

South Spencer County School Corporation

Strategic Plan for 2022-2025



Mission

South Spencer School Corporation strives for excellence and continual improvement in academics ensuring that every one of our students is empowered to seek employment, enlistment, or further education beyond their K-12 schooling. The ultimate goal is to develop highly successful contributors to society.

Vision

All Students - All the Time

Values	Core Beliefs
Community	Our schools will be welcoming, collaborative places for students, staff, families, and community stakeholders.
Optimism	We will regularly identify sources of hope and celebrate successes even when faced with significant challenges.
Responsibility	We will ensure we are good stewards of our resources, optimizing those resources to ensure we provide a broad context of opportunities for our students.
Excellence & Innovation	Students, staff, and families will receive excellent programs, services, and teaching and learning experiences in an environment characterized by high expectations and a commitment to continuous improvement and innovation.

Goal 1 - Provide an Engaging, Relevant Curriculum to All Students

South Spencer Schools will provide all students rigorous, standards-aligned learning experiences.

Initiatives	Progress Measures	Leaders
<p>1.1 Train and support all elementary teachers to teach literacy fundamentals based on the science of reading.</p>	<p>1.1 Number of training opportunities provided to elementary teachers (including through IDOE-sponsored Literacy Cadre and by instructional coaches); Improved reading levels as demonstrated on assessments</p>	<p>1.1 Elementary Principals Trainers</p>
<p>1.2 Train and support secondary teachers to reinforce literacy fundamentals based on the science of reading.</p>	<p>1.2 Number of training opportunities provided to secondary teachers</p>	<p>1.2 Principals Trainers</p>
<p>1.3 Provide students relevant content knowledge to become skilled readers and writers.</p>	<p>Improved results on standardized assessments (e.g., NWEA K-8 and 10)</p>	
<p>1.3 Provide students relevant content knowledge to become skilled readers and writers.</p>	<p>1.3 Improved achievement on curricular and standardized assessments</p>	<p>1.3 All Teachers</p>
<p>1.4 Promote and monitor student fluency of key math facts and skills.</p>	<p>1.4 Improved performance on grade-level fluency benchmarks</p>	<p>1.4 Principals Elementary Teachers Secondary Math Teachers</p>
<p>1.4 Promote and monitor student fluency of key math facts and skills.</p>	<p>Improved application of math skills as measured by curricular and standardized assessments</p>	
<p>1.5 Provide rich program offerings (e.g., life skills, high-ability) to all students, empowering them to achieve their potential.</p>	<p>1.5 Increase and improve the quality of K-12 program offerings</p>	<p>1.5 Superintendent Principals</p>
<p>Train and support special education staff and general education staff in best instructional and collaborative practices to meet each student's needs.</p>	<p>Number of training opportunities provided</p> <p>Staff survey results</p>	

Goal 2 - Provide Pathways to Enrollment, Enlistment, and Employment

South Spencer Schools will engage all students in pathways that support their enrollment in postsecondary education, enlistment in the military, or employment.

Initiatives	Progress Measures	Leaders
<p>2.1 Communicate the evolving definition of “college” and corresponding enrollment opportunities</p> <p>2.2 Explore interests and career pathways, and develop digital portfolios demonstrating academic and employability skills necessary to pursue meaningful postsecondary outcomes</p> <ul style="list-style-type: none"> ● Explore career options in K-5 ● Experience career options in 6-8 ● Engage in career options in 9-12 <p>2.3 Provide multiple, engaging, relevant pathways for all students</p> <ul style="list-style-type: none"> ● Graduation Pathways Infographic ● Next Level Programs of Study 	<p>2.1 Shareable documents for students, staff, and families; Survey results of community perceptions</p> <p>2.2 Quantity and quality of completed digital portfolios that follow students throughout middle and high school</p> <p>2.3 Diploma strength, certifications earned, dual-credits earned, and best fit pathways/programs completed</p>	<p>2.1 Superintendent Secondary Administrators Secondary Counselors</p> <p>2.2 CTE Coordinator Teachers</p> <p>2.3 Secondary Administrators Secondary Counselors</p>

Goal 3 - Invest in People and the Community

South Spencer Schools will empower and retain existing team members, recruit highly-qualified candidates, and gain the support of community stakeholders.

Initiatives	Progress Measures	Leaders
<p>3.1 Improve the social-emotional wellbeing of students, staff, and community members.</p>	<p>3.1 Provide trauma-informed professional development to all South Spencer staff as part of a countywide initiative</p>	<p>3.1 Superintendent District Directors and Administrators Social Workers Counselors Teachers Support Staff</p>
<p>3.2 Offer ongoing, cyclical professional learning experiences to support existing and new team members.</p>	<p>3.2 Number and quality of efficient, on-demand professional learning resources and courses; Number of coaching opportunities provided to staff</p>	<p>3.2 Staff Resources & Support Committee</p>
<p>3.3 Develop talent pipeline for all roles – attending to high-needs areas (e.g., special education, dual-credit certified, career and technical education) – through strategic partnerships and programs.</p>	<p>3.3 Number of highly-qualified candidates in the talent pipeline</p> <p>Number and quality of university partnerships</p> <p>Number and quality of partnerships with other organizations preparing prospective employees</p>	<p>3.3 Superintendent</p> <p>District Directors and Administrators</p>
<p>3.4 Explore options for increasing the quantity and improving the structure of professional collaboration and development opportunities.</p>	<p>3.4 Documentation from discussions with and surveys of stakeholder groups (e.g., families, staff)</p>	<p>3.4 Superintendent CTA President</p>

Initiatives	Progress Measures	Leaders
<p>3.5 Explore ideas to expand community and family engagement.</p> <p>3.6 Identify ways to honor, recognize, and celebrate team members.</p>	<p>3.5 Quantity and quality of service-based learning opportunities</p> <p>Opportunities to meet with superintendent, district directors, and school administrators</p> <p>3.6 Documented ways to honor, recognize, and celebrate team members</p> <p>Team member survey results</p>	<p>3.5 Superintendent District Directors and Administrators</p> <p>3.6 Superintendent District Directors and Administrators Staff Recognition Committee</p>

Goal 4 - Strategically Allocate Resources

South Spencer Schools will sustainably and efficiently operate safe, innovative schools.

Initiatives	Progress Measures	Leaders
<p>4.1 Implement best practices for promoting a safe learning environment</p>	<p>4.1 Participation in state safety trainings; Completion of regular safety audits; Support of School Resource Officer (SRO)</p>	<p>4.1 Superintendent Safety Specialists</p>
<p>4.2 Pursue state and local funding opportunities related to safety and security</p>	<p>4.2 Completed grant applications and funds received</p>	<p>4.2 Superintendent</p>
<p>4.3 Maintain and enhance learning spaces</p>	<p>4.3 Update HVAC units at Luce and Rockport Elementary Schools</p>	<p>4.3 Superintendent Director of Maintenance</p>
<p>4.4 Order local, sustainable produce for use in school meals</p>	<p>4.4 Partnerships with local farmers; Data shared with Indiana State Department of Health</p>	<p>4.4 Director of Food Services</p>
<p>4.5 Provide students and staff with technology resources that improve learning opportunities, efficiency, and communication</p>	<p>4.5 Quantity and quality of staff and student devices; Network reliability</p>	<p>4.5 Director of Technology</p>
<p>4.6 Implement cybersecurity best practices to protect essential data</p>	<p>4.6 Cybersecurity incidents</p>	<p>4.6 Director of Technology</p>
<p>4.7 Develop budgets that keep learning opportunities the priority while considering staff needs and community context</p>	<p>4.7 Improved student learning outcomes; Improved staff satisfaction; Improved community satisfaction</p>	<p>4.7 Superintendent</p>