



Strategic Plan 2023 – 2028



Success Driven. Grow. Excel. Achieve.

A Community Commitment

Strategic Planning Committee

Eric Lows, Superintendent
Janet Platt, Director of Curriculum and Instruction
Shawn Spindler, Business Manager
Steve Hamlett, School Board Member
Kelli Gentrup-Pettit, School Board Member
Scott Willoughby, School Board Member
Steve Ohlhaut, South Dearborn High School Principal
Curt Borntrager, South Dearborn High School Assistant Principal
Sam Melton, South Dearborn Middle School Principal
Leanna Phillippe, Aurora Elementary Principal
Patricia Johnson, Aurora Elementary Assistant Principal
Kyle Miller, Dillsboro Elementary Principal
Mary Bailey, Manchester Elementary Principal
Carrie McCune, Teacher
Krista Hensley, Teacher
Patrick Ballard, Teacher

Strategic Planning Committee Meeting Dates

September 21, 2022	November 9, 2022
October 19, 2022	November 30, 2022

Strategic Planning Committee Approval Date

December 20, 2022

Vision Statement

SDCSC shares its commitment to ensuring all students GROW, EXCEL, and ACHIEVE in an environment that is SUCCESS DRIVEN. Every public board meeting begins with attendees reciting the vision statement and ends with the opportunity for public comment.

Purpose Statement

South Dearborn Community School Corporation is a leading school corporation with a shared commitment to a continuous improvement process that engages and challenges all stakeholders. Students are immersed in a rigorous, personalized curriculum supported by a 21st century learning environment. A culture of excellence is sustained with a dedicated team working collaboratively toward common goals. South Dearborn is fiscally responsible and provides a safe and secure learning environment where parents choose to send their children and staff desire to work.

Mission

Success Driven -- Grow. Excel. Achieve.

Five Elements of Strategic Planning

1. Students
2. Families
3. Staff
4. Community
5. Corporation

Students #1

Goal Statement: All students are college and career ready.

- All students will graduate with a post-secondary pathway or plan
- Students will demonstrate employability skills, digital citizenship, and social skills.
- Students will meet with at least one SDCSC staff annually to discuss progress.

Annual Objectives:

Graduation and Post-Secondary Pathways

- Ivy Tech meets with students individually to plan for life beyond high school.
- Provide opportunities for career exploration and awareness through local partnerships. (career center, universities, military, industry, businesses)
- Embed career exploration into existing curriculum.

Employability Skills, Digital Citizenship, and Social Skills

- Incorporate digital citizenship standards into weekly lessons in grades K-6.
- Establish and maintain partnerships with local social support services to provide school programming such as Think Smart Stay Safe, Kids on the Block, and Child Abuse Prevention.
- Students participate in academic and personal goal setting.
- Embed employability skills into existing curriculum.
- Implement a system to monitor, measure, and track student employability skills.
- Expand internship and work study opportunities.
- Utilize Problem-Based Learning instructional framework K-12.

Performance Indicators and Targets

- 75% of high school students will complete at least one post-secondary course prior to graduation.
- SDHS will achieve an annual graduation rate higher than the state average.
- 85% of students in grades 6-12 will report having opportunities to learn employability skills, digital citizenship, and social skills.

Students #2

Goal Statement: All students are engaged learners.

- Students will be provided relevant, rigorous, and stimulating instruction.
- Students will demonstrate growth and progress on state level standards.
- Students will have access to diverse course offerings, activities, and ECAs.

Annual Objectives:

Relevant, Rigorous, and Stimulating Instruction

- Ongoing professional development opportunities for project-based learning is provided.
- The Leader in Me framework teaches the students the skills to be successful in all areas.
- Differentiated instruction is provided to meet students at their current skill level.

Growth and Progress on State Level Standards

- Schools will continue to analyze student performance data, set improvement goals, and identify strategies to improve student learning through grade level meetings, data committee meetings, and department meetings.
- Progress monitoring takes place for students.
- NWEA testing provides baseline data regarding student performance as it relates to the mastery of skills and growth at the beginning, middle, and end of the year.

Diverse course offerings, activities, and ECAs will be established.

- School officials will conduct annual meetings with the teachers' association to review ECA positions, assignments, and additions to the contract.
- Continued discussions with Ivy Tech and the Southeastern Career Center will occur annually to establish pathways for post-secondary education or employment.
- Yearly review of the SDMS and SDHS Curriculum Guide will be conducted and explained to students.

Performance Indicators and Targets

- School specific improvement plans outlining strategies to improve student learning and close achievement gaps will be presented for board approval each fall.
- 80% of middle and high school students will report having access to diverse course offerings, activities, and athletics as measured through student surveys.
- 70% of middle and high school students will report participating in at least one school sponsored activity, club, or sport.

Students #3

Goal Statement: All students are safe, respected, and valued.

- Students are physically, emotionally, and socially safe while at school.
- Students are valued for their unique backgrounds and talents.
- Students are known by their teachers, staff, and peers.

Annual Objectives:

Student Safety and Security

- The school corporation safety committee meets quarterly to discuss school safety and ensure compliance with school safety policies and procedures.
- Schools conduct safety drills per state statute and South Dearborn policy.
- Students feel that they have a voice and can express their thoughts and opinions without consequences.
- Students participate in *Leader in Me* curriculum

Valued Students

- Students are recognized through various programs at all levels.
- Students are provided with opportunities to grow and showcase their talents through extracurricular activities and other school related functions.

Student Relationships

- The superintendent meets quarterly with the SAC or Superintendent Advisory Committee to seek student input and engage students in meaningful discussion on school issues.
- The middle school and high school will facilitate a program to ensure all students are matched with an adult they would be comfortable discussing challenging issues.
- Freshman will be matched with upperclassmen to be mentored.

Performance Indicators and Targets

- 90% of students surveyed will report feeling safe and welcomed at school.
- Schools will maintain at least a 95% attendance rate.
- Corporation suspension and expulsion rate will be below 5%.

Families

Goal Statement: All families are key stakeholders

- Families are welcomed and invited to provide ideas, input, and feedback.
- Families are engaged in helping their students be successful.
- Seek family feedback to shape decisions.

Annual Objectives:

Family Input

- SDCSC will conduct annual family surveys to seek input from families and identify areas of strengths and improvements.
- SDCSC holds annual parent-teacher conferences and open houses.
- PTO meetings are held routinely at the elementary school along with booster club meetings at the high school.

Family Engagement and Communication

- School and corporation websites provide relevant and timely communication to our stakeholders.
- Scheduling and orientation meetings are occurring with parents at the middle and high school.
- Family nights at the elementary school are held throughout the school year.
- Kindergarten registration occurs each spring at the elementary buildings.
- Ongoing communication occurs daily through Skyward, Class Dojo, social media, and newsletters.

Allow Family Feedback to Shape Decisions

- Feedback from parents guide decision-making.
- Community Roundtables are scheduled with stakeholders to gather feedback.

Performance Indicators and Targets

- 80% of parents/guardians report that teachers and administrators are responsive to concerns.
- 80% of parents/guardians report having opportunities to engage with schools to help their children succeed.
- 80% of parents report having opportunities to learn about and provide input on district and school programs.

Staff

Goal Statement: All staff members are safe, respected and valued professionals.

- All employees feel valued for their contributions as an educator, support staff and administrator.
- Staff are contributors to high functioning, collaborative teams who examine data to plan, improve and innovate.
- All employees are provided opportunities to learn and grow in a safe, positive environment.

Annual Objectives:

Staff Recruitment, Hiring, Retention and Valuing Staff

- SDCSC attends job fairs for both classified and certified staff.
- Social media platforms are used to advertise openings to potential candidates.
- Provide competitive salary and benefits to all staff.
- *Staff Knight* is held annually to promote services afforded to staff throughout the district.
- Leadership points are awarded to those who meet the language outlined in the master contract.
- Culture committees recognize staff for special achievements at the building level.

Staff Value, Voice, and Recognition

- SDCSC continues to foster professional relationships with SDEA to negotiate mutually beneficial, collective bargaining agreements.
- All teachers have the opportunity to serve on building level teams and/or district level committees.
- Staff appreciation events are held each spring along with staff recognition opportunities.

Staff Training and Professional Growth

- Annual trainings are provided and tracked through Vector Solutions.
- Onsite PD coaching is available to staff on a wide variety of teaching strategies and techniques.
- PD is purposefully planned and aligned within our school calendar regarding corporation initiatives.
- PD is focused and intentional.

Performance Indicators and Targets

- 95% of staff will complete safety training by Dec. 31.
- Flu clinics are held annually by Dec. 31.
- 90% of staff indicate they work in safe and positive environments,
- 90% of staff report that they feel valued.
- The certified staff retention rate is at least 85% over a five-year average - excluding retirees.
- 90% of certified staff will participate in professional development opportunities offered by the corporation.

Community

Goal Statement: All community members are important collaborators.

- Schools partner with community members to utilize resources for student learning, technology, and school facilities.
- Stakeholders are engaged and valued.

Annual Objectives:

Community Partnerships and Resources

- Communicate community events through school media outlets.
- Actively establish and pursue community connections.
- Local community groups will be able to utilize SDCSC facilities and grounds through our facility use request form.

Community Value and Engagement

- SDCSC will continue to expand our communication with business leaders and area professionals.

Community Value and Appreciation

- SDCSC continues to express our gratitude and appreciation for community support through our social media platforms, print materials, and announcements.
- SDCSC will continue to expand our communication with business leaders and area professionals.
- SDCSC seeks feedback annually through surveys.

Performance Indicators and Targets

- SDCSC continues to grow our partnerships with local businesses, churches, agencies, and organizations to support our families and students throughout the corporation.
- School officials demonstrate integration with the broader community by serving on community boards.

Corporation

Goal Statement: South Dearborn Community School Corporation is innovative, proactive, and accountable.

- Effective and efficient in our operations while remaining fiscally responsible with taxpayer dollars.
- Purposeful in our strategic planning and engaged in continuous improvement.
- Regular, timely, and transparent with our communication and actions.

Annual Objectives:

Future facility planning

- SDCSC continues to monitor enrollment as it relates to facility utilization and overall costs.
- Facility assessments are conducted annually with building administrators, board members, and the director of maintenance resulting in prioritization of building improvements or upgrades.
- Establish and maintain a long term replacement schedule for capital assets.

Continuous Improvement, Transparency, and Strategic Planning

- SDCSC continues to partner with NEOLA to make sure all policies and procedures for the corporation remain up-to-date and compliant with legislative changes.
- School board policies and procedures are available on our school corporation website.
- SDCSC reviews and assess the strategic plan and its goals at least annually.
- Create incentives for teacher licensure in hard to fill teaching positions.

Performance Indicators and Targets

- SDCSC continues to maintain a cash balance no less than 8% of our total budget.
- Routine meetings with NEOLA are scheduled to keep all policies and procedures current.
- SDCSC continues to be recognized by Cognia as a fully accredited school corporation each review cycle.

Conclusion

Guided by this Strategic Plan, South Dearborn Community School Corporation will strive for excellence. Through the achievement of the goals identified above, this plan represents the ongoing commitment to improvement, innovation, and accountability for all key stakeholders. Undergoing this process, we have reaffirmed the values of education that support our mission and vision.

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