



**Academics/Programs: *GACS will align curriculum and invest in programs that support excellence in both core subjects and diverse electives.***

- Work with district team leadership to create a Multi-Tiered System of Supports (MTSS) that:
  - Guarantees access for all students to essential learning outcomes.
  - Where staff have timely access to a data tool that houses academic and behavior data in same place (work with KRESA and other districts to house a common data warehouse).
  - And has predictable systems in place for early intervention; guaranteeing timely access to socio-emotional behavior and academic supports for all children at any stage of their educational development when they need it.
  - Audit & improve our special education processes for identification of students who may qualify for special education supports/services.
- Continue to provide differentiated instructional technology (IT) training for all staff at their level of readiness.
- Provide *1:many* access to technology in every classroom across the district; reduce the need to schedule a computer lab.
- Continue to promote and celebrate STEAM/STEM (Science Technology Engineering Art Mathematics) learning opportunities for all students at all ages; develop K-12 curriculum continuum.

**Learning Environment/Culture: *GACS will provide a positive learning environment that meets the individual needs and diverse learning styles of all students.***

- Establish a district technology committee to provide vision for increasing and providing support for the integration of technology into instruction to improve learning for all students and
  - Ensure that every G-A graduate is technologically literate and ready for the world of work and continuous learning.
  - Include staff, students and community members on the district technology committee.
  - Generate a list of technology in all buildings.
  - Create a survey staff regarding their technology and training needs.



## Strategic Plan Continuation Goals, February 2018

- PBIS (Positive Behavioral Intervention and Supports)....Investigate a district-wide universal core program, such as ... Capturing Kids Hearts or Leader in Me, to support the social-emotional needs of all students.

### **Personnel/Leadership: GACS will encourage and promote the growth and retention of all staff and students.**

- Improve the retention of recently hired teaching staff by making G-A an attractive and rewarding place to work.
  - Seek ways to improve the salary of beginning teachers to attract and retain talent.
  - Continue to fund and support a strong mentoring program for new teachers.
  - Encourage and reward teacher leadership and innovation.
- Implement 5D Teacher Evaluation as a tool that promotes student learning.
- Collaboratively plan teacher evaluation to include 40% student achievement data using essential student learning outcomes.
- Continue to provide coaching in the areas of math, literacy and technology.
- Identify needs for training of support staff.

### **Communications/Community Engagement: *GACS will utilize a streamlined communication plan that engages all stakeholders.***

- Move district from two email/calendar systems to one gmail system.
- Remove hurdles for using Synergy (our student management system) to increase communication with families across the district.
- Improve the user-friendliness of our district website; understand for what purpose we want parents, students and the public coming to our website.
- Forge new relationship with our Kalamazoo County Sheriff's office.
- Offer community meetings (coffee/doughnuts) with the Superintendent and Administration several times a year.



## Strategic Plan Continuation Goals, February 2018

### **Operations: GACS will develop and implement a long-term facilities and operations plan that will meet the needs of all stakeholders.**

- Establish a process to determine options for G-A's future athletic facilities and athletic resources.
- Improve communication with custodial services to ensure timely event set-up and cleanliness of all facilities.
- Improve feeling of trust and safety for families and their children while being transported on G-A busses each day.
- Forge a long-term facilities plan to sustain current improvements and on-going needs of aging facilities.