

**FIVE YEAR
STRATEGIC PLAN
FOR
ANNA-JONESBORO CHSD #81
FY2020-2024**

By

Rob Wright, Superintendent

Five Year Strategic Plan for Anna-Jonesboro CHSD #81

FY 2020-2024

Introduction

The Board of Education charged me with developing a comprehensive, five year strategic plan for the district as part of my multi-year performance contract. The Plan is intended to provide guidelines for decision making in the coming years. The Plan takes into account the district's Mission Statement and also includes ideas that have already been put in place or are under development. It is not meant to be a rigid document that requires absolute adherence, but rather a set of ideas that are important for the continued development of the district. Some of the items in this plan can be implemented at no monetary cost while others will be dependent on future budgets. The Plan will also provide guidance when prioritizing the needs of the district during budget discussions or when additional funds become available in the future.

Plan Format

The Plan provides a high-level view of six strategic areas and specific goals that we would like to achieve over the next five years. Some of the goals may have already been started or even completed since they were first introduced into this document. The Plan is set up in an outline format with the leftmost position representing the Strategic Level of the plan. The next position represents the Goals to be achieved within the Strategy.

Governance

The Plan will be jointly managed by the Superintendent, Board of Education, and District Vision Team. The Superintendent will work with the Board, administrators, and staff to determine the priority and impact of each goal. He will also be responsible for keeping the Board and school staff members updated on the progress toward each goal listed.

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Strategic Plan Components

1. Academic Achievement

- 1.1 Decrease the size of math classes by hiring an additional instructor. (DONE)
- 1.2 Involve parents in success-building for their students by increasing parent-school communication about assignments and expectations. (On-going)
- 1.3 Continue to look for new ways to demonstrate, celebrate and reward academic achievement. (On-going)
- 1.4 The school will meet growth and graduation targets established by the state in regards to the ESSA Accountability Standards. (Rating – Commendable)
- 1.5 Develop incentives for students who achieve academic benchmarks set by the school. (On-going)

2. Curriculum

- 2.1 Expand Project Lead The Way curriculum by offering more courses. (DONE)
- 2.2 Articulated curriculum for core subjects 9-12. For example, subject matter is consistent in the same grades (horizontal), and the curriculum is progressive across grades (vertical). (Process started)
- 2.3 Work with feeder schools to develop more consistency in core subject curriculum to make the transition smoother and allow for more flexibility in scheduling (i.e. freshmen starting in Algebra II). (On-going)
- 2.4 Continue to integrate technology into the curriculum in a more comprehensive fashion, including the addition of more devices available for students. (DONE)
- 2.5 Ensure that all teachers are certified and highly qualified. (DONE)
- 2.6 Review the special education program to develop the best and most cost effective ways to meet the needs of all students. (On-going)
- 2.7 Continue to replace worn and outdated textbooks as finances allow. (On-going)
- 2.8 Offer more AP, dual credit and vocational classes. (on-going)

3. Instruction and Professional Development

- 3.1 Practice differentiated instruction to address the needs of learners. (On-going)
- 3.2 Continue to operate the TAOEP Program to allow for credit recovery. (DONE)
- 3.3 Make available remedial instruction in reading and mathematics to all students. (Began in Fall of 2021)
- 3.4 Continue to utilize assessment data to drive instruction. (On-going)
- 3.5 Use Title I funds to provide professional development for all staff members. (DONE)
- 3.6 Hire additional staff in areas of need identified by gap analysis, including, but not limited to: instructional technology facilitator, reading specialist, instructional aides. (have added several new staff)

4. Facilities

- 4.1 Repair or replace all roofs listed as Priority 1 and 2. (all but 1 section replaced, scheduled for summer of 2022)
- 4.2 Replace student lockers throughout the school.
- 4.3 Install safety/security film on exterior windows.
- 4.4 Organize with other county school districts to pursue the passage of the County Wide School Facilities Sales Tax. (DONE)
- 4.5 Increase air flow in gymnasium by installing either A/C or large ceiling fans. (DONE)
- 4.6 Renovate or create new public entrance into building for security reasons. (DONE)
- 4.7 Add additional classroom space. (DONE- through repurposing)
- 4.8 Completely renovate library space into a modern learning space. (DONE)
- 4.9 Renovate existing building or construct a new building by football field housing concessions, press boxes and outside restroom facilities. (Press box renovated)
- 4.10 Resurface lower gym floor, replace mats and wall base. (DONE)
- 4.11 Abate and replace tile throughout newer portion of building.

- 4.12 Replace fixtures, flooring and wall base in all Union Hall locker rooms and lower hallway. (DONE)
- 4.13 Place district on state new school construction list. (List no longer exists)
- 4.14 Add additional steps to football bleachers to reduce height between current steps. (DONE)

5. School Culture

- 5.1 Improve communications to parents, staff and students through the expanded use of school website, Facebook page, Teacher-Ease, Blackboard Connect and other means. (On-going)
- 5.2 Implement and maintain the school's wellness policy for staff and students. (On-going)
- 5.3 Continue our relationship with SIU School of Medicine and the School Health Center and look for ways to improve its usefulness. (On-going)
- 5.4 Use the results of the 5 Essentials Survey to address areas of need or perceived weakness. (On-going)
- 5.5 Continue to expand the use of our Social Emotional Learning curriculum and homeroom class time. (On-going)
- 5.6 Have students participate in community service projects.
- 5.7 Increase student supervision through the use of aides or possibly a School Resource Officer. (DONE)

6. Organization and Operations

- 6.1 Dispose of outdated records and incorporate procedures to do so going forward. (DONE)
- 6.2 Hire a full-time IT aide to help keep up with the demands of the additional devices added through the years. (DONE)
- 6.3 Cross-train employees in similar departments to ensure that operations run smoothly and consistently should there be a change or disruption in employment, whether it is planned or not. (On-going)
- 6.4 Gauge interest and help facilitate the creation of an educational foundation to support the school community.
- 6.5 Develop a school vehicle replacement rotation to keep school fleet up to date and save on maintainance. (DONE)