

Gratton Elementary School District

Strategic Plan



GRATTON
School District

Board of Trustees

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STRATEGIC PLAN OVERVIEW

The Gratton Elementary School District Strategic Plan adopted by the Board of Trustees on April 11, 2011 is the management plan for the District. It provides the direction for actions by district employees.

The Strategic Plan has three main purposes. First, the plan defines the vision and mission of the District. Second, the plan lists the goals established by the Board of Trustees. Third, the plan specifies the objectives to be accomplished by district staff to reach the goals established by the Board of Trustees.

The components of the Strategic Plan are defined below:

- **VISION**
What the District is striving to do.
- **MISSION**
What the District will accomplish by the end of the three-year Strategic Plan.
- **STRATEGIC GOALS**
Actions to be completed by District and site staff.
- **OBJECTIVES**
Actions by District and site staff to achieve the strategic goals.

The implementation of the Strategic Plan follows a yearly update cycle to ensure that the plan reflects the priorities defined by the Board of Trustees. Implementation of the Strategic Plan continues throughout the year and is evaluated, analyzed, and revised annually.

Vision Statement

Every action of every member of the Gratton Elementary School District school community demonstrates commitment to children!

Mission Statement

Gratton School is committed to prepare students, in a safe and supportive environment, to achieve academic excellence - including fine arts and athletics - and to develop leadership and interpersonal skills necessary to be successful when entering the next level of education.

Goals and Objectives

Goal 1: Curriculum and Instruction – Develop, implement, evaluate, and improve instructional programs to ensure all students have access to the core curriculum and meet the district standards.

General Program Objectives	Completion Year		
	15-16	16-17	17-18
Keep initial student enrollment at approximately 135. Each classroom will house approximately 15 students.	X	X	X
Review the Curriculum Binder yearly with staff and record any changes to procedures and policies.	X	X	X
Teachers will include demonstration as well as written and oral responses to informal and formal assessment that will be reflected in the overall student grade. Students will pass each assessment with 70% or better in all subjects. Students who do not pass, will be provided intervention.	X	X	
Create a review process for core curriculum adoption.			X
Create a district wide general evaluation rubric for grades K-2, 3-5, and 6-8.		X	
Provide staff training for STEAM education and delivery method of instruction.	X	X	
Create an enrichment menu for students who have achieved the standard to explore other interests and complete a virtual course such as computer coding, a second language, a variety of sciences, art design etc. (Nicki will look into MANGO offered free from Stanislaus County Library and other vendors)			X

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English Language Arts Objectives	Completion Year		
	15-16	16-17	17-18
Each student will meet or exceed the standard taught by scoring at the minimum 70% on all formal and informal classroom assessments.	X	X	
All students will meet or exceed the standard taught by scoring at the minimum 70% on the Smarter Balanced State test.	X		
The following should describe steps needed to get to the above goal- (These steps should provide valid data to help us determine if we are closing the gap to our goal.)			
Research, pilot and evaluate language arts intervention programs to improve performance of students scoring below 70% on informal and formal assessments.	X	X	
Research, pilot and evaluate instruments to use for a district wide writing assessment.	X	X	
Create specific rubrics to evaluate writing pieces and presentation projects.	X	X	
Adopt new Language Arts textbooks.			X
Create a list of supplemental material used for each grade level.	X	X	X

Goal 1: Curriculum and Instruction – Develop, implement, evaluate, and improve instructional programs to ensure all students have access to the core curriculum and meet the district standards.

Mathematics Objectives	Completion Year		
	15-16	16-17	17-18
Each student will meet or exceed the standard taught by scoring at the minimum 70% on all formal and informal classroom assessments.	X	X	
All students will meet or exceed the standard taught by scoring at the minimum 70% on the Smarter Balanced State test.	X	X	
The following should describe steps needed to get to the above goal- (These steps should provide valid data to help us determine if we are closing the gap to our goal.)			
Research, pilot and evaluate language arts intervention programs to improve performance of students scoring below 70% on informal and formal assessments.	X	X	
Create a list and continue to add supplemental materials to provide practice for application of concepts.	X	X	X
Continue to maintain an effective balance of activities between drill/practice with analyzing and application of numbers.	X	X	X
Adopt new Math textbooks.			X

Goal 1: Curriculum and Instruction – Develop, implement, evaluate, and improve instructional programs to ensure all students have access to the core curriculum and meet the district standards.

Science Objectives	Completion Year		
	15-16	16-17	17-18
Continue to incorporate nonfiction science materials into language arts and math curriculum at all grade levels.	X	X	X
Begin to put together a plan for future STEAM lab. (Science, Technology, Engineering, Arts and Math)			X
Provide integration of STEAM activities and opportunities at all grade levels at least twice per month.	X	X	X
Adopt new Science textbooks.			2019-2020

Goal 1: Curriculum and Instruction – Develop, implement, evaluate, and improve instructional programs to ensure all students have access to the core curriculum and meet the district standards.

Visual and Performing Arts Objectives	Completion Year		
	15-16	16-17	17-18
Increase eighth grade class opportunities to participate with production with haunted house, winter and spring productions.	X	X	X
Allocate \$2,000 from existing district budget, each year, to add more school instruments to inventory.	X	X	X
Purchase a new and more efficient wireless microphone system.	X		
Create more opportunities to highlight solo band performances.	X	X	
Schedule a “band only” performance in the spring to showcase band members.		X	

Goal 1: Curriculum and Instruction – Develop, implement, evaluate, and improve instructional programs to ensure all students have access to the core curriculum and meet the district standards.

Technical Education Objectives	Completion Year		
	15-16	16-17	17-18
Install fiber optic for internet connectivity. (We have applied for a grant to cover this cost and we are moving up on the funding list.)			X
Condense all student electronic use policies, procedures and student privacy rights into one packet.		X	
All staff will be knowledgeable and able to use Google Aps for Education.	X		
Research, pilot and evaluate web based programs for a digital library. Articulate transition protocol.	X	X	X
Discuss and plan utilization of space in the library and computer lab. (All VHS movies are gone. No purchase of DVD's due to Discovery Streaming purchase and online access. Approximately 1,000 titles have been removed due to age and online access.)			X
Students will pass with 70% or better a keyboarding assessment by the end of fifth grade and pass the SBAC Tech Skills Checklist.	X	X	X

Goal 1: Curriculum and Instruction – Develop, implement, evaluate, and improve instructional programs to ensure all students have access to the core curriculum and meet the district standards.

Social Science Objectives	Completion Year		
	15-16	16-17	17-18
Continue the emphasis and use of the Seven Pillars of Character in each grade. Teachers will conduct grade appropriate activities and blue card drawings will continue school wide.	X	X	X
Articulate a district wide procedure of teaching conflict management process and strategies K-2, 3-5, 6-8.		X	X

Goal 2: Student Support Services -- Develop, implement, evaluate, and improve programs and services to support success for all students.

Objectives	Completion Year		
	15-16	16-17	17-18
Research, pilot and evaluate vocabulary intervention programs for English Learners. (Only 5 EL's K-8)	X	X	
Create a checklist for teachers to qualify students for Response to Intervention documentation. (Only 2 IEP's K-8)	X		
Hire a new resource teacher and speech teacher.	X		

Goal 3: Personnel -- Recruit, select, develop, and retain highly qualified staff necessary to ensure that students meet or exceed district standards.

Objectives	Completion Year		
	15-16	16-17	17-18
Complete job descriptions for all classified and certificated personnel.	X		
Complete a salary comparison for certificated, classified and administrative salaries each March with the other five small school districts in Stanislaus County.	X	X	X
Create qualifications check list to offer stipends to staff for large projects that complement the core curriculum.	X		

Goal 4: Fiscal Practices -- Continue to follow fiscal practices that ensure the District’s fiscal integrity and maximize current students’ educational opportunities.

Objectives	Completion Year		
	15-16	16-17	17-18
Allocate funds to support Board-adopted Strategic Plan and Local Control Accountability Plan (LCAP).	X	X	X
Maintain the Board-established Unrestricted General Fund Reserve of 5 %. Allocate the remaining reserve to include funding for budget shortfalls, special education, deferred maintenance and special projects.	X	X	X
Provide competitive salaries and benefits for all employees by ensuring that each employee group is paid at least at the median range of school districts with similar demographics.	X	X	X

Goal 5: Facilities: Provide a welcoming, safe, and clean environment that promotes student learning and fosters student, staff, and community pride.

Objectives	Completion Year		
	15-16	16-17	17-18
Research replacing portable with a permanent structure. Seek possible qualification for financial hardship. (Hinges on bond initiative on ballot in 11/16)	X	X	X
Replace shelving in the office building south annex with new cabinets. (Annex next to 3 rd grade room)		X	
Replace shelving in the second grade classroom on the east wall.		X	
Construct walkway on the west wall in the administration office to access another exit and create a private conference room.		X	
Remodel primary playground replacing play equipment and sandbox to state approved equipment and surfacing. Create a smaller sandbox with boarder.	X		
Create a 3 to 5 year improvement plan for the garden that prioritizes additions and allocates space.	X		
Examine Prop 39 Clean Energy Jobs Analysis and prioritize plan for recommendations and execute selected recommendations.		X	
Start construction of new well from Proposition 84 money. (summer 2016)	X		
After new well construction, replace irrigation of east field with a sprinkler system to allow for a future track.			X
Patch the gym roof (summer 2016) and patch or replace the office building roof and the classroom roof around the gym.	X	X	

Goal 6: Parent and Community Partnerships: Collaborate with parents and the community to help children reach their full potential as learners and citizens.

Objectives	Completion Year		
	15-16	16-17	17-18
Prepare an annual "State of the District" address to be sent to all households in the district and to district clientele every April.	X	X	X
Create an online version of the Parent Satisfaction Survey and continue to administer every 2 years.	X		X
Maintain the website with current and updated information.	X	X	X
Continue to have annual "family steam night" yearly.	X	X	X