

## **OAK GROVE SCHOOL DISTRICT 68 STRATEGIC PLAN**

In the fall of 2012, the Oak Grove School District Board of Education unanimously approved the concept and process of strategic planning. This action put the district on a course of creating its own future by refreshing the previously constructed 2009 plan document. After months of data collection, the Board of Education, with selected planning commission members, held an exhaustive planning retreat and developed the following initiatives aimed at creating the best possible learning environment for our students. The stated Vision, Belief Statements, Mission, Strategic Parameters and Objectives are a direct result of the July 2013 Strategic Summit.

**The plan is a unified document; all parts are to be considered equally.**

Planning for the future assures our organization will continue to thrive and represent the high quality performance we have come to expect. To not plan strategically places us in a reactionary mode and permits anyone with an external agenda to present challenges that redirect the focus of leadership. Essential to the continual growth of any organization is dynamic strategic plan. A good strategic plan attempts to invent and shape our future through creative and thoughtful development of objectives and strategies. The plan focuses an organization on mutually predetermined and measurable outcomes. It is a top-down/bottom-up process that requires a commitment to consensual decision-making and the deployment of resources toward the identified initiatives.

### **Vision Statement**

We are the innovative leader inspiring our students to personal greatness.  
We are Oak Grove!

### **We Believe...**

- Children are our primary focus: each has value and unique potential
- In facing challenges and learning from outcomes
- Individuals learn in a safe and engaging physical and emotional environment
- Collaboration among children, staff, administration and community enhances learning
- Differentiated instruction provides opportunities to maximize learning
- In collaborative communication
- In providing unique educational opportunities

### **Mission Statement**

Educating and inspiring all children to reach their full potential.

### **Parameters**

- We will abide by policies and district governance documents
- We will comply with external mandates
- We will be prudent stewards of all the school's resources
- We will hold each other accountable for high professional standards
- We will execute our master facility plan consistent with our educational standards
- No program or service will be accepted or continued or discontinued unless it is consistent with our Strategic Plan

### **Strategic Objectives**

1. By January 2014, a master communications plan will be implemented.
2. By the spring of 2014 we will implement a comprehensive model measuring student growth.
3. By the fall of 2015, staff development will be provided and baseline numbers will be collected to measure student growth.

4. By the end of 2016, we will identify individual student growth targets.
5. By December 2013, a Board established ad-hoc committee will make service recommendations regarding the CES/Gifted Education Program.
6. The common core will be implemented with fidelity. (Ongoing)
7. The annual levied amount will be determined by the budgeting and reserve analysis processes.
8. The facility master plan will be completed on time and within the approved budget. (2017)

## **Strategic Governance Model**

### **BOARD OF EDUCATION**

#### Strategic Role

To set the organizational vision, targets, aspirations and policies

### **ADMINISTRATION**

#### Tactical Role

To develop planning steps, cost benefit analysis, timing of strategy implementation and deployment

### **TEACHER/EDUCATIONAL SUPPORT PERSONNEL**

#### Operational Role

To implement changes and strategic initiatives in classrooms