

The 'Owasso Way'

Taskforce

5-Year Strategic Plan

Recommendation

2016-2021

Board Approved 6/20/16

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Method of Operation:

The Owasso Way Taskforce Committee comprised of over one-hundred patrons, parents and staff met in the spring of 2016 for three Tuesday evenings (February 23, March 29th and May 3rd) to create the Five-Year Strategic Plan document for the Owasso School District.

The taskforce was comprised of a cross-section of the entire Owasso community. It included physicians, teachers, attorneys, pastors, businesspersons, parents, PTO members, city officials, higher education representatives, career technology officials, administrators, school board members and retired patrons in the community.

The committee split into five sub-planning committees to address future planning in the five most pressing areas identified by the administration and the school board for the coming five years in the district. Those areas included *curriculum & instruction, facilities & construction, student services, technology, and extra-curricular activities.*

The sub-committees were facilitated by in-house administrative staff that had been previously trained by Dr. Clark Ogilvie, Superintendent (a certified strategic planner) in preparation for the strategic planning exercise.

The five sub-committees each submitted their 3-6 objectives to the planning taskforce as a whole (27 proposed objectives total) for final prioritization and adoption. This document contains the 14 objectives that were selected by the group as priorities along with the agreed upon strategies and action plans to accomplish them within the five-year timeframe set by the administration and the Board of Education.

The updated Owasso Strategic Plan is now complete and it is the consensus recommendation of the Owasso Way Taskforce that the Owasso Board of Education act affirmatively to review the plan and to approve the plan per board policy in its presented format for implementation as an ongoing process with the beginning of the 2016-17 School Year.

The Owasso Way Mission Statement

Our Mission is to provide a safe environment that equips, educates, and empowers Owasso students on their journey toward outstanding character and success.

BELIEFS: Proposed as the district's fundamental convictions, values and character.

WE BELIEVE:

- *Students will be valued and challenged as individuals
- *Students' classrooms instruction will be driven by reliable, relevant student data
- *Students will be developed through real world experiences (Academics, Activities, Attitudes, Arts, and Athletics)
- *Students have access to differentiated individualized instruction
- *Students have the right to an excellent education in a safe learning environment
- *In open door communication
- *In cooperative interaction
- *In Inclusion of the community in school activities
- *In safety and structure
- *In collaboration of resources
- *In cooperative exchange between students and the community
- *In positive influence of mentoring and leadership programs
- *In maintenance of conservative values
- *In information dissemination to the public
- *In truth, values, and teamwork
- *In conveying ownership of the school
- *In pursuit of funding and resources to ensure program success
- *That ACT scores need to improve
- *That each individual should have an equal opportunity to succeed
- *That healthiness is a vital part of learning
- *That high expectations yield higher results
- *That every student should be valued as an individual
- *That all children can learn and succeed
- *That each student should be involved in extra-curricular activities
- *That each student should have a development plan for the future
- *That every student has the right to expect an excellent education
- *That each student deserves the best learning environment
- *That each student should have the support of their peers
- *That mutual respect must exist between students and teachers
- *That every student needs to value authority
- *That every student has individual worth
- *That the journey is just as important as the destination
- *That excellence is achievable and always worth the investment
- *That developing leadership qualities in our students by learning from the past is important as well as passing those qualities on for the future

PARAMETERS:

Proposed as the established guidelines within which the district will accomplish its mission.

- *Students will be encouraged to not accept failure and to develop a growth mindset
- *Students and schools will exceed state and national standards
- *Student needs will be the driving force for district decisions
- *Students will be provided a guaranteed and viable curriculum
- *Professional collaboration will be an integral part of instructional decision-making
- *Nothing will take precedence over district-wide instructional programs
- *No decisions will be made that impact schools and the community without collaboration
- *No programs, courses, or services will be added without a cost benefit analysis
- *No existing programs will be maintained unless they demonstrate a mission-related need
- *We will not exceed financial capacities
- *We will not promote plans that would prevent effective and rapid response to a crisis
- *We will not allow negative outside influences to compromise character traits and values
- *We will plan and provide for all ADA access
- *We will not allow funding to dictate the construction of facilities without analysis
- *We will not allow inadequate facilities to have a negative impact on academics
- *We will not allow our facilities to become unbalanced geographically by function
- *We will not have or maintain facilities that create problems for the district
- *We will not construct facilities that are expensive to maintain beyond reason
- *We will not compromise quality in any district endeavor
- *We will not compromise the dignity and honor of any student
- *We will not promote collaborative activities that do not strive to achieve safety and health
- *The district will attract, develop and retain the highest quality staff dedicated to achieving our mission and objectives
- *District-wide performance on standardized tests will always be at or above state and national averages

District Curriculum & Instruction Objectives:

I. Students will use STEM (Science Technology Engineering Math) activities to build problem solving-skills.

Strategy:

1.1 Evaluate current STEM activities in the district and identify gaps in STEM instruction.

Action Plans:

1.1 Principals will analyze current schedules to identify STEM course offerings and identify desired future STEM course offerings.

1.2 Elementary and Secondary coordinators will facilitate a review of the extracurricular STEM activities in our district.

1.3 Site principals and district coordinators will partner to create an inventory of current STEM resources at each site.

Strategy:

2.1 Identify a vision with goals and objectives for STEM in our district.

Action Plans:

2.1 District coordinators will facilitate a planning process to clarify STEM objectives by grade level divided into the following areas: PK-2nd, 3rd-5th, 6th-8th, and 9th-12th.

2.2 District coordinators will facilitate a review of professional development needs to support the vision, goals, and objectives for STEM in our district.

2.3 Subject area coordinators and grade level coordinators will facilitate a needs analysis to identify previously trained teachers in the district who have the ability to train other staff in STEM professional development.

2.4 When adopting new curriculum or resources, district coordinators will consider STEM goals whenever possible.

Strategy:

3.1 Add opportunities for students to engage in STEM activities that are relevant to careers and their future.

Action Plans:

3.1 Principals, teachers and coordinators will identify local businesses that have resources to support our students' STEM goals.

3.2 Secondary principals and secondary counselors will partner with Tulsa Technology Center to avoid disruption of STEM offerings and increase opportunities for students.

3.3 Tulsa Technology Center will meet with secondary counselors and principals annually to identify current course offerings.

3.4 Parents and community leaders will partner with district staff to model/mentor students in STEM activities and career pathways.

II. Owasso Schools will meet or exceed a high school graduation rate of 95%.

Strategy:

2.1 Identify attributes of successful Pre-K readiness and collaborate with parents to address deficits in Pre-K readiness.

Action Plans:

2.1 Elementary staff will increase communication with parents regarding resources to support Pre-K readiness, both in the district and in the community.

2.2 Elementary coordinator will facilitate activities to raise awareness among Pre-K parents of the long-term benefits of reading with your children.

2.3 Elementary counselors will identify family behaviors that support school success and communicate those in a positive, encouraging way.

Strategy:

2.2 Create general pacing guides for teaching and learning for grades Pre-K through 12th grade to support high school graduation.

Action Plans:

2.1 Elementary grade level teams will review state pacing guides and adapt those to the needs of their grade level in our district.

2.2 Secondary subject area teams will review state pacing guides and adapt those to the needs of their grade level in our district.

2.3 Elementary and Secondary district Curriculum Coordinators will monitor pacing guides to make certain a student's graduation pathway is supported by the necessary enrichment or remediation to support high school graduation.

Strategy:

2.2 Increase a collaborative relationship among all secondary sites.

Action Plans:

2.1 Secondary counselors and administrators will provide Professional Development to secondary staff for/about students who are less likely to graduate from high school.

2.2 Mid-High Principal will facilitate high school graduation for 9th graders.

2.3 Principals will utilize opportunities at all grade levels to expose students to post high school 'success stories' that inspire them to graduate from high school.

2.4 High school counselors will provide a transcript, quarterly, to all high school students and help students learn how to monitor their progress towards graduation.

District Technology Objectives:

- III. *The District Technology Department will maintain, upgrade, and expand infrastructure and technology devices that best support all students and staff.***

Strategies:

- 3.1 The District will maintain and enhance data security.
- 3.2 The District will provide equal access to technology.
- 3.3 The District will use techniques to help drive efficiencies in school administration and business practices.

Action Plans:

- 3.1 The District Technology Department will assure that firewall and content filters are up date, and procedures will be implemented to maintain current security measures.
- 3.2 The District Technology Department will establish procedures to maintain the security of data and student information.
- 3.3 The District Technology Department will implement 1:1 initiatives for 9-12 students, and lower grades in the future to the fullest extent.
- 3.4 The District Technology Department will evaluate software that the District uses to drive business practices.
- 3.5 The District Technology Department will develop a disaster recovery plan and provide necessary resources.

- IV. *The District will coordinate technology and curriculum to develop and support a strong foundation of innovative learning opportunities for all students.***

Strategies:

- 4.1 The District will provide students with technology training to prepare them for college/career opportunities.
- 4.2 All teachers will utilize technology to support differentiated instruction and best practices. The District will utilize technology as a tool, not as a replacement of teachers or good teaching.

Action Plans:

- 4.1 The District will establish a student technology support team for grades 9-12 beginning with the 2016-17 School Year.
- 4.2 The District will implement 1:1 beginning in 2016-17 for grades 9-12 with rollout to lower grades in subsequent timeframes with passage of additional bond funding.
- 4.3 The District will build community partnerships with local businesses to promote free wi-fi access throughout the community.

Action Plans Continued for Objective IV:

4.4 The District will provide training and technology for all support staff, teachers, and administrators.

4.5 The District will continually review technology course offerings and upgrade as needed.

District Extra-curricular Objectives:

V. To offer opportunities for all students to participate in extra-curricular activities.

Strategies:

5.1 The District will utilize technology to communicate activities and successes.

5.2 The District will provide new opportunities and activities for students.

5.3 The District will provide opportunities for students at the elementary level to be exposed to various clubs that exist in the District at all grade levels as well as available activities.

Action Plans:

5.1 The athletic department will create a page on the district website with links to activities both in school and throughout the community.

5.2 The athletic department will work with identified representatives of the community to create a mentor program.

VI. To provide state of the art equipment and facilities to enhance the extracurricular experience in Owasso Public Schools.

Strategies:

6.1 The District will upgrade facilities including the construction of a tennis dressing facility.

6.2 The District will upgrade the football/soccer field at Ator Field to include artificial turf, locker rooms and restroom renovation.

6.3 The District will upgrade the track at OHS to include artificial turf infield, bleachers and lights.

6.4 The District will upgrade/and or replace artificial turfs/surface for the football field, the multipurpose indoor facility, the entire baseball field, the entire softball field, track surface when needed and the football stadium scoreboard if bond funding becomes available.

Action Plans:

6.1 The Athletic Department, administration and future district bond committees will work together to pass and secure bond issue funding for these purposes.

Action Plans Continued for Objective VI:

6.2 The Athletic Department and administration will partner with the City of Owasso for ongoing funding of shared facilities.

6.3 The Athletic Department and administration will seek out grant monies for identified needs throughout the District.

6.4 The Athletic Department and administration will seek out donations through fundraising from parents and patrons in support of extracurricular facilities when needs are identified.

VII. To implement a character education program into the Owasso Public Schools athletic programs and monitor for future growth and expansion of the program.

Strategies:

7.1 Implement the 'Game Changer Character Program' in all Owasso athletic teams.

7.2 Provide opportunities for all Owasso Schools' extra-curricular programs to become involved as a part of a district-wide initiative for good character development in all Owasso students.

Action Plans:

7.1 The Athletic Department will provide appropriate training from representatives of the Game Changer Program so that coaches may begin implementation and teaching of the curriculum in each respective sport.

7.2 The Athletic Department will invite all administrators in the district to observe and participate in any capacity that they see fit for their respective areas and or buildings.

District Student Services Objectives:

VIII. We will improve and maintain the safety and accessibility of all school sites.

Strategies:

8.1 The District support will replace pea gravel and wood mulch with an environmentally safe and longer lasting rubber mulch at elementary playgrounds.

8.2 The District will install and maintain wheelchair accessible areas at each elementary site playground.

8.3 The District will install cameras and implement an infrastructure to maintain security cameras at all school sites.

Action Plans:

- 8.1 The District support services will research and seek professional guidance on security vulnerability of cameras before the district commits to said purchases.
- 8.2 The District support services will set a goal to establish equal access to elementary playgrounds each year for students with disabilities until all are completed.
- 8.3 The District support services will utilize current and future bond resources to improve and upgrade disabled accessibility to all elementary school site playgrounds.
- 8.4 The District support services will research current industry standards and safety guidelines to replace and/or update playground ground cover.

IX. There will be increased medical and counseling services at all grade levels.

Strategies:

- 9.1 The District will set a goal to hire one nurse per school site.
- 9.2 The District will set a goal to hire one additional half-time counselor at each elementary.

Action Plans:

- 9.1 Site data collection will be done by building principals to determine the priority order for employment of school nurses and counselors at each site to include adherence to state requirements.
- 9.2 District budget planning by the Special Projects Department shall include additional nursing and counseling personnel as funds become available.
- 9.3 The District will assign the Special Projects Department to research alternative methods of funding (grants, gifts, etc.) to accommodate the additional personnel requirements.
- 9.4 Recruitment, advertising, and interviewing of nurse and counselor candidates by appropriate school personnel.
- 9.5 The District shall hire one nurse and counselor yearly until there is a nurse at every school site and an additional half-time counselor at every elementary as funds become available.

X. We will develop partnerships with community resources to support and enhance student academic success.

Strategies:

- 10.1 The District will set a goal to implement a tiered (as #'s increase) TACK program at each site.
- 10.2 The District administration will set a goal to provide extended day and enrichment programs at all school sites.
- 10.3 The Special Services Department will set a goal to be the LEA liaison for post-secondary education for students with disabilities.

Action Plans:

10.1 A District committee will be established to reach out to community and civic organizations to disseminate volunteer and resource needs in our schools.

10.1 The District administration shall attempt to partner with organizations that offer unique support to expand and enrich student learning opportunities.

10.2 An appointed District Committee will plan for a pilot volunteer program that partners with post-secondary sites in the state and present it to the Board and Administration for approval.

10.3 An appointed administrative committee under the direction of the Special Services Department shall be appointed to review the data for the TACK Program yearly to track the number of students being identified for the program.

10.4 The Special Services Department will develop more professional development opportunities and resources for elementary sites which have enrichment programs in lieu of a designated TACK Program. Budget planning by central office administration will include additional resources and professional development as funds become available.

XI. The District shall increase the capacity of the Ram Academy.

Strategies:

11.1 The District will set a goal to expand the Ram Academy to include middle-school Owasso students.

Action Plans:

11.1 Site data collection shall be conducted by all elementary and secondary principals to determine priority for additional staff.

11.2 A committee of Ram Academy, elementary schools, middle schools, and high school administrators shall be formed to do a needs assessment and form implementation strategies.

11.3 A plan shall be created by the District Administration to hire new teachers and locate facilities.

District Facilities Objectives:

XII. The District will construct a new 8th Grade Center, with the future 9th Grade classes being moved to the current 8th Grade Center.

Strategies:

12.1 The District will set a goal to acquire land for a new 8th Grade Center to meet the needs and growth of the District.

12.2 The District will set a goal to build a new 8th Grade Center to meet the needs and growth of the District.

Action Plans:

12.1 The District will establish site committees to review the demographic study that was done in April of 2015.

12.2 The District will establish a bond committee to meet as needed to develop and review a comprehensive facilities building plan based on growth trends and seek Board of Education Approval.

XIII. The District will construct Science Wing/Safe-rooms for the Mid-High population.

Strategies:

13.1 The District will set a goal to build Science Wing/Safe-rooms at the Mid-High to meet student safety needs and growth of the school district.

Action Plans:

13.1 The District will establish a bond committee to meet as needed to develop and review a comprehensive facilities use/building plan based on growth trends of the District and seek Board of Education approval.

XIV. The feasibility of integrating a “safe-room” facility will be considered with all new school/facility construction.

Strategies:

14.1 The District will set a goal to integrate a safe-room type facility with as a part of all new District construction projects.

Action Plan:

14.1 The District will establish a bond committee to meet as needed to develop and review a comprehensive facilities use/building plan based on growth trends of the District and seek Board of Education approval.

Owasso Way Strategic Planning Task Force Members

Administrative Leaders, Recorders and Members:

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Participating (Ex-Officio) Board of Education & Superintendent:

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Member	Pat Vanatta
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