating, retrieving and evaluating information, and collaborating.

Opportunities and experiences should be provided that encourage appreciation, the development of skills, and the exploration of talent in music, art, drama, and physical and practical arts.

A learning environment should be provided for students to acquire knowledge and skills to enhance their own physical and mental health, enabling them to accept in themselves and others the importance of feelings, dignity, and self-worth.

Students should be challenged through successful learning experiences at their ability level which will guide them in personal, social, ethical, moral, and psychological development.

District Instructional Goals

The percentage of students proficient in mathematics will increase throughout the school system, as demonstrated by local, state and national assessments.

The percentage of students proficient in English Language Arts will increase throughout the school system, as demonstrated by local, state and national assessments.

The District will continue to refine curriculum, instructional practices, professional development, special programs, and instructional leadership to maximize individual student growth and achievement for college and career readiness.

Spearfish School District

The Spearfish School District's Strategic Plan is a K-12 plan. The word "strategic" implies a conscious effort to develop building level strategies to meet the over-arching goals and objectives of the School District's Plan.

In-depth discussion and exchange of ideas among administration, K-12 teachers, parents, and community members led to the development of the Strategic Plan and will help guide its implementation at each of the following attendance centers:

Mountain View Elementary

West Elementary

Creekside Elementary

Spearfish Middle School

Spearfish High School

Professional Development

Goal: The Spearfish School District will provide a comprehensive professional development program that supports staff and students.

Objective: The Spearfish School District will develop, implement and assess an annual staff Professional Development Plan that enhances instructional methods provided to students.

Action Plan

Steps for Accomplishing the Goal	Responsible Party	Measure of Progress	Time Line
1. Assess			
<ul style="list-style-type: none"> -Collect suggestions for staff development from staff and District/Building committees -Follow state mandates -Address Consolidated Application guidelines -Address building and District AdvancED requirements (School Improvement Plan) 	<ul style="list-style-type: none"> -Superintendent -Principal -Building level Committees -District AdvancED Committee 	<ul style="list-style-type: none"> -Annual staff Professional Development Plan -Staff ideas, staff survey 	All reviewed annually
2. Design			
<ul style="list-style-type: none"> -Provide a variety of professional development opportunities -Develop an in-service schedule 	<ul style="list-style-type: none"> -Superintendent -Principal - Building level Committees -District AdvancED Committee 	<ul style="list-style-type: none"> -Record of professional development participation -Schedule 	All reviewed annually
3. Implement			
<ul style="list-style-type: none"> -Contact and contract professional development providers -Attend training sessions 	<ul style="list-style-type: none"> -Superintendent -Administrators -Teachers and support staff 	<ul style="list-style-type: none"> -Contract -Presentation agenda and session evaluations 	All reviewed annually
4. Evaluate			
<ul style="list-style-type: none"> -Evaluate professional development sessions -Evaluate professional development Schedule -Evaluate record of professional development participation -District Data Retreats -Building Data (K-12) 	<ul style="list-style-type: none"> -District AdvancED Committee -Superintendent -Principals 	<ul style="list-style-type: none"> -Training Session evaluations -Formal Teacher evaluation -Student assessment results -Needs Assessment for following year 	All reviewed annually

Facilities

Goal: The Spearfish School District will maintain a K-12 facilities plan.

Objective: The Spearfish School District will develop a long range facilities plan that meets current/anticipated enrollment and programming needs.

Action Plan

Steps for Accomplishing the Goal	Responsible Party	Measure of Progress	Time Line
1. Assess			
-Collect information on facility needs from stakeholders	-Principals - Superintendent -Facilities Committee -School Board	- Analysis of facilities information and stakeholder feedback	Reviewed annually
2. Design			
- Establish and maintain a short and long term facilities plan	-Facilities Committee -Superintendent -Principals -School Board	-Facility Plan	Reviewed annually
3. Implement			
-Proceed with plan as finances allow and priorities dictate	-Principals -Superintendent -Facilities Committee -School Board	-List of Projects	Reviewed annually
4. Evaluate			
-Compare facility plan with implementation	-Principals -Superintendent -Facilities Committee -School Board	-List of Completed Projects	Reviewed annually

Communications

Goal: The Spearfish School District will maintain a comprehensive plan that ensures communication among all stakeholders.

Objective: The Spearfish School District will continue to facilitate and enhance communications with all stakeholders that will promote increased involvement and awareness.

Action Plan

Steps for Accomplishing the Goal	Responsible Party	Measure of Progress	Time Line
1. Assess			
-Administer the AdvancED survey to parents, staff and students addressing district effectiveness, communication methods and climate.	-Superintendent -Principals -Building Data Committees -District AdvancED Committee	-Survey results	Reviewed annually
2. Design			
-Create strategies for maintaining and enhancing communication	-Superintendent -School Board -Principals -Committees	-Newsletter, website, newspaper articles, SchoolReach, AdvancED survey, and email.	Reviewed annually
3. Implement			
-Proceed with communication strategies	-Superintendent -School Board -Principals -Committees -Teachers	-Newsletter, website, newspaper articles, SchoolReach, AdvancED survey, and email.	Reviewed annually
4. Evaluate			
- Evaluate AdvancED survey data from parents, staff and students addressing effectiveness with District communication methods	- District AdvancED Committee - Building level Committees	- Schedule of meetings that teachers share information. -Survey results	Reviewed annually

Curriculum

Goal: The Spearfish School District will maintain a K-12 curriculum that meets the needs of all students.

Objective: The Spearfish School District will develop educational programs that meet or exceed state/national standards through research-based curriculum offerings and instructional strategies.

Action Plan

Steps for Accomplishing the Goal	Responsible Party	Measure of Progress	Time Line
1. Assess			
<ul style="list-style-type: none"> -Review curriculum alignment with Content Standards. -Inventory local resources. -Identify gaps in existing curriculum. -Administer Local, State and National Assessments 	<ul style="list-style-type: none"> -Curriculum Director/Council -Principals -Staff -ESA -District AdvancED Committee 	<ul style="list-style-type: none"> -Curriculum meetings and in-service agendas -Assessment Standards 	All reviewed annually
2. Design			
<ul style="list-style-type: none"> -Write/revise curriculum and ensure alignment vertically and horizontally. -Match research-based resources, programs, instructional strategies, to curriculum. 	<ul style="list-style-type: none"> -Curriculum Director/Council -Principals -Curriculum Committees -Staff -District AdvancED Committee 	<ul style="list-style-type: none"> -Revised Curriculum Maps -Programs aligned to the Content Standards 	All reviewed annually
3. Implement			
<ul style="list-style-type: none"> -Proceed with revised curriculum based on written implementation plan. -Utilize educational programs that support research and best practices -Incorporate 21st century technology skills -Track coverage of standards through diary analysis. -Maintain current curriculum purchase cycle and meetings 	<ul style="list-style-type: none"> -Curriculum Director/Council -Principals -Staff -Building Curriculum Committees 	<ul style="list-style-type: none"> -Improved student performance as measured by formative and summative assessments -Improved student performance as measured by formative and summative assessments -Calendar of Purchase Cycle -Material adoption Procedures 	All reviewed annually
4. Evaluate			
<ul style="list-style-type: none"> - Continually analyze local and state assessment data to determine curriculum effectiveness. -Host Department of Education Accreditation visit 	<ul style="list-style-type: none"> -Curriculum Director/Council -Principals -Guidance Counselors -Testing Coordinator -Staff -Superintendent -District AdvancED Committee 	<ul style="list-style-type: none"> -Schedule of meetings where teachers share information. -Curriculum alignment -Survey results 	Reviewed annually Every 5 years