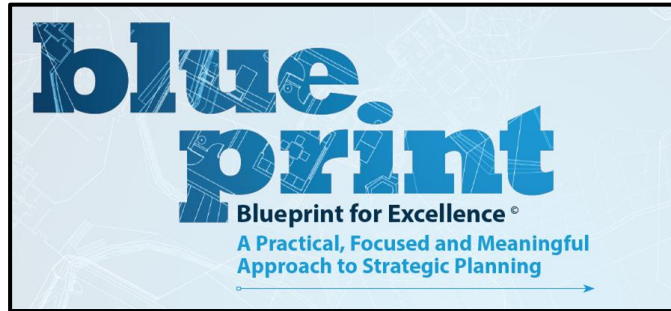


Gentry Public Schools Blueprint Strategic Plan April 2023



Intentionality: We set out to...

- Involve all members of the school community and reflect their shared perspectives.
- Allow stakeholder representatives to review community feedback in order to clearly define the district's mission, vision and core values.
- Engage a team in defining the priorities of the district and suggesting action steps to accomplish objectives.
- Facilitate action planning focused on identifying who, when and how the work will get done.
- Provide the district with a road map that is transparent, accountable and focused.
- Enable the district's efforts to innovate, allocate resources and continuously grow in a coordinated, thoughtful and aligned manner.
- Implement an evolving and ongoing process that builds from one year to the next while reflecting emerging needs and changing demands.



What we did...The Process

Summer 2022: Community Feedback Gathered



July 2022: Draft Mission/Vision/Core Values developed by the Board of Education and Leadership Team.



December 2022: Community Team Assembled, Mission/Vision/Core Values Reviewed, Priority Areas Developed, Strategies Suggested



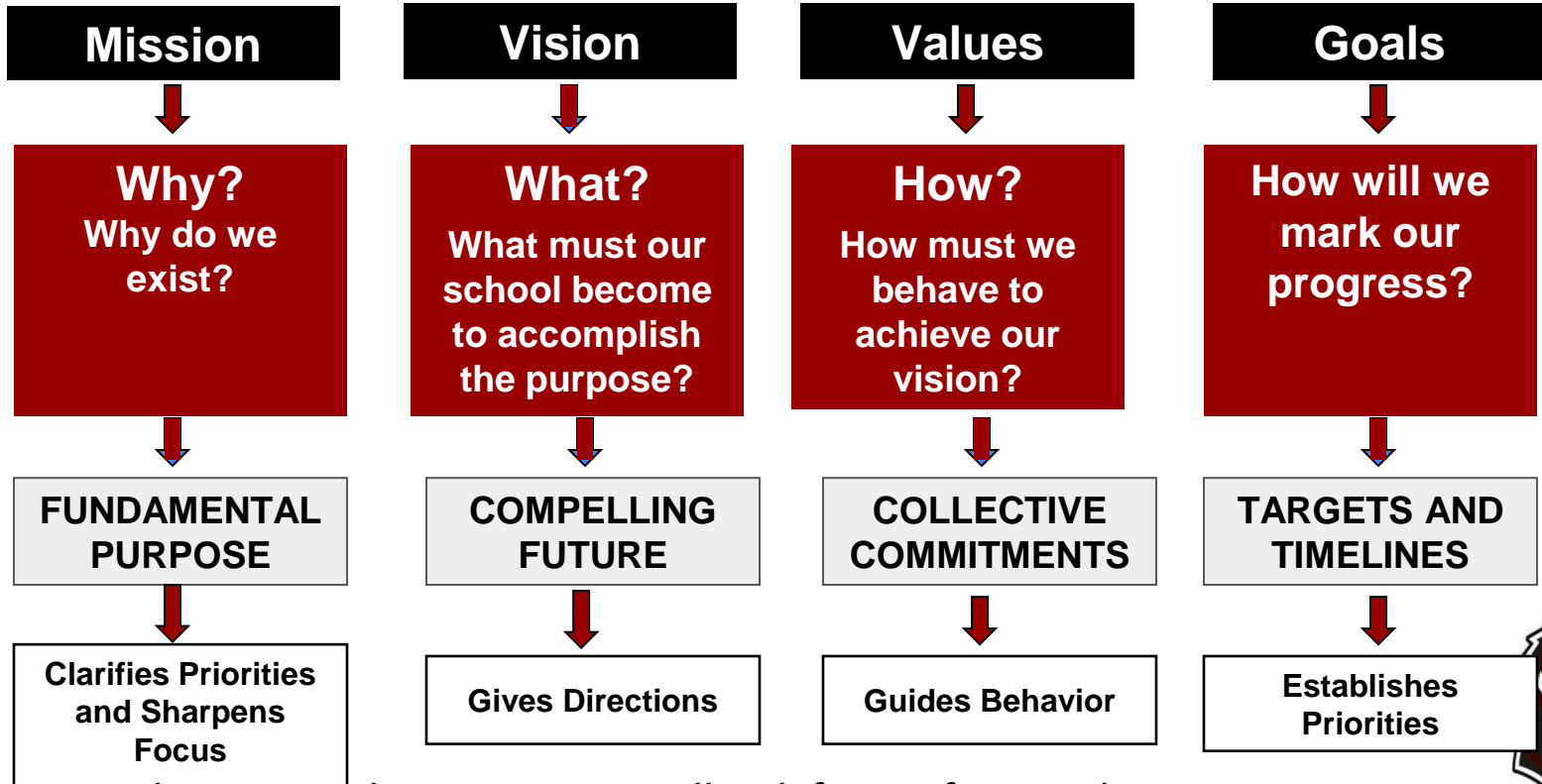
February 2023: Action plans developed that specifically identify what will be done to meet the objectives of each priority area and who will be responsible for leading the work.



April/May 2023: Revisions and review completed by the Leadership Team.
Communication to the community and implementation of the plan with stakeholders.



Four Essential Pillars of a PLC



—DuFour, et. al *Learning by Doing: A Handbook for Professional Learning Communities at Work* (2016), p.31

Mission Vision Core Values



Our Mission

**Ensuring all students connect,
learn, and succeed**



Our Vision

**The District of Choice: A world class
education with a small town feel**



Our Core Values

In order to accomplish our mission and achieve our vision, we will:

- Provide a physically, socially, and emotionally safe learning and working environment
- Demonstrate passion for our work and a commitment to our students.
- Always act with integrity and empathy.
- Hold each other and ourselves accountable for excellence in everything we do
- Build mutually beneficial partnerships with parents and community stakeholders
- Honor achievement and promote pride in ourselves, in our school, and in our community.

SAFETY, EXCELLENCE, PASSION, INTEGRITY, ACCOUNTABILITY, COMMUNITY, PRIDE



Our Priority Areas and Goals

Excellence in Human Capital

- Opportunities to collaborate
- Competitive compensation
- Recruitment and retention

Organizational Growth and Preparedness

- Capital Planning
- Space considerations
- Safety and Security

Academic Excellence

- Variety of coursework
- Enrichment opportunities
- Preparation for college and career

Family and community connections

- Family Engagement
- Communication
- Opportunities to collaborate



Priority Area 1: EXCELLENCE IN HUMAN CAPITAL		
Objective: Recruit & Retain Highly Qualified Staff	Who	When
Strategies (what's): to accomplish our objective, we should...	Which group, person, committee or entity will be responsible for doing the work?	When will this work occur?
Provide opportunities for all teachers and all staff to collaborate	Building Principals, MCLs, Guiding Coalitions	Ongoing- weekly
Create a compensation plan for all staff that is competitive with similar-sized districts.	Superintendent, PPC	Spring 2023
Enhance recruitment and retention plan to ensure employment of highly qualified staff including current district programs.	Assistant Superintendent, Building Principals	Spring 2023
Implement a Comprehensive Professional Development Plan?	Assistant Superintendent	Summer 2023 <input type="checkbox"/>

Action Plan



Priority Area 2: Organizational Growth and Preparedness		
Objective: Ensure that the facilities meet the needs of our students now and in the future.	Who	When
Develop a plan to ensure our facilities can accommodate the growth of our community including technology, ADA, multiple use, athletics, etc.	Superintendent, Director of Operations, Community, GPS staff,	June of FY 23
Develop a long-range fiscal plan to support district needs and growth	Superintendent, Director of Operations, Financial Advisor,	December FY 24-June of FY 24
The district safety committee, building safety committees, including SRO's will review the Safety guidelines sent by Governor, DESE and the assessments to continually improve safety.	Superintendent, School Resource Officers, Safety Committee appointees, Director of Operations, Community, Fire Chief,	April FY 23-December 23

Action Plan



Priority Area 3: ACADEMIC EXCELLENCE		
Objective: To prepare students for the future through opportunity and enrichment	Who?	When?
Expand the CTE Program and College/Career Exploration	HS Principal HS Career Coach MS Principal MS Career Teacher SPED Transition HS/MS Counselor Elem Counselors Community Partners Vocational Conn.	Fall 2023-2024
Improving academic outcomes for all students through implementation of the PLC & RTI Processes and Inclusive Practices	District Leaders Building Principals MCLs Collaborative Teams Special Education Teachers	Ongoing
Align career readiness skills K-12 and revisit Profile of a Graduate	HS Principal HS Career Coach MS Principal MS Career Teacher SPED Transition HS/MS Counselor Elem Counselors Community Partners Vocational Conn. University Partners Specials/Electives Ts	Spring 2025 <input type="button" value="v"/>
Expose students to opportunities and real world experiences	HS Principal HS Career Coach	Ongoing

Action Plan



Priority Area 4: FAMILY & COMMUNITY CONNECTIONS		
Objective: Improve and enhance partnerships with community stakeholders	Who	When
Survey stakeholders in order to determine most effective and streamlined communication surrounding academic and social involvement using universal platforms	Freeman & Smartt	Spring 23
Provide opportunities for families & community partners to participate, engage, and collaborate in academic & social success within our schools.	Principals Teachers Counselors Community Partners Specials/Electives Ts	Ongoing

Action Plan



Timeframe	Activity	Who
March-April, 2023	<ol style="list-style-type: none"> 1. Blueprint Plan Presented to the Community and Adopted by the BOE 2. Blueprint Plan “unpacked” and then shared with the faculty and staff. 3. Blueprint Plan unpacked with smaller groups. 	<p>Superintendent, BOE</p> <p>Superintendent</p> <p>Principal</p>
June/Summer, 2023	Blueprint implementation updates provided to the BOE, Community and Staff	Superintendent and Administrators
2023-2024 Quarterly	Blueprint Updates provided to the BOE, Community and Staff	Superintendent and Administrators
February, 2024	Blueprint Budget Recommendations Made Blueprint Expenditures Finalized	Superintendent and Administrators
June, 2024	Final Report Blueprint Updates provided to the BOE, Community and Staff	Superintendent and Administrators
July, 2024	<p>Blueprint Planning Day Held</p> <p>Plan Updated for 24-25</p>	<p>BOE</p> <p>Superintendent</p> <p>Administrators</p> <p>Staff</p> <p>Community Members</p>

Accountability Timeline



Thank you!

