

# **STRATEGIC PLAN SUMMARY**

## **Strategic Planning Process**

### **Overview of the Strategic Planning Process**

In November 2007, central office administrators attended a training for "Leading for Learning eStrategic Planning" at the Westmoreland Intermediate Unit. Following this training, the building principals and other District supervisors received an overview of the eStrategic Plan at an administrative team meeting in December 2007. Certain members of this administrative team were asked to lead specific committees of the eStrategic Plan and to identify parents, students and staff to serve on the respective committees. The administrators leading the committees participated in a webinar on the eStrategic Planning web tool.

In December 2007, a press release was sent to local newspapers with information about the Norwin School District Strategic Planning Process. In this release, the District advertised for community members to apply to serve on the Strategic Planning Steering Committee. Additionally, a memo about applying to serve on the Strategic Planning Steering Committee with an application form was sent to all professional employees. The application form and information about serving on the Strategic Planning Committee was posted on the District website.

During a School Board retreat in January 2008, Board members and central office administrators attended a meeting to discuss the eStrategic Planning process, the goals of the *No Child Left Behind Act* and the educational impact for students attending the Norwin School District. The eStrategic Planning Process was also discussed at the public School Board workshop session on the evening of January 14, 2008. Following the meeting, a press release regarding the District's strategic planning information and process was prepared for the media.

The Strategic Planning Steering Committee met weekly beginning in January 2008. Subcommittees met sporadically throughout the process. The last meeting of the Strategic Planning Steering Committee was June 3, 2008 for a total of twelve meetings. Members of the administrative team that headed each specific plan also met several times per month for discussion and planning.

In January 2008, parents, students and teachers were asked to participate in an online perception survey. On January 24, 2008, the data collected from the parent, student and teacher surveys was shared with building level administrators. They were asked to reflect upon the strengths and needs of the data and to share the data and their reflections of the data with the respective groups in their buildings. The Strategic Planning Steering Committee spent several meetings looking at and analyzing a myriad of District data from which goals were later built.

At the Board workshop session in April 2008, the Board received a review of the goals, strategies and activities of the Strategic Plan. In May 2008, the Special Education and Teacher Induction plans were shared with the Board. In June 2008, the remaining components of the Strategic Plan, representing the following plans, were delivered to the Board for review and discussion: Academic Standards and Assessment, Educational Technology, Professional Education and Student Services.

Following the June 2008 workshop meeting of the Board, interested community members and stakeholders, by request to the Assistant Superintendent of Secondary Education, had an opportunity to view all of the components of the Strategic Plan. In July 2008, the Norwin School Board of School Directors was presented with the new 2008-2014 Strategic Plan for approval.

## **MISSION STATEMENT**

Through quality educational experiences, the Norwin School District prepares students to become productive and responsible citizens in an ever-changing global society.

## **VISION STATEMENT**

The Norwin School District is a nurturing learning community where students are welcomed, valued and challenged. The school community is a partner in developing students who are lifelong learners. Through a quality education, we are committed to helping all students become productive and responsible citizens who will succeed in an ever-changing global society.

## **SHARED VALUES**

### **The Norwin School Community Believes...**

- All students are capable of learning and have a desire to do so.
- All students are entitled to equal access to educational services and opportunities.
- Learning is a lifelong experience.
- Students' educational experiences will provide them the necessary knowledge and skills to become flexible learners, problem solvers, independent thinkers and collaborative workers who can be successful in our ever-changing technological and global society.
- Students are entitled to learn in a non-threatening, safe, clean, healthy and stable educational environment.
- Students learn best when there are positive relationships built within and among all the people who are involved with the students' education.
- Students must be provided with the knowledge to recognize how they learn best.
- On-going growth and professional development of all employees is a fundamental component of a successful school system.
- Families share responsibility for their child's education.
- Students must take responsibility for their own education.
- Teachers, administrators and the School Board each assume accountability and responsibility for education and must work together with students and their families to help ensure that students' potential is maximized.
- All students must be provided appropriate educational opportunities to meet their individual needs and learning styles.
- The community must be informed, committed and actively involved in supporting education.
- Quality education requires joint effort and support from parents, students, the school and the community.

- All educational paths that are chosen by our students are deserving of respect and dignity.
- Students must be provided with the knowledge and experiences to develop skills to use and apply to new technologies.
- Students must learn to understand and appreciate the varying cultures of the world so that they are prepared to function in a global society.
- The school community, as a whole, must recognize, respect and value the diversity and individuality of all persons.
- The community shares responsibility for providing and maintaining educational facilities which sufficiently house all components of the educational system.
- Open and ongoing communication among all stakeholders is necessary to work collectively for the good of all students.
- It is important to continually improve educational programs and services while maintaining fiscal responsibility.

## **PLAN GOALS**

The Norwin School District Strategic Planning Steering Committee identified six goal areas for the 2008-2014 Strategic Plan. All goal areas relate directly to student achievement. The goals along with a description of each are listed below.

### **Goal: 1. MATHEMATICS PROFICIENCY**

*Description:* By 2013-2014, 100% of students will be proficient in mathematics, as measured by the annual state-wide PSSA assessments.

### **Goal: 2. READING, WRITING, SPEAKING AND LISTENING PROFICIENCY**

*Description:* By 2013-2014, 100% of students will be proficient in reading, writing, speaking and listening as measured by the annual state-wide PSSA assessments.

### **Goal: 3. GRADUATION RATE**

*Description:* The Norwin School District will strive for a 100% graduation rate. Our graduation rates have been rising. The 2005-06 data reveal a 94% graduation rate, which increased to 97% based on the 2006-07 data. We believe that by offering a variety of supports and options, we can reach a 100% graduation rate by the end of this Strategic Plan.

### **Goal: 4. COMMUNICATION SYSTEMS TO ENGAGE OUR STAKEHOLDERS**

*Description:* The Norwin School District will improve the current communication systems to better engage the stakeholders in the school and community. We believe that better communication between all constituents will help to improve what we do for students academically, socially, emotionally and personally.

### **Goal: 5. ADVANCING OUR ACADEMIC PROGRAM AND SKILL SETS**

*Description:* The Norwin School District will provide students with challenging curriculum options, programs and instruction. We want to provide students rigorous and relevant course work and skills so that they are prepared for a competitive global society.

### **Goal: 6. PRODUCTIVE LEARNING ENVIRONMENT AND CULTURE**

*Description:* The Norwin School District will create a learning environment and culture that emphasizes the importance of continued education for all stakeholders while striving for strong relationships and support systems for all members of the school culture.

## **PLAN COMPONENTS** *(Adobe Acrobat Required to view)*

[Academic Standards & Assessment Report](#)

[Educational Technology Report](#)

[Professional Education Report](#)

[Special Education Report](#)

[Student Services Report](#)

[Teacher Induction Report](#)