



Draft Integrated Strategic Plan

Anderson School District # 41

2023-2028

Adopted by Anderson Board of Trustees April 13, 2023

Educate, Motivate, and Empower Each Child

Our Mission:

Anderson School District will foster a challenging, nurturing learning environment for every student. We will achieve this through small class sizes, highly trained teaching professionals, innovative use of resources, and high levels of community involvement.

Core Values For Anderson Staff

Creating community and positive relationships

Respectful and safe learning environment

Employing high standards in and beyond the classroom

Priorities:

1. Curriculum and Instruction

- a. Identify and utilize opportunities to diversify children's educational opportunities for programs (ie: extra curricular, wellness, STEAM and the arts) by honoring diverse passions and investing in enhanced activities
- b. Examine and incorporate the educational innovations to ensure students are prepared for future endeavors
- c. Continue to meet high standards of teacher and student engagement by adopting and implementing high quality curriculums

Measurable Goals:

- 90% fidelity implementation based upon survey results of approved curriculum
- 95% proficiency on annual Reading and Math Benchmark Assessments

Initiatives:

- establish after school clubs
- support community activities to promote positive community involvement
- develop a curriculum adoption review calendar (curriculum committee 2023-2024)
- develop curriculum maps around various standards

Action Steps:

- purchase and implement new English Language Arts curriculum
- maintain small class sizes based upon policy 2105
- continue and expand enriching STEAM activities throughout the grade levels
- create a stipend for an individual coordinator for extra-curricular program development
- reassess field trips/expeditions across grade levels for educational enhancement based upon curriculums

2. Facilities

- a. Enrich our facility maintenance program, cleaning, organizing systems
- b. Little Red School House updated to be a more usable facility for the community.
- c. Improve facilities not renovated during bond project
- d. Obtain funding to purchase land next door

Measurable Goals:

- establish best use of Little Red Schoolhouse
- assess community support on facilities not renovated in original project

Initiatives:

- define and prioritize remaining facility needs
- plan for best use of Little Red Schoolhouse
- create a plan for successful maintenance and cleaning of building

Action Steps:

- hire night custodian
- consider acquisition of adjacent properties for future growth
- update playground as needed

3. Funding

- a. Develop a plan to continue community awareness to help pass levies.
- b. Support certified and classified staff through competitive pay and benefits
- c. Secure alternative sources of funding that are self sustaining through grant writing

Measurable Goals:

- carry a minimum of a 3.5% of budget over at the end of each fiscal year
- annual budgeted amount of \$60,000 for technology fund

Initiatives:

- find additional ways to increase revenue
- continue with active grant writing to support programming

Action Steps:

- form revenue enhancement committee to analyze ways to increase school revenue
- establish and maintain sustainable funding while preserving small class sizes based upon Anderson School policy 2105

4. Personnel

- a. Invest in the development of certified and classified staff with the goal of retention and quality.
- b. Quantify the Superintendent role and identify the number of abilities required to carry out the many functions.

Measurable Goals:

- receive at least five qualified applicants per open position

Initiatives:

- maintain a school nurse and define the position
- assess staff for "why they stay"
- Develop goal for retention once baseline figures are set
- utilize recruitment techniques to increase applicant pool
- Hire and fund an additional administrator when identified.

Action Steps:

- define job duties for principal and superintendent
- separate roles of superintendent and assistant when needed
- complete job descriptions of all positions at Anderson
- increasing Masters stipend as percentage of base salary as part of negotiations with staff
- Ensure competitive classified wages

5. School Climate

- a. Continue to meet student's needs through small class sizes as approved by Anderson's Board of Trustees
- b. Continue implementation of MTSS (Multi-Tiered Systems of Support) for all students success
- c. Build community through outreach and activities

Measurable Goals:

- Multi Tiered Systems of Support implementation checklist score of 90% or higher annually
- 80% mean score in all sub sections for staff, student, and parent annual school climate survey (currently using PBIS survey)

Initiatives:

- Continue Multi Tiered System of Supports with appropriate professional development for new staff
- support community activities to promote positive community involvement

Action Steps:

- Implement annual school climate surveys

Integrated Strategic Plan Reporting Process

- Quarterly updates to school board by Superintendent of Strategic Plan Progress
- Annual review by Anderson's Board of Trustees and Superintendent