

# Regional School Unit No. 68

Serving the communities of Charleston, Dover-Foxcroft, Monson and Sebec

## Strategic Plan

2012 - 2017



*Recognizing all the challenges that we as students, staff, and community face, how do we build our PreK-12 school system to meet the current and future needs of our children?*

**Board Approved: January 3, 2012**

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## Planning Team Members

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## Personal Note

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I would like to thank the RSU 68 communities, Board of Directors, administration, staff, and students as well as the Foxcroft Academy Trustees and administration for working collaboratively in creating this five-year strategic plan for RSU 68. It has been wonderful to watch and listen to all who have participated. This work will serve to foster further educational opportunities for the students of RSU 68 and Foxcroft Academy.

This comprehensive educational plan will help guide our energies and our resources and will create many educational priorities. The five-year strategic plan will provide direction for work on short-term goals while staying mindful of the “bigger picture” which includes those long-range goals to be accomplished. This is just the beginning. There is still much to do in accomplishing our goals. However, with all the work that has gone into developing this roadmap, the journey will be much easier. Thank you again for all of the hours that have gone into developing this plan and the hours yet to be served.

Alan R. Smith  
Superintendent of Schools

## Strategic Planning Process

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Since the initial Future Search gathering, four small teams composed of administrators, board members and community representatives have met to take the ideas generated from those one and a half days and organized them into a set of “doable goals,” outcome strategies and activities. These four (4) teams are: Curriculum, Safety, Technology and Community. These teams have worked to integrate the concerns and ideas into a Strategic Plan that will carry RSU 68 and our partners, including Foxcroft Academy, in a productive direction for the next five (5) years.

A Strategic Plan is a flexible document, defining the broad or sweeping goals that are priorities, with individual steps that will be taken to achieve success. Strategic Plans are reviewed regularly – usually at least quarterly. Refinements are made based upon experiences from implementation, new information, or new ideas. A Strategic Plan is a flexible, ever-changing document that guides our actions, decisions and planning and helps to prioritize how we use our resources – people, time and money.

This RSU 68 Strategic Plan is a start. As we work together over the coming months and years, this Plan will take on new ideas, timelines and dimensions. Your questions and contributions to ideas, actions and strategies will help to continuously shape and “grow” our Plan. Our Plan is only as real and strong as are those who are willing to help actualize it – to make it real, and to contribute to ensuring that our educational system, for all students Pre-K to grade 12, in this Region meets the needs of our children and works to “grow” them into successful and contributing adults. A high quality educational system is the backbone of a community and the foundation of a prosperous economy.

## STRATEGIC GOALS: COMMUNITY

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### Goal Areas

1. Communication
2. Prevention/Family Engagement and Involvement
3. Community Engagement and Involvement in/with Schools

#### 1. Communication

##### **Long-Term Goal (3-5 years)**

- The RSU 68 communities (Sebec, Charleston, Monson, Dover-Foxcroft) including Foxcroft Academy, will establish a clearing house that all community residents can go to in order to find out what's happening in a variety of civic, community, school events.

##### **Short-Term Initiatives (next school year)**

- We will have stakeholders identified, attend the organizational meeting and develop a plan with leadership, responsibilities and a timeline for moving forward to implementation.

##### **Action Strategy Abstract**

We will explore the creation of a community-wide web site with a variety of calendar listings. This would help municipalities, schools, public and private entities, churches, etc., to avoid "double-booking" and risking competition and poor attendance when more than one event is scheduled for a day/evening that will draw the same population – as well as advertise school events more widely for the general public.

#### 2. Prevention/Family Engagement and Involvement

##### **Long-Term Goal (3-5 years)**

- By school year 2016-2017, RSU 68 will improve the overall health of our student population pre-K through grade 12 in all areas of health and well-being, including a reduction in childhood obesity, improvements in oral health and dental hygiene, nutrition and improved knowledge about drug, alcohol and substance abuse and its effects.

##### **Short-Term Initiatives (next school year)**

- RSU 68 will work closely with Foxcroft Academy to identify the current health status of our children and areas where focused interventions would be important.

##### **Action Strategy Abstract**

Steps to be taken during 2011-2013 include promoting a school/community focus on health and wellness of youth starting with a review of the current health status of children entering Pre-K and K and review the Maine Integrated Youth Health Survey (MIYHS) data for middle and high school youth to identify strengths and prioritize areas of need. We will also verify what health services are available to students at FA.

## STRATEGIC GOALS: COMMUNITY

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### 3. Community Engagement and Involvement in/with Schools

#### **Long-Term Goal (3-5 years)**

- By school year 2016-17, RSU 68 and Foxcroft Academy will implement additional and expanded options which will result in expanded participation by parents and the community in the education and development of RSU 68 and Foxcroft Academy students.

#### **Short-Term Initiatives (next school year)**

- To lay the groundwork for these initiatives, school years 2011-12 and into 2012-13 will be devoted to a series of fact finding, information and initial engagement discussions, data collection activities and pilot initiatives.

#### **Action Strategy Abstract**

To create more opportunities for interaction and expand parent and community involvement, a series of assessments, hosted meetings and educational programs will be offered.

## STRATEGIC GOALS: CURRICULUM

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### Goal Areas

1. Curriculum/Common Core
2. Second Language Instruction
3. Electronic Data Warehouse
4. School Design

### Long-Term Goal (3-5 years)

Establish a pre-kindergarten through grade 12 curriculum that meets the needs of students.

#### 1. Curriculum/Common Core

##### Short-Term Initiative (next school year)

- Review the current curriculum documents being used by RSU 68 and Foxcroft Academy.

##### Action Strategy Abstract

- Administrators at the elementary, middle and high school level will look at the current documents.
- Look at Common Core and incorporate where necessary.

##### Short-Term Initiative (next school year)

- Re-evaluate the curriculum documents that have been created over the last two years.

##### Action Strategy Abstract

- At the middle level, assessments and instructional resources will be incorporated within their documents.
- At the elementary level, work is being done to re-evaluate the documents that were created last year.
- Work is also being done at the elementary level to create an updated reading curriculum by the end of this school year.

#### 2. Second Language Instruction

##### Short-Term Initiative (next school year)

- Clarify what is currently in place for second language instruction and investigate what surrounding districts are currently doing for their second language instruction.

##### Action Strategy Abstract

- Contact surrounding districts to see what they currently have in place for second language instruction.
- Look at what is currently being done at the middle level and FA for second language instruction.
- Investigate online resources that support second language instruction.

## STRATEGIC GOALS: CURRICULUM

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### 3. Electronic Data Warehouse

#### **Short-Term Initiative (next school year)**

- Create an electronic data warehouse for all students pre-kindergarten through grade 12 (June 2013). Determine the items that will be included within an electronic data warehouse. Look at legality issues with creating such a warehouse (copyright, fair use, personal information, etc.).

#### **Action Strategy Abstract**

- Locate the current elementary portfolios to see the items currently being included each year.
- Do external research with other districts as to what they are currently using to electronically document summative student performance data.

### 4. School Design

#### **Short-Term Initiative (next school year)**

- Investigate how our schools are currently designed.

#### **Action Strategy Abstract**

- Research alternative groupings and/or placement (i.e., multi-age classrooms, looping classrooms, etc.)

## STRATEGIC GOALS: SAFETY

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### Goal Areas

1. Behavior
2. Security
3. Crisis Plan

#### 1. Behavior

##### Long-Term Goal (3-5 years)

- To create a school environment where all students and staff feel safe and respected.

##### Short-Term Initiatives (next school year)

- Evaluate the current practices and policies to see what needs to be addressed to fit the current behavioral challenges that occur – cyber, physical, emotional, respect of others, dress code.

#### 2. Security

##### Long-Term Goal (3-5 years)

- To have a secure environment reflective of the changes in society.

##### Short-Term Initiatives (next school year)

- Security check of the school and grounds to find areas of improvement.

#### 3. Crisis Planning

##### Long-Term Goal (3-5 years)

- To have an effective and understandable crisis plan that is practiced to a variety of degrees each school year.

##### Short-Term Initiatives (next school year)

- Review current crisis plan and begin to update it with the changes that have occurred over the years. Practice revised plan and revise again as needed.

## STRATEGIC GOALS: TECHNOLOGY

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### Goal Areas:

1. Digital Communication and Collaboration (K-12)
2. Digital Citizenship
3. Evaluation of Instructional Technology Integration

### Long-Term Goal (3-5 years)

RSU 68 will continually seek innovative technology tools to promote the best in 21<sup>st</sup> century instructional practices.

#### 1. Digital Communication and Collaboration (K-12)

##### Short-Term Initiatives (next school year)

- RSU 68 and Foxcroft Academy will work to provide streamlined, cloud-based systems for students to digitally collaborate and archive their work.

##### Action Strategy Abstract

- RSU 68 will continue with the full implementation of the Google Apps for Education suite of tools with the goal of creating an online communication and collaboration environment for both instructional and administrative purposes. RSU 68 and Foxcroft Academy are committed to creating a cohesive online learning environment that prepares our students for a lifetime in a digital world.

#### 2. Digital Citizenship

##### Short-Term Initiatives (next school year)

- RSU 68 students, staff and administrators will be informed on good digital citizenship and will apply these standards in their everyday lives.

##### Action Strategy Abstract

- RSU 68 will seek and implement comprehensive digital citizenship curriculum resources, promote parental responsibility in being actively involved in their kids' use of social media, consult with parents on technology topics about which they would like to learn more (or about which they are concerned). RSU 68 will continue to promote staff development to help teachers better understand the digital and social media environment that is integral in the lives of their students.

#### 3. Evaluation of Instructional Technology Integration

##### Short-Term Initiatives (next school year)

- Instructional technology will globally bring 21<sup>st</sup> century innovation into the learning experience of our students across the curriculum thereby preparing our students for a lifetime of effective digital integration in both their personal and professional lives.

##### Action Strategy Abstract

- RSU 68 will assess its current utilization of technology and media resources and will inventory the technology goals of students and teachers. Technology staff will promote classroom use of media and technology resources, as well as the facilitation of professional development for teachers.