

Integrated Strategic Action Plan Creston School District #9 2024 - 2027

The Creston School District Strategic Plan has been developed as a result of consultation with a range of stakeholders including parents, teachers, teacher's union, staff, students, community members, and trustees. Strategic planning plays a vital role in the continuous improvement efforts of our school. The strategic plan is a living document that is guided by our vision, mission, and core beliefs and provides the framework which will guide us over the next three years. It is the assessment of where we are and the vision of where we want to be.

We aim to provide a supportive educational environment where our students' academic, social, physical, and emotional needs are developed and enhanced. Our strategic plan was developed with the understanding of how learning best occurs, the role of the teacher as facilitator, the need for a safe and supportive learning environment, the increasing use of technology both within and outside the classroom, and the need for an effective and relevant curriculum. We include goal statements that describe the results we want for our students, staff, families, and community. The goal statements include the specific action we are taking to reach our goals.

VISION STATEMENT

To inspire and empower all students to become lifelong learners.

MISSION STATEMENT

We provide a nurturing and inclusive learning environment, along with high quality education, that fosters a passion for lifelong learning. We are committed to empowering students to become responsible, engaged communicators who make a positive impact on their community. We work in cooperation with parents and the community for the success of all learners.

CORE BELIEF STATEMENTS

1. Our school is focused on the individual growth of each student.
2. We value family, relationship, and community.
3. Student independence is encouraged and maximized for success.
4. Our goal is for each student to reach his or her full social, emotional, and academic potential.
5. Creston School students are responsible, well-mannered children who are ready for the future and know how to excel.
6. Creston School focuses on student-centered, individualized instruction with small class sizes, a literacy-based curriculum, and high standards for staff and students.

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Goals

By inviting community members, parents and staff to participate in the strategic planning process we discussed what kind of school we wanted to create for our students working collaboratively together to achieve our goals. This is a progressive journey; one that will be visited on an annual basis. Together we created **goals** for our district and the action we can take to move closer to accomplishing these goals.

Goal #1

Academic Excellence Goal: <i>By the end of each academic year, all students will show growth in ELA and mathematics based on district and classroom assessment data.</i>	1. Staff will monitor student progress using district and classroom assessment data to ensure students are making progress. a. For students who are not making progress or may benefit from enrichment, a plan will be implemented to create interventions and extensions of learning. 2. Staff will implement Creston's MTSS (Multi-Tiered Systems of Support) for academic support for all students. a. Using data from district and classroom assessments, students that need additional support will be supported with interventions from the classroom, or Title I teacher as described in Creston MTSS. 3. Staff will implement Creston's Indian Education for All Plan 4. Staff will implement Creston's Gifted & Talented Education Plan to meet the varied needs of our learners. 5. Creston will manage open enrollment based on policy 3141 and its impact on the Strategic Plan. a. The Board will review out-of-district applicants as described in policy 3141 on Open Enrollment. Trustees will determine if we are able to accept out-of-district students based on the impact additional students would have on our ability to meet quality education standards for our resident students. b. The District may accept nonresident students in a class unless the approval would result in exceeding 90% of accreditation standards in Kindergarten through 2nd grade and any multigrade class, and 70% of accreditation standards in 3rd through 6th grade of the class size standards in 10.55.712 and 10.55.713, ARM. c. Prioritization will be given to students who attended the district the preceding year. d. Prioritization will be given to students who have siblings attending school within the district.
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Goal #2

Health and Safety Goal: <i>We will create and</i>	1. We will implement social and emotional learning programs and practices that emphasize a focus on well being. a. Staff will facilitate a Character Education curriculum.
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<i>maintain healthy and safe learning environments that promote excellent academic achievement and emotional well-being.</i>	b. Staff will facilitate classroom discussions to promote positive mental health and well-being. 2. Staff will build healthy relationships with students and families and create a climate where students feel safe, valued, and supported. 3. Students will participate in cross-grade level interactions to establish a climate and culture that makes each student feel valued and respected. a. Staff will select buddy classes for reading and math to build safe, respectful relationships between grade levels. 4. Staff will implement Creston's MTSS for behavior. a. Creston students will understand the benefits of positive behavior which will be displayed through time on-task. b. Refocus forms will be used to track the incidents of behavior and will be treated as learning opportunities for student growth.
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Goal #3

Highly Effective and Well-Trained Staff Goal: <i>By investing in people, we recognize that student learning depends critically on the quality and effectiveness of Creston's staff. By the end of each academic year, teachers will demonstrate proficiency or above based on the evaluation tool.</i>	1. We will implement a Professional Development Plan with input from staff for the continued growth and progress of the staff and students. a. Professional Development Plan 2. We will provide ongoing education, mentorship, and professional development for all certified staff. a. New certified staff will be assigned a mentor. b. The mentor will meet with the new teacher on a consistent basis to provide feedback and support. 3. Staff will monitor student progress using district and classroom assessment data to ensure students are making progress. a. For students who are not making progress or may benefit from enrichment, a plan will be implemented to create interventions and/or extensions of learning. 4. We will continue to strengthen the process to compensate employees competitively and equitably. a. An annual review of the budget will be completed. 5. Creston will manage open enrollment based on policy 3141 and its impact on the Strategic Plan. a. The Board will review out-of-district applicants as described in policy 3141 on Open Enrollment. Trustees will determine if we are able to accept out-of-district students and will prioritize applications from students whose parent or step-parent is an employee of the district to support recruitment and retention of high-quality staff.
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Goal #4

Family/Community Partnership Goal: <i>Creston School welcomes all families as partners for student success and we fully engage our parents, community and staff in the education of our students. By the spring of 2027, we will see an increase in the percentage of families participating in school/district events.</i>	1. Staff will monitor student progress (using district and classroom assessment data) to ensure students are making growth/progress and relay that information to parents. a. Staff will communicate to parents in writing about their students' progress at least 3 times per year. b. For students who receive specialized services, the parent will receive information about student progress at least six times per year. 2. We will establish opportunities for effective two-way communication. a. We will use a range of methods including but not limited to email, phone calls, Friday folders and conferences to maintain ongoing positive, two-way communication with families. 3. We will conduct a comprehensive needs assessment to engage stakeholders in providing feedback regarding the district. 4. We will establish consistent opportunities for family engagement through Creston's Family Engagement Plan. a. Family Engagement Plan b. Sign-in sheets will be used to determine percentage of family engagement 5. We will ensure family-friendly access to district policies, procedures, and forms. a. All policies will be posted on the website for easy access to families.
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Goal #5

Fiscal Responsibility/ Operational Efficiency Goal: <i>We will implement processes to ensure operational efficiency and align resources with strategic priorities as evidenced by audits.</i>	1. We will ensure that resources are allocated equitably in line with the needs of our students, our school, and the priorities established by our community. 2. The district and stakeholders will develop a long-range facilities plan. 3. Creston district will provide opportunities for staff and the community to participate in district-level committees. 4. Creston will manage open enrollment based on policy 3141 and its impact on the Strategic Plan. a. The Board will review out-of-district applicants as described in policy 3141 on Open Enrollment. Trustees will determine if we are able to accept out-of-district students based upon accreditation class size ratios and physical building space as determined by building codes.
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Conclusion

The entire community of Creston School embodies a passion for excellence and equity in carrying out our vision, mission, and core beliefs. We are a place of learning that is committed to educating the whole child. We ensure students will feel safe, supported, and respected. We understand it is critical to recruit and retain high quality staff who are committed to providing all students with the knowledge and skills they need for future success. We understand the importance of partnering with our families and community to increase student engagement and a passion for learning. Remaining transparent and demonstrating responsible stewardship maintains our public's trust. Creston's strategic plan is used by the Board of Trustees, school administration, staff, and community partners to strategically chart a course today that will ensure the full educational potential of every child.

Thank You 2023-24 Committee Members

Rachel Bodick, Pauline Davidson, Megan Derrington, Nevada Hafer, Gary Mahugh, Teresa Mumm, Jordan Potti, Kevin Skinner, Rachel Stevens