



# STRATEGIC PLAN 2008 - 2013

# OXFORD COMMUNITY SCHOOLS

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# Long-range Plan

A long range planning process was initiated in February, 2008 to steer Oxford Community Schools into the 21st century. The strategic planning process was embarked upon by the Oxford Board of Education, and over eighty staff and community members met with the purpose of developing a set of goals and strategies that will serve as a long-range plan for the future of Oxford Community Schools.

We believe that parent, community, and staff input are valuable. Thus, we formed a committee that was representative of our stakeholders to advise the Superintendent and Board of Education relative to the future direction of Oxford Community Schools. The strategic planning committee formed our long range plan. This plan consists of goal statements that address the challenges facing the district, strategies for achieving the goals, action plans for making it happen, and time tables for implementation.

The critical issues and goals established the road map for the next five years as Oxford Community Schools continues to expand the reputation for excellence that has been and will be a hallmark of the district for years to come.



# OCS Strategic Plan

**GOAL #1:** To graduate students who are prepared for ever-changing global opportunities and who embody our core values evidenced by the following Oxford Student Profile/Exit Outcomes

## Strategies

- Analyze current Oxford Student Profile for relevancy and adjust accordingly
- Create awareness of Oxford Student Profile for staff
- Immerse core beliefs into daily instruction

**GOAL #2:** To maximize student achievement through a globally relevant curriculum that promotes excellence in academics, fine arts, and athletics

## Strategies

- Research-based teaching strategies will address the needs of various learning styles
- Curriculum will be monitored and adjusted to ensure student achievement for all ability levels
- Students will be actively engaged in problem solving, discovery, inquiry, innovation and self-directed learning
- Curricular and co-curricular opportunities will be added to meet the needs of all learners in the areas of academics, fine arts, and athletics
- Apply for the Michigan Exemplary Blue Ribbon Award at the secondary level
- Apply for the Michigan Exemplary Blue Ribbon Award at the Elementary Schools
- Create an advanced curriculum for highly motivated and high achieving students that will help them achieve their potential

**GOAL #3:** To create a model global learning community

Strategies

- Introduce new language classes and create a hiring plan and a financial plan for retention of new programs
- Develop a feasible and an effective program to offer a second language to all students beginning in the early elementary grades
- Identify key components of global education that will be implemented in our curriculum and in our instructional practices
- Additional pre-engineering and technology education courses for middle school and high school students should be researched, developed, and implemented communicate new initiatives in global education to promote understanding and support
- Actively recruit international and culturally diverse staff
- Outfit every classroom and school with the technology necessary to support global education
- Develop and implement a Professional Development plan focused on global education for all staff
- Send key administrators and staff members at all grade levels to conferences, schools, etc to explore existing global education programs, such as the International Baccalaureate program for K-12

**GOAL #4:** To create an organizational structure that supports meaningful, effective, and efficient changes in curriculum and changes in instructional practices

Strategies

- Provide staffing to support elementary and secondary curriculum needs and to support professional development
- Create the structure and process for providing teacher leadership opportunities in curriculum and instruction (PreK-12)
- New high school Trimester schedule implementation
- Restructure curriculum organization and processes
- Professional development and/or additional common planning time for teachers to discuss student needs, instructional practices, and curriculum planning (i.e. PLC)
- Modify the high school's current course of study to meet the new standards and graduation requirements as defined by MDE and the Oxford Community Schools Board of Education

**GOAL #5:** To develop a seamless, research-based curriculum and instructional practices that will inspire and engage all students to achieve their maximum potential

Strategies

- Provide time and training for curriculum and best instructional practice
- Provide training in best practice assessment
- Develop common assessments in all K-12 curriculum
- Provide time and training to analyze assessment results to improve instruction
- Study and assess results and benefits of the strings program under the leadership of Dr. Culver from the University of Michigan (4 years).
- Restructure the district's math curriculum to assure a unified K-12 math program

**GOAL #6:** To establish and maintain developmentally appropriate learning communities that meet the needs of all students

Strategies

- Explore grades 5-6 and 7-8 configurations with possible school within a school, multi-age programs and other grade configurations as the district grows
- Work with facilities / master plan committee to develop a better understanding of instructional space needs

**GOAL #7:** To create effective and authentic communication of student achievement

Strategies

- Develop more authentic reporting systems
- Language of assessment and evaluation strategies should be clearly understood by parents, students, and all stakeholders

**GOAL #8:** To have facilities of excellence, incorporating the elements of a secure, celebrated entrance that leads to evolving worlds of learning

Strategies

- To develop a task force to advise the school district relative to current facility needs for providing learning activities in a quality learning environment. This advice should include the following areas: site issues, code issues, environmental issues, security/safety issues, student capacities, special needs issues, instructional & curriculum issues, athletic issues, fine arts issues.
- To work with a steering committee to address the needs of the district including but not limited to: instructional and curriculum issues, athletics, fine arts, public relations, grade structure/space considerations, special education, population forecasts, township and village master plans, mandated programs, transportation needs, technology plan, and child care programs/facilities.

**GOAL #9:** To attract and retain highly innovative, dynamic, dedicated, and skilled staff

Strategies

- Use the new performance appraisal tool with all staff annually to maintain and improve staff
- Review labor contracts and negotiate modifications that best serve the needs of students
- Convey to staff the positive aspects of our new performance appraisal plan as a personal growth tool
- Prioritize professional development opportunities; Assure relevancy and compliance with State mandates

**GOAL #10:** To create a school community that builds a foundation of selfless, global leaders where administrators serve teachers, teachers serve students, and students serve the world through academic, athletic, and artistic excellence

Strategies

- Superintendent explains the concept of selfless leadership to every employee of the district
- Create leadership teams to deliver the vision of selfless, global leadership
- Create a consistent leadership development program for administrators, staff and support staff
- Evaluate all staff leaders based on the new documented performance appraisal process
- Explore opportunities for community service programs where students actively participate in appropriate school planning processes, curricular, and extra-curricular activities, which may include the following ideas: school board liaison, student judicial system, and building level student government
- A new performance appraisal instrument for teachers and support staff will be implemented

**GOAL #11:** To embrace the community while working together to achieve common goals and plan future endeavors

Strategies

- Develop effective and inviting methods for communication
- Develop partnerships within the community
- Maximize trusting relationships between school, home, and community
- Explore opportunities for active parental involvement at all levels
- Develop opportunities for the school and community to collaborate in supporting the development of responsible, selfless, and global leaders.



# Strategic Planning Committee

Facilitator:	Dr. Emmett Lippe	Bill Spargur	Brad Bigelow	Diane Sands
Co-Chairs:	Robert Martin Carol Micol	George Spencer Dr. Mary Stein	Karen Bissett Chad Boyd	Dan Sargent Mike Schweig
Committee	Christine Stephens Joe Young	Joyce Brasington Jeff Brown	Patty Silorey Debbie Stout	Mike Sudroveh Jean Swartzmiller
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	Jerry Brand Rod Charles	Marsha McMunn Jordan Murray	Melissa Flanagan Jim Gibbons	Glenda Williams Shanie Williams
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	Jack LeRoy Rev. Doug McMunn	Jean Precour Julie Schoenherr	Robert Murray Kurt Nuss	Carol Mitchell Colleen Schultz
	Dr. Mark Orchard Lt. Larry Perry	Chris Selley Dawn Williams	Neil Peruski Charlene Podzikowski	Sue Tombrella
	Rev. Michael Schulz Ben Schneider	Marion Barran Dacia Beazley	Jean Popa Bud Rowley	
	Helen Smith	Bruce Biebuyck	Denise Sanderson	



## OXFORD COMMUNITY SCHOOLS

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### VISION

Creating a World-Class Education Today to Shape Tomorrow's Selfless, Global Leaders

### MISSION

The mission of Oxford Community Schools is to provide a world-class education that challenges all students to achieve their maximum potential and prepares them to succeed in a global society.

### LEARNER OUTCOMES

- Continuous Learners
- Effective Communicators
- Problem Solvers
- Responsible Community Members
- Quality Producers
- Knowledgeable
- Inquirers
- Principled
- Open-minded
- Risk-takers
- Balanced
- Reflective
- Thinkers

### CORE VALUE OUTCOMES

- Responsibility
- Loyalty
- Compassion
- Selflessness
- Respect
- Integrity
- Dedication
- Perseverance