

# **STRATEGIC CHARGE**

**To establish Grass Lake  
Community Schools as a premier  
school district in all areas including,  
but not limited to, student  
achievement, athletics, fine arts,  
facilities, leadership, use of  
technology and community service**

**Accomplished by:**

- **Forming a Blue Ribbon Panel to define a premier School District considering student and stakeholder needs, expectations and opportunities**
  - **Members to include: Administration, Board Members, Business and Community Members, Students, ISD Personnel, our Curriculum Director, and several subject matter experts**

## **Goal 1**

**To create a high school campus which emphasizes a global philosophy while promoting online, hybrid, Advanced Placement (AP), and dual enrollment classes in cooperation with colleges, universities and businesses**

### **Current Status**

- On campus learning is primarily designed in a traditional atmosphere
- Increase online offerings through Michigan Virtual High School (MVHS)
- A single staff member is offering an online version of a currently scheduled class
- Dual enrollment is offered through Jackson Community College (JCC)
- JCC is offering classes on campus in the evening
- AP English is offered, looking to expand AP offerings in the area of Chemistry
- Three computer labs available in high school with 30 computers in each lab
- Freshman academy philosophy as been developed
- Project Lead the Way

### **Gap**

- There is limited flexibility in scheduling. The students have some and the teachers have none
- There is a technology gap in the community, specifically the access to high speed internet for all residents
- The district does not have a wireless network
- Maintaining the importance of relationships as we continue to grow in the area of rigor and relevance
- Philosophical mindset that students, in order to learn, must attend school between the hours of 8:00 and 3:00 from September to June
- Limited number of AP classes being offered to our students.

### **Strategies**

- Offer JCC/Baker classes during the day with our staff as instructors
- Development of flexible scheduling that allows for an increase in hours of instruction at different times of the day
- Increase the flexibility of technology in the high school
- Reshape the funding and payroll to meet technological advances
- Create schedules that meet the needs of our entire student body
- Increase the number of Advance Placement classes

### **List Necessary Resources**

- Increase in accessibility to technology

- Mobile computer labs with wireless networking.
- Laptops for all students.
- An increase in building space to create a true freshman academy.

## **Timeline**

- Fall 2008, Brad will approach Jackson Community College about expanding our offerings on campus.
- 2008-2009, increased dialogue with JCC about offering classes during the school day.
- 2009 – 2010 school year, offering JCC classes during the school day to our student body.
- 2009 – 2010 development of wireless network at the high school level with portable computer labs.
- 2009 – 2010 increasing the number of online or hybrid classes offered by our staff.
- 2009 – 2010 offer AP classes in the fields of English and Science.
- 2010 – 2011 continue to grow our offerings of AP and Hybrid classes. With the goal of having an AP class for each core subject area.
- 2013 Full implementation of a global campus that allows for maximum student flexibility.

## **Goal 2**

**To move toward total technology immersion to enhance learning, instruction and communication**

### **Current Status**

- All Elementary and Middle School rooms have LCD projectors, Voice Enhancement systems and internet access
- 3 labs elementary / four computer stations in each classroom, Computers in Media Area
- 2 labs in middle school/ four computer stations in each classroom
- 3 labs in H.S. 16 computers in the media center and at least 3 computers in each classroom
- E-Text
- Television/video/DVD access in all schools
- Edline- to communicate with parents
- 2 to 1 student to computer ratio
- Universal Reader available
- Exam view
- Calculators
- Clickers
- Mimio Boards in High School
- Network Copiers are state-of-the-art

### **Gap**

- High School does not have LCD projectors in all rooms
- Staff needs to know what technology is available and where it is located
- Training for staff in technology varies from adept to beginning
- No mobile technology systems (portable computer lab)
- No wireless Access
- Laptops for students
- Lack of Smart Boards and interactive technology
- Lack of some essential software

### **Strategies**

- Educate all staff members in the use of technology and provide on-going training for new staff and new technologies
- To develop a sense of urgency among parents and community for the need of technology literacy
- Wireless technology for all buildings
- Dialogue with ISD about policy for blocking sites and have staff able to work around it
- Install LCD projectors in remaining classrooms in the high school

- Smart Board Technology
- Use Textbook Budget for additional technology
- Development of PLC centered on *Using Technology with Classroom Instruction that Works*

## **List Necessary Resources**

- Each student needs electronic device for attaching to current technology

## **Timeline**

- Develop a task force (meeting at least October, January, March, and June) using our current Tech Committee to develop a plan for changing the way we teach technology (report by March 2009)
- The Task force shall develop a plan for ongoing training for staff by June 5, 2009
- Prepare a plan for hiring and training new staff in regards to technology by June 5, 2009

## **Goal 3**

**To provide new, renovated and well maintained facilities that will enable Grass Lake to remain a premier school district**

### **Current Status**

- High School five years old
- Middle School completely renovated in 2007
- 56,000 square foot addition to elementary in 2007
- Original George Long building completely renovated in 2007
- State of the Art technology in computer labs
- Elementary and Middle School Classrooms have sound enhancement and projectors
- Well above average athletic competition facilities for football, baseball, softball, track, cross country, basketball, and volleyball
- High School has auditorium
- Land to expand on is available

### **Gap**

- Auditorium too small
- Need soccer field / wrestling / cheerleading room
- Need indoor practice space for baseball and softball
- Limited community athletic facilities and community rooms
- Wellness Center needed
- Swimming pool needed
- Additional High School Classrooms needed
- Additional Middle School Classrooms needed
- Pre-School outgrowing current space
- New Bus Garage needed
- Old Football Field buildings and bleachers needs to be refurbished
- Middle School gym floor and bleachers need replaced

### **Strategies**

- Survey Community
- Work with Grass Lake Educational Foundation on alternative funding sources for facilities beginning January 2009
- Work with Warrior Club for alternative funding sources for athletic facilities, ongoing

### **List Necessary Resources**

- Community Surveys
- Cooperation with Local Government
- Alternative Funding options

## **Timeline**

- Board Building and Grounds Committee develop a priority list by June 30, 2009.
- Work with Community and Local government on feasibility of a Recreation Millage June 30, 2010.

## **Goal 4**

**To develop and implement instructional programs using “Best Practices” to meet the diverse learning styles of all students so as to ensure personal growth and sense of pride while maintaining and expanding the professional learning community for ALL staff that supports the philosophies of continuous improvement**

### **Current Status**

Response to Intervention (RTI)  
Study Island  
Inclusion  
Differentiation  
Team Teaching  
HS counselor / K-8 MS Counselor  
Field trips  
Nature Trail  
Chicago trip  
Multiage Classrooms  
Looping in 2<sup>nd</sup> and 3<sup>rd</sup> grades  
6<sup>th</sup> Grade Camp  
3-12 foreign language  
Accelerated Math  
Project Lead the Way  
Middle School Teaming  
Marzano’s Nine Instructional Strategies  
JISD Summer Workshops  
Computer Assisted Testing  
School Improvement Teams

Employ Highly Qualified Staff  
Use of Rigby Reading Resources  
and training  
Subject Specific Conferences  
Local, State, and Regional  
Collins Writing in grades K-12  
Mark Dressel Training  
Teachers Teaching Teachers  
Regional Workshops  
Locally created Guidelines  
JISD Professional Development (PD)  
Workshops  
Expanding Expression Tool  
Sara Smith EET Consultant  
Teacher Professional Development Stipend  
Data Retreat Process  
Regional Conference  
New Teacher Academy  
Data Director  
Baldrige/Continuous Improvement  
Shipley Training

### **Gap**

Commitment to differentiation  
“Best Practices” not clearly defined  
Lack of counselors  
Lack of cultural experiences  
RTI 6-12

Lack of Sufficient Funding for P.D.  
Process for Sharing Knowledge  
More P. D. for beginning teachers  
Longer Common Planning

### **Strategies**

Research “Best Practices”  
More AP classes and Dual enrollment  
Vertical and Horizontal Acceleration  
Multiple Learning Activities  
Multiple Intelligences- Diverse Learners

Continual Training  
Intensive Training for New Teachers  
Refreshers for veteran staff  
Staff, building and departmental  
interchange



Online class availability  
Student directed conferences  
Cultural assemblies  
Diversity awareness activities  
High School Credit options for Middle School students

Baldrige School Improvement Training  
Differentiated Instruction Training

## **List Necessary Resources**

Power Walk Throughs  
More Counselors/Social Workers  
Teacher as Trainers

Technology Support Personnel  
JCISD Support  
ShIPLEY Support

## **Timeline**

- Develop a Comprehensive plan to capture “Best Practice Research by June, 2009
- Develop a model for Teachers as Trainers by February 15<sup>th</sup>, 2009
- Continue to train staff in the Baldrige School Improvement Process and professional learning communities – Ongoing
- Continue Roll out of Power Walk Through and develop a strategy for staff dialogue by February 15<sup>th</sup>, 2009
- Explore Teacher Evaluation Process with GLEA and develop an up-to-date plan by June 30<sup>th</sup>, 2010
- Continue our roll out utilizing Moodle for Professional Learning and have an initial assessment of the process by June 30<sup>th</sup> 2009
- Consider recommendations from Technology Committee by June 2009

## **Goal 5**

**To create a partnership between the school Media Centers, Jackson County Community Library, College and University Libraries that offers expanded hours, availability of technology and exchange of resources for all community members**

### **Current Status**

- Summer Accelerated Reader (AR) availability at local library
- AR Books available at local library
- Internet use at library
- Use of Data Bases

### **Gap**

- Staffing
- Communication between Institutions
- Technology limitations

### **Strategies**

- Year Round access to reading strategies
- Staffing media centers for extended hours and making them available to parents with students
- Providing technology links to College, University, and County media
- Develop Joint Task Force to address the school and community needs

### **List Necessary Resources**

- Staff
- Networking computers between locations

### **Timeline**

- Initiate discussions regarding joint operations (school and community media centers) by Nov 15, 2008

## **Goal 6**

**To form partnerships with businesses, schools and community members to support educational and enrichment opportunities**

### **Current Status**

- Junior Achievement program
- CP Credit Union program
- Community meeting yearly with village
- Partnership with JCC satellite class (adult ed. and high school) just after school
- Community Education Director
- Tutoring (additional cost)
- Building Usage varies from building to building (school and non-school)
- School high speed internet available but under used
- One class in Lower EL participates with rural days (FFA, Farmers)
- Career Day; Nature Trail Day
- Finance for Life Day in High School
- Motor Moms and Dads in elementary
- HOPE program in elementary
- School Foundation is underdeveloped
- Co-op opportunities for High School students

### **Gap**

- Lack of school members/students going into the community
- Lack of expectations (cost, time, state expectation)
- Junior Achievement has scheduling challenges
- Establishing true business partnerships
- Bringing community into the buildings

### **Strategies**

- Incorporate community projects into curriculum planning (frequent teacher involvement)
- Create Community Outreach Day for all grades
- Bring programs back that were successful – Senior Community Members Lunch, Rake/Bake
- Develop the Community Education Director's role
- Look at Grant opportunities that are fiscally responsible
- Task Force (school district, business, DDA, Chamber of Commerce, PTO) formed under direction of the Director of Community Services
- Restructure Grass Lake Educational Foundation

### **List Necessary Resources**

- Transportation

- Building/Facility
- Participants

## **Timeline**

- 2009-2010 Every grade level has incorporated one community activity
- Task force will be proposed by Mr. Hamilton at Oct 9<sup>th</sup> 2008 to the Chamber of Commerce
- Task Force will report recommendations to Board of Education by May of 2009
- School Foundation will be restructured by January 2009

## **Goal 7**

**To ensure that the student body takes on a leadership role in educational, emotional, and social challenges**

### **Current Status**

- Student Council
- Junior National Honor Society
- National Honor Society
- Athletics
- LEGOS (Leaders Extending Grass Lake's Original Spirit)
- Class Officers

### **Gap**

- Requires culture change
- Requires an elementary student leadership program that will trickle up
- Requires encouragement to male student population to seek leadership roles
- Requires measuring the male student population on a different scale other than athletics alone
- Requires baseline data to measure implemented programs value/validity
- Funding to implement statistically proven programs that support the goal
- Requires participation and funding to staff programs

### **Strategies**

- Provide incentives to students and staff to run involvement clubs
- Create Programs at lower level that build leadership skills
- Develop programs that showcase all academic skills for all levels
- Invite leaders in the community and beyond to mentor students
- Team building events for all levels

### **List Necessary Resources**

- Personnel – need a person to direct activities
- Funds for staffing and implementation of programs
- Change requirements for leadership roles

### **Timeline**

- Establish Elementary student council for grades 3-5 during 2008-2009 school year
- Research and investigate gender issues – ongoing
- Investigate “Link Crew” for implementation by 2009-2010

## Goal 8

**To increase the number of co-curricular and extra-curricular activity options that will attract all segments of our student population to participate, with the intent of promoting individual growth and pride in our students' levels of skills and achievements**

### Current Status

Choir/Band	Baton Twirling
Odyssey of the Mind	National and Junior National Honor Society
Athletics	Student Council
Chess Club	Karate
Quiz Bowl	Girls on the Run
Girl Scouts	Drama
Boy Scouts	Art
Tutoring	Year Book

### Gap

- Limited opportunities for students
- No direct organizational process in place prior to July, 2008 to achieve this goal
- Students find it hard to participate in a variety of activities

### Strategies

- Coordinate Community Education Advisory Group
- Solicit advice and direction from community leaders, business leaders, local service organizations, parent, students, and community members
- Get students actively involved in providing direction for programs through conversations with student leaders and the completion of online Community Education surveys completed by all students
- Develop an After School Academic Intervention Program for grades 6-8 to provide a pro-active approach toward success for students who are struggling
- Utilize community members and parents for after-school instruction
- Analyze data from surveys completed by adults in August of 2008
- Solicit ideas for beneficial programs from Administrators and Counselors
- Organize a Community Education Calendar that coincides with the publication of the quarterly school newsletter, Smoke Signals
- Develop a Tutorial Program

### List Necessary Resources

- Information gained from students, parents, community, and online sources
- Create a fair way of funding after school and weekend programs
- Software to allow us to quickly solicit information from stakeholders

## **Timeline**

- Student surveys completed by October 31, 2008
- Community Advisory Group organized and first meeting held before November 1, 2008
- Summer school course schedules and ideas received from teachers and administrators by March 15, 2009
- Summer School program in place by May 1, 2009
- After School and weekend programs for 2009-2010 school year in place by June 30, 2009
- School year programs in place and advertised by September, 2009
- Tutorial Program researched and reported to Board of Education by June 30<sup>th</sup>, 2009