



SAU 5
Oyster River Cooperative School District
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Strategic Plan

TABLE OF CONTENTS

I.	Letter of Introduction	3
II.	District Information/Mission Statement/Vision Statement	4
III.	Organizational Chart	5
IV.	Student Engagement & Achievement Plans	
A.	Broad Goals	6
B.	Strategic Action Plans	
•	Math Kindergarten – 12	7
•	Elementary	8-10
•	Middle School	11-14
•	High School	15-18
V.	Finance & Operations	
A.	Broad Goals	19
B.	Strategic Action Plans	
•	Facilities	20-24
•	Transportation	25-27
•	Food Service	28-30
C.	Technology Strategic Action Plans	31-35
VI.	Community Engagement Plans	
A.	Broad Goals	36
B.	Strategic Action Plans	
•	Internal	37
•	External	38-45

The Oyster River Cooperative Strategic Plan is designed to be a roadmap of where we are now, and where we would like to be as a District in the next 5 years. The Plan focuses on student growth and excellence, operational efficiencies, resources necessary, and a budget that supports the School Board adopted goals.

Accountability is a key feature of the plan. Staff will report progress every year at the building and District level. As we collect evidence that goals are accomplished, new goals will replace them, creating a cycle of continuous improvement. We started this process over two years ago by reaching out to our three member communities of Durham, Lee and Madbury through a Future Search exercise in which over 100 citizens were involved. We took their broad ideas to a District-wide steering committee that took on the task of bringing the community work to the various staffs throughout the District. All administrators were charged with staff engagement. Every employee group including food service workers, bus drivers, custodians and maintenance workers, paraprofessionals, teachers and administrators helped develop the plan. As a result, there is genuine staff enthusiasm and commitment to this work.

Structurally, the plan starts with the District Vision and Mission, followed by broad District-wide goals. Staff used the broad goals to guide their specific building and department goals. Under each goal you will find how the staffs plan to implement their building and department goals with strategies, timelines and the resources needed to accomplish stated goals.

The Strategic Plan sets priorities for the District that are reflected in the resource allocations in the budget and continuously guides District work. To ensure that the Plan remains in the forefront of what guides our decision making, we will clearly identify where strategic goals are funded in the annual budgets, we will provide multiple ways for staff and the community to access the document and track progress, and we will report annually on progress made.

Sincerely,

Dr. James C. Morse, Sr. and
Oyster River School Board

DISTRICT INFORMATION

The Oyster River Cooperative School District serves the contiguous town communities of Durham, Lee and Madbury, located 50 miles north of Boston in the southeast corner of New Hampshire. All who live in the ORCSD area are lucky to have the best of both worlds; small-town life with access to the best in culture, arts and sporting events as well as four seasons of breathtaking scenery. The District is 12 miles west of Portsmouth and the Atlantic Ocean seacoast where you can enjoy the beaches of Wallis Sands, Hampton and Seabrook. You can also experience the rocky wildlife refuge at Odiorne Point or the colonial settlements on Strawberry Banke.

Traveling north from the District you can experience the four seasons of the famous White Mountains. Here you can enjoy summer hiking, camping and boating on one of our numerous lakes in the region. Enjoy the winter activities of snow shoeing, snowmobiling or skiing while viewing spectacular scenery and wildlife all the way to the Great North Woods.

The University of New Hampshire (UNH) is located in Durham, NH. As a result of its geographical location, the District and its students have easy access to many cultural and educational opportunities. On the campus of UNH the Whittemore Center provides an impressive backdrop for evening shows, a night at the theatre, or to cheer on the college teams of UNH.

ORCSD is one of New Hampshire's best school systems. We encourage creativity and innovation while maintaining a personalized approach to education. ORCSD traditionally beats state and national SAT scores.

SAU #5 Mission

“WORKING TOGETHER TO ENGAGE EVERY LEARNER”

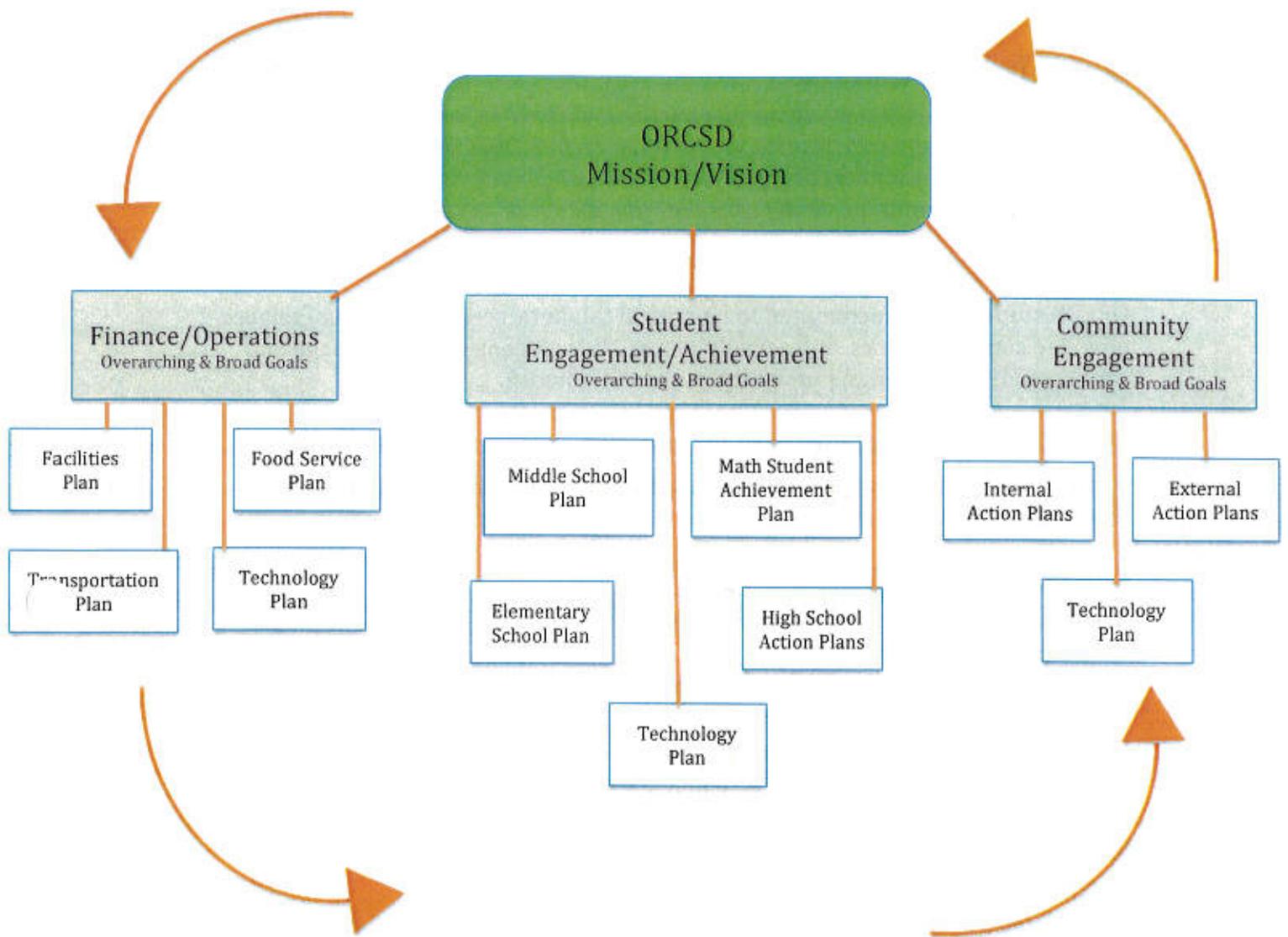
SAU #5 Vision

ORCSD is a place where students, parents, staff and community members' work together to foster a life-long passion for learning and engage all students in developing the skills and knowledge they need to further their education; participate as citizens, succeed in the work-place; live healthy lives; and, thrive in the 21st century.

In the ORCSD students, teachers and community members take pride in our schools and understand that each of us has a role to play in ensuring their success.

We create safe, stimulating learning environments where all students are challenged and excited by the opportunities to learn; where students and teachers alike feel it is safe to take creative risks; and where every member of our community is known and valued.

During their time at ORCSD students become strong, independent, critical thinkers with a commitment to living ethically and a belief that each of them can and should make a difference in our world.



Continuous Improvement Plan

Student Engagement and Achievement Plans

Overarching Goal: ORCSD is committed to creating an environment where all students become both independent learners and knowledgeable critical thinkers who live ethically and make a difference in their world.

Goal #1 Personal Excellence

ORCSD inspires all learners to pursue personal excellence, academic challenge and success. *The Student Achievement Work Group recommends ORCSD initiate or strengthen Full Day Kindergarten, STEM, World Languages, Art, Habits of Mind and Early College offerings for strong consideration for action in the strategic plan.*

Goal #2 College and Career Ready

ORCSD students are encouraged to be critical thinkers, creative problem-solvers, effective communicators, and socially responsible citizens who are college and career ready, prepared to pursue the paths they choose.

Goal #3 Innovative Personalized Instruction

Innovative, student-centered instructional practices will support personalized learning for all ORCSD students.

Goal #4 Assessment for Learning

ORCSD will develop and implement a systemic approach to assessment that:

- Monitors and documents learner progress toward achievement of ORCSD's common set of learner expectations
- Informs instruction for each learner
- Includes frequent feedback specific to learning goals
- Incorporates multiple diverse and authentic ways to demonstrate learning

Goal #5 Reporting Learner Progress

ORCSD will develop and support an evidence based system that:

- Uses a technology platform that allows students information to be shared among ORCSD staff to inform instruction
- Provide a clear, accurate record of achievement, and communicates progress of all learners
- Is user friendly, easily accessible to all learners, parents and staff
- Collects evidence of learning using creative and varied strategies
- Is supported by quality training for all users, especially staff
 - Math Student Achievement Plan
 - Elementary Schools Plan
 - Middle School Plan
 - High School Plan

ELEMENTARY LEVEL STRATEG. ACTION PLAN: Math K-12

DISTRICT GOAL

ORCSD is committed to creating an environment where all students become both independent learners and knowledgeable critical thinkers who live ethically and make a difference in their world.

BUILDING LEVEL GOAL

To expand math opportunities for all students Kindergarten through Grade 12 in 2014

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
Elementary: Begin exploring new resources using a research based protocol	Instructional Materials - Evaluation tools (IMET) (Quantitative Review)	Subset elementary math committee (2 per grade) K-5	October 2014	Recommend to staff Implementation Fall 2015
Qualitative review of new resources - all K-5 staff	IMET - Part 2 (Qualitative)	All staff K-5 (meet by grade level)	February 28, 2015	Each grade level creates data based in rubric Recommend to staff
Elementary chooses resource		All staff	April 2015	New math program chosen
Embedded Staff Development	Consultants	Asst. Superintendent	School Year 2014-15 School Year 2015-16	Staff Training
Elementary Math committee established implementation timeline		Math Committee	Spring 2015	Developed plan
Middle: Re-establish, validate criteria for Algebra I	Grade 6-8 review instructional materials using IMET	Math department Math intervention Specialist	December 2014	Fall 2016
High: Summer Program	Teacher	Principal/Math staff	March 2015	
High: Analyze scheduling, procedure, policies to begin restructuring discussions	Master Schedule Review of 8 th grade data	Math staff	September 2014 to May 2015	May 2015 Recommendation
High: Examine new resources based on restructuring discussion	Textbooks/ebooks IMET for review	Math staff	Fall 2015	

ELEMENTARY SCHOOL PLAN
ELEMENTARY LEVEL STRATEGIC ACTION PLAN: Full Day Kindergarten

DISTRICT GOAL

Goal #1 Personal Excellence
 ORCSD inspires all learners to pursue personal excellence, academic challenge and success.
 Full day Kindergarten will be implemented for ORCSD students.

BUILDING LEVEL GOAL

By December 2014 a plan for implementation of Full Day Kindergarten will be submitted to the Superintendent & School Board

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Assemble kindergarten design committee including teachers, administrators, school board member, community members	Identify design team members	Superintendent, Dr. Morse (serving as chairperson)	Fall 2014	Announcement of team members to staff and community via SAU office, school newsletter, town news vehicles
2. Research and outline previously compiled research along with structures being used currently both nationally and world wide	Time for Meetings/ Research	Design Team members	Fall 2014	
3. Identify resources needed to implement full day kindergarten	Funding/ time for design team to observe/ interview local programs	Design Team members/ Administration	Late Fall 2014	Chart, discuss & synthesize needed resources. When complete, share with stakeholders as noted above
4. Based on gathered research, determine best design option for ORCSD		Design Team members	Late Fall 2014	Design Team Chair to present findings and recommendations to the ORCSD School Board
5. Chart realistic time frame for implementation		Design Team members	Late Fall 2014	
6. Present findings to ORCSD School Board/ Community		Design Team members	March 2015	

ELEMENTARY LEVEL STRATEGIC ACTION PLAN: Social/Emotional Learning

DISTRICT GOAL

Goal #3 Innovative Personalized Instruction
Innovative, student-centered instructional practices will support personalized learning for all ORCSD students.

BUILDING LEVEL GOAL

By the end of Fall 2015 ORCSD elementary staff will recommend a research based socio-emotional approach for implementation with students grades K-4.

ACTION STRATEGIES

What specific actions will be taken to achieve the goal?

RESOURCES NEEDED

What financial & human resources are needed to do this work?

PERSON RESPONSIBLE

Who will oversee the completion of this piece of the work?

COMPLETION DATE

Estimated date for completion of this action step within the next year.

PROGRESS INDICATORS

What is the evidence we would accept that this action has successfully been completed?

1. Form S.E.L Committee	Staff Participation MW & MOH	Asst. Superintendent	March/April 2015	Form Committee.
2. Survey staff for S.E.L practices already implemented.	Committee members	Committee	April/May 2015	Survey Completed
3. Committee reviews research	CASEL.org consultant and MS Staff	Committee Staff	May/June 2015	Research shared
4. Share research findings with staff		Committee	Fall/Sept. 2015	Share outcomes with staff members
5. Staff provide feedback to committee & develop next steps			2015-16 school year	Adopt common language, outcome
			2015-16 school year	Design implementation of training for staff for 2015-2016 school year
			October 2015	Timeline developed

ELEMENTARY LEVEL STRATEGIC ACTION PLAN: Personalized Learning

DISTRICT GOAL

Goal #3 Innovative Personalized Instruction
 Innovative, student centered instructional practices will support personalized learning for all ORCSD students.

BUILDING LEVEL GOAL

Elementary staff will identify common characteristics of personalized learning to ensure all student learning needs are met.

<p>ACTION STRATEGIES What specific actions will be taken to achieve the goal?</p>	<p>RESOURCES NEEDED What financial & human resources are needed to do this work?</p>	<p>PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?</p>	<p>COMPLETION DATE Estimated date for completion of this action step within the next year.</p>	<p>PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?</p>
<p>1. Create opportunity for guided conversation to define component of personalized learning</p>	<p>Administration Assistant Superintendent</p>	<p>Staff/ Committee Principal</p>	<p>Fall 2015</p>	<p>Staff Minutes</p>
<p>2. Form a committee to analyze student assessments to determine individual needs of students whether it be remedial, reinforcement, or extended learning</p>	<p>Staff/ committee</p>	<p>SAU Administration</p>	<p>Fall 2015</p>	<p>Data gathered and reviewed. Committee formed</p>
<p>3. Compile and share results to all for ORCSD:</p>	<p>Staff/committee Time, schedule shifts, dedication to the process by staff/ administration</p>	<p>Administration</p>	<p>December 2015</p>	<p>Notes to staff</p>
<p>4. Create a common definition and understanding of personalized learning, Observe districts doing it well</p>	<p>Committee</p>	<p>Staff/ Committee/ Administration</p>	<p>Winter/Spring 2015/ 2016</p>	<p>Compiled resource guide</p>
<p>5. Community resources that identify resources to support desired learning outcomes provide opportunities for student personalization</p> <p>6. Assess effectiveness of targeted instruction</p>			<p>Fall 2015 – on-going</p>	<p>Report RtI implemented fully 2014-15 RtI assessed June 2015 to determine improvements</p>

MIDDLE LEVEL STRATEGIC ACTION PLANNING: Collegial Culture

DISTRICT GOAL ORMS will have a consistent culture of collaboration and personal excellence.		BUILDING LEVEL GOAL By 2015 ORCSD Middle School will create a professional culture of collaboration to support high levels of collegiality and team work, learn from one another and dialog to solve problems of practice.		
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Inform staff about goal; ask for initial thinking about what they would like the ORCSD MS culture to be like...desired characteristics.	Strategic Plan document Staff meeting time Meeting supplies	Principal/ designee	Late Fall/Winter 2014	staff meeting data
2. Form a PLC to investigate characteristics/ models of collegial cultures ex. Critical Friends	"Charge" to PLC Time/resources for PLC work	Principal/PLC	Winter 14/15	Evidence of PLC meetings/work products
3. Report on findings & invites MS teams to develop norms/ground rules and meeting to guide their work	Staff meeting time Clear directions to teams for norm building	Lead PLC person	Spring 2015	PLC written report, presentation materials
4. Identify a draft of common ground 'norms' to be used school-wide... finalized after staff feedback	Team norms Time to ID school-wide norms Staff meeting time to share school-wide norms	PLC	Spring 2015	MS teams' norms evidence; staff meeting data, final school-wide norms list Training evidence
5. Develop a plan for supporting (ex. training) & assessing adherence to norms on regular basis.	Time for Strategic Planning Team to draft action plan	Principal/Strategic Planning team	Fall 2015	Feedback from staff yearly regarding impact of collegial norms (perception data)

MIDDLE LEVEL STRATEGIC ACTION PLANNING: School Practice

DISTRICT GOAL

Clear and common understanding at ORMS of best middle school practices/ personal excellence.

BUILDING LEVEL GOAL

By September 2015 ORCSD Middle School will construct & implement a plan to insure the school is operating as a true middle school.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Engage the staff in dialog to define the key elements & practices of a highly functioning middle school	NELMS Spotlight evaluation process & Turning Points 2000	Principal & Strategic Planning Team	June, 2015	Staff meeting notes
2. Evaluate current practices & structures at ORMS teams, team meetings, advisory & student voice to determine the extent to which they support the practices & structures of a highly functioning middle school	NELMS Eval Team & their defined process	Principal & Strategic Planning Team	Winter 2014/15... done by early March 2015	NELMS documentation of evaluation process & Strategic Planning Com. meeting notes
3. Evaluate data (Spotlight School) analyzed by Strategic Planning Committee and results shared with staff	Time for Strat Planning Team work & staff meeting time	PLC & Strat Planning Team	End of March 2015 & April staff meeting	Strategic Planning Team data analysis document; presentation materials for staff meeting
4. Develop a plan for aligning or creating practices & structures to insure a highly functioning middle school	Teams time & Strategic Team's time to develop plan using NELMS evaluation report	Principal & Strat Planning Team	End of April 2015	Documented action plans for alignment of practices to NELMS criteria

MIDDLE LEVEL STRATEGIC ACTION PLANNING: Assessment

DISTRICT GOAL ORMS will have a clear understanding of how we use assessment to improve student achievement/ learning.				
BUILDING LEVEL GOAL By September 2015 ORCSD Middle School staff will develop consistent understandings, and core beliefs about assessment				
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would expect that this action has successfully been completed?
1. Engage in defining the purposes of assessment at ORMS.	Staff Meeting Time	Administrators	Winter 14/15	Evidence defining assessment purposes
2. Share and review current practices regarding assessment	Strategic leader group and ORMS staff	Strategic leader group	Winter 14/15	Evidence of team sharing
3. Share types of assessment/ models & how to use them to inform instruction			Spring 2015	Evidence of PD sessions/processes
4. Provide consistent & meaningful professional development regarding assessment(possible models) will be conducted.				

MIDDLE LEVEL STRATEGIC ACTION PLANNING: Instructional Practices

DISTRICT GOAL					
Innovative, Student-centered instructional practices will support personalized learning for all ORCSD students.					
BUILDING LEVEL GOAL					
ORCSD Middle School will increase innovative personalized instructional practices to meet the needs of all learners.					
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?	
1. Develop/agree on a common definition of a personalized instruction based on current literature & practice	Ask/survey staff on their use of personalized instructional practices	Principal/ designee, and strategic planning committee, ORMS staff	Definition: Spring 2015 or TBD	Documentation of agreed upon definition/characteristics of individualized learning	
2. Conduct research, make visits to fellow teachers/ORMS classrooms, other districts & share learning about innovative practices	Time for committee to develop, publish, compile & analyze results of survey Team meeting time		Research/ sharing all year long	Pre & post data of staff implementation of individualized learning (definition) Team meeting minutes/discussion	
3. Teams do the research/ visits.share Use common protocol for sharing the learning Share at staff meeting time	Staff visit time/Teacher workshop time			Teacher workshop day Staff meeting	

Oyster River High School: STRATEGIC ACTION PLAN Goal #1

DISTRICT GOAL

Student Engagement and Achievement Goal #4: Assessment for Learning
 Student Engagement and Achievement Goal #5: Reporting Learner Progress

BUILDING LEVEL GOAL

School-wide learning expectations will be developed and incorporated into a coordinated program of studies with evaluation rubrics established to measure student progress toward these expectations. All curriculum areas will work together to coordinate the development of a list of skills needed for success in the 21st Century, and then implement the use of this skills list along with evaluation rubrics in all areas by June 2015.

<p>ACTION STRATEGIES What specific actions will be taken to achieve the goal?</p>	<p>RESOURCES NEEDED What financial & human resources are needed to do this work?</p>	<p>PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?</p>	<p>COMPLETION DATE Estimated date for completion of this action step prior to June 2014</p>	<p>KEY PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?</p>
<p>1. As a whole staff review the list of school-wide learning expectations established during the 2012-13 school year to determine if they are still in line with the 21st century mission of the school and make modifications as appropriate.</p>	<p>-Staff meeting time to review and re-adopt goals</p>	<p>-Principal and Assistant Principals</p>	<p>October 2014</p>	<p>Staff adoption of expectations.</p>
<p>2. Once adopted by the staff we will begin writing rubrics to go along with each learning expectation.</p>	<p>-create a committee that represents all academic areas to develop the written rubrics</p>	<p>-staff members on committee</p>	<p>October 2014 -April 2015</p>	<p>Formation of committee with clear charge. Drafting of rubrics.</p>
<p>3. Share drafts of all rubrics with the staff.</p>	<p>-Staff meeting time to review, discuss and adopt rubrics</p>			
<p>4. Implement expectations and rubrics for the fall of 2015</p>				<p>Adoption of rubrics for fall 2015 implementation.</p>

Oyster River High School: STRATEGIC ACTION PLAN Goal #2

DISTRICT GOAL Student Engagement and Achievement Goal #1: High Aspirations Student Engagement and Achievement Goals #3: Innovative Personalized Instruction				
BUILDING LEVEL GOAL Establish and promote a professional culture of collaboration to support high levels of collegiality, team work and dialog to solve problems of practice with the intent of promoting student achievement. All staff will be engaged in a Professional Learning Community (PLC) by June 2015.				
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step prior to June 2014	KEY PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?
<ol style="list-style-type: none"> As a staff identify a list of topics that are in need of being addressed at ORHS. Examples of these topics will be: RTI, scheduling, advisory models, grading policies and practices, etc. Divide all staff into interdepartmental groups based on areas of interest/concern. Establish a meeting schedule for all groups to meet built into our staff and PD time. As recommendations come out of committees they are presented to the Advisory for review and if warranted to the staff for discussion/adoption. 	<ul style="list-style-type: none"> Staff meeting time depending on the nature of the issues addressed there may be materials, workshop or travel needs 	<ul style="list-style-type: none"> Principals and Assistant Principals staff members who are a part of each working group. 	<ul style="list-style-type: none"> January 2015 	<ul style="list-style-type: none"> -all staff will be actively engaged in a PLC to address topics of common interest or concern to the school community. -a process to review recommendations from various groups will be developed through the school advisory team.

Oyster River High School: STRA GIC ACTION PLAN Goal #3

DISTRICT GOAL Student Engagement and Achievement Goal #2: College and Career Ready Student Engagement and Achievement Goal #3: Innovative Personalized Instruction				
BUILDING LEVEL GOAL Develop a commonly accepted clear definition of program consistency that is fully embedded in our program. We will start by developing consistency of practice as it relates to multi-section course offerings like World Cultures, Biology, Essentials of English, Algebra 1, Health, PE and World Languages by June 2015.				
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step prior to June 2014	KEY PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?
<ol style="list-style-type: none"> 1. Form an interdisciplinary committee made up of high school and middle school staff. 2. Review all freshmen common multi-section classes to identify areas in need of consistency. Those classes are: Biology, Essentials of English, World Cultures, Health, PE, Algebra 1 and Geometry, French and Spanish 1 and 2. 3. Prioritize areas in need of consistency and assign to working groups for refinement and development of proposals. Some specific areas of focus will include: course expectations and evaluation, pathways for a more personalized learning experience, common language and rubrics. 4. Share proposals as they are ready with Advisory, departments and school at large as appropriate for adoption/discussion/refinement. 	<p>Point person at the high school solicits staff input involvement via email/electronic means.</p> <p>Summer PD time with curriculum documentation.</p> <p>Working groups will need time and materials to develop proposals.</p> <p>Advisory, department and staff meeting time.</p>	<p>Librarian, Counseling Director, Principal</p> <p>Summer committee participants.</p> <p>Entire staff</p>	<p>Spring 2014</p> <p>Summer 2014</p> <p>Summer 2014</p> <p>Starting in the Fall of 2014</p>	<p>Agenda established along with cross-section of representatives for the summer work.</p> <p>Summer work will develop a list of areas of concern and then prioritize them.</p> <p>Proposals coming out of working groups will be shared and adopted during various meetings at the start of the school year.</p>

Oyster River High School: STRATEGIC ACTION PLAN Goal #4

DISTRICT GOAL

Student Engagement and Achievement Goal #1: High Aspirations
 Student Engagement and Achievement Goal #3: Innovative Personalized Instruction

BUILDING LEVEL GOAL

ORHS will develop a support system that meets the needs of all of our students. We will start with an evaluation of the effectiveness of our current support system including RTI, Learning Lab, the new Math Lab program and make recommendations for next steps to improve student supports by June 2015.

<p>ACTION STRATEGIES What specific actions will be taken to achieve the goal?</p>	<p>RESOURCES NEEDED What financial & human resources are needed to do this work?</p>	<p>PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?</p>	<p>COMPLETION DATE Estimated date for completion of this action step prior to June 2014</p>	<p>KEY PROGRESS INDICATORS What is the evidence we will accept that this action has successfully been completed?</p>
<ol style="list-style-type: none"> 1. Implement and monitor the new Math Lab program. 2. Refine the existing RTI process. Focus on teacher feedback loop and refining the criteria for assigning tier 2 and 3 supports. 3. Conduct a program evaluation of Learning Lab and make recommendations for program improvements. 4. Evaluate the impact class size has on teachers' ability to effectively implement individualized instruction and heterogeneous groupings. 	<p>Time will need to be allocated for meeting, data collection and observations to be conducted.</p> <p>Depending on the findings of this program evaluation additional staff may be needed to meet student needs and maintain reasonable class sizes.</p>	<p>Principals and Assistant Principals</p> <p>The RTI team</p>	<p>June 2015</p>	<p>Clear criterion will be established for Math Lab access and refined criteria for Learning Lab access.</p> <p>Growth in STAR scores and academic performance for students receiving support.</p> <p>Recommendations will be made for future program improvements.</p>

Finance and Operations Plans

Overarching Goal: Operations and finance will ensure that facilities and operations support educational goals through a sustainable education system.

Goal #1

The education, health, and safety of our children are our top priorities. Decisions made regarding transportation, food service, technology and facilities shall support this priority.

Goal #2

Oyster River Schools will maintain and increase sustainability through food, gardens, transportation and energy and incorporate these into the curriculum.

Goal #3

Financial prudence should guide all decisions to be among the best performing schools in New Hampshire.

- **Facilities Plan**
- **Transportation Plan**
- **Food Service Plan**

FACILITIES PLAN

STRATEGIC ACTION PLAN

DISTRICT GOAL				
<p>Goal #1 The education, health, and safety of our children are our top priorities. Decisions made regarding transportation, food service, technology & facilities shall support this priority.</p>				
DEPARTMENT LEVEL GOAL				
<p>ORCSD Maintenance and Custodial Staff will Improve Safety/Problem Areas/Communications</p>				
ACTION STRATEGIES <i>What are possible actions with the school facilities on this goal?</i>	RESOURCES NEEDED <i>What financial & human resources are needed to do this work?</i>	PERSON RESPONSIBLE <i>Who will oversee the completion of this piece of the work?</i>	TIMEFRAME <i>Estimated date for completion of this action step within the next year</i>	PROGRESS INDICATORS <i>What is the evidence we would accept that this action has successfully been completed?</i>
<ol style="list-style-type: none"> 1. Train Staff How to Handle Materials used to clean 2. Review Injury Reports 3. Block Problem Areas in Buildings with Gates to limit Access. 4. Train to Improve Communications/Awareness among staff and Community 5. Create signs to identify Location and Procedures for using Eye Wash Stations 6. Create Guidelines for Painting/Building Use and Determine How to Distribute Them 	<p>Custodial Supervisor/Facilities Director</p> <p>Accident Reports</p> <p>\$1,000/Catalogues</p> <p>Newsletter to Staff</p> <p>Principal Newsletters</p> <p>Website Guidelines</p> <p>Signage</p> <p>Appoint Committee Outside Groups/Staff</p>	<p>Business Administrator</p> <p>JLMC</p> <p>Custodial Supervisor/Facilities Director</p> <p>Business Administrator</p> <p>Custodial Supervisor/Facilities Director</p> <p>Committee of Custodians</p>	<p>6-30-15</p> <p>1-1-15</p> <p>10-1-14</p> <p>8-15-14</p> <p>1-1-15</p> <p>6-30-15</p>	<p>Training Calendar</p> <p>Minutes</p> <p>Follow Up with Staff</p> <p>Draft by 7-30-14</p> <p>Follow Up with Staff</p> <p>Final Guidelines</p>

STRATEGIC ACTION PLAN

DISTRICT GOAL
 Goal #1
 The education, health, and safety of our children are our top priorities. Decisions made regarding transportation, food, service, technology & facilities shall support this priority.
 (Continued page 2)

DEPARTMENT LEVEL GOAL
 Improve Safety/Problem Solving/Communications

<u>ACTION STRATEGIES</u> What steps the actions will be taken to achieve this goal?	<u>RESOURCES NEEDED</u> What financial & human resources are needed to do this work?	<u>PERSON RESPONSIBLE</u> Who will oversee the completion of this piece of the work?	<u>TIMEFRAME</u> Estimated date for completion of this action step within the next year.	<u>PROGRESS INDICATORS</u> What is the evidence we would accept that this action has successfully been completed?
7. Improve Operational Efficiencies	Guidelines	Facilities Director	6-30-15	Increase in Work Completion

FACILITY PLAN

STRATEGIC ACTION PLAN

DISTRICT GOAL				
<p>Goal #2 Oyster River Schools will maintain and increase sustainability through food, gardens, transportation and energy and incorporate these into the curriculum.</p>				
DEPARTMENT LEVEL GOAL				
<p>ORCSD Maintenance and Custodial Staff will work to apply the principles of sustainability in the conduct and operations of the schools.</p>				
ACTION STRATEGIES <i>What specific actions will be taken to achieve this goal?</i>	RESOURCES NEEDED <i>What financial & human resources are needed to do this work?</i>	PERSON RESPONSIBLE <i>Who will cover see the completion of this piece of the work?</i>	TIMEFRAME <i>Estimated date for completion of this action step within the next year</i>	PROGRESS INDICATORS <i>What is the evidence we would accept that this action has successfully been completed?</i>
1. Remove Carpet from all Buildings.	Funding to replace, Inventory of Carpets, Replacement Plan	Facilities Director/Custodial Supervisor	9-30-14 Identify all rooms with Carpet	Detailed List
2. Use Greener Products	Identify what we are currently using	Custodial Supervisor/Facilities Director/Staff	6-30-15	Plan for Replacement
3. Control Heat Loss in Buildings	Identify Areas of Concern	Head Custodians	6-30-15	Plan for Improvements
4. Implement Integrated Pest Management	Sample Plans/Procedures	Facilities Director/Custodial Supervisor	6-30-15	District Plan

STRATEGIC ACTION PLAN

DISTRICT GOAL				
Goal #3 Financial prudence should guide all decisions to be among the best performing schools in New Hampshire.				
DEPARTMENT LEVEL GOAL				
ORCSD Maintenance and Custodial Staff will be involved in decisions related to any capital improvement efforts.				
ACTION STRATEGIES <i>What specific actions will be taken to achieve this goal?</i>	RESOURCES NEEDED <i>What financial & human resources are needed to do this work?</i>	PERSON RESPONSIBLE <i>Who will oversee the completion of this piece of the work?</i>	TIMEFRAME <i>Estimated date for completion of this action step within the next year</i>	PROGRESS INDICATORS <i>What is the evidence we would accept that this action has successfully been completed?</i>
1. Prepare to Support Potential Athletic Field Upgrades	Design/Plan for Field	Facilities Director	6-30-17	Results of Engineering Study
2. Revise and Update the Capital Improvements Plan as Designated by the Facilities Study	Current Outline for CIP/All Items with Davis & Goudreau Study	Facilities Director/Business Administrator	6-30-15	CIP Plan
3. Participate in Committee to Investigate Future Options for Middle School Improvement	Committee to Investigate Options	Dr. Morse	6-30-15	Minutes from meetings
4. Address Mast Way Parking Lot Water Retention Problem	Engineering Study/Consultant	Facilities Director/Business Administrator	10-30-14	Options Summary for 2015-16 Budget

FACILITIES PLAN

STRATEGIC ACTION PLAN

<u>DISTRICT GOAL</u>				
Goal #3 Financial prudence should guide all decisions to be among the best performing schools in New Hampshire.				
<u>DEPARTMENT LEVEL GOAL</u>				
ORCSD Maintenance and Custodial Staff will be involved in decisions related to any capital improvements efforts. (Continued page 2)				
<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve this goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will own see the completion of this piece of the work?</i>	<u>TIMEFRAME</u> <i>Estimated date for completion of this action stop within the next year</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
5. Oversee Moharimet cafeteria expansion project.	Contractors/Architects Meetings	Facilities Director	10-31-14	Meeting minutes
6. Increase Budget for Capital Improvements until we reach 3% of Total Budget	School Board/Community Support	Facilities Director/Business Administrator	3-5 Years	Gradual Budget Increases

STRATEGIC ACTION PLAN

<u>DISTRICT GOAL</u>				
<p>Goal #1 The education, health, and safety of our children are our top priorities. Decisions made regarding transportation, food, service, technology & facilities shall support this priority.</p>				
<u>DEPARTMENT LEVEL GOAL</u>				
<p>ORCSD Transportation Department will Improve Communications and Safety Throughout the Department.</p>				
<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve this goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed for this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>TIMEFRAME</u> <i>Estimated date for completion of this action step within the next year.</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
1. Create Communications Team that will Meet Regularly.	Volunteers	Transportation Director	September 2014	Minutes of Meetings
2. Create Safety Team.	Volunteers-JLMC	Transportation Director	October 2014	Minutes of Meeting
3. Create Newsletter	Emails for all Drivers	Transportation Director	September 2014	Copies of Newsletters
4. Revise the System for Assigning Extra Trips	List of Trips Available	Transportation Director/Dispatcher	October 2014	Feedback from Drivers

**TRANSPORTATION PLAN
STRATEGIC ACTION PLAN**

<u>DISTRICT GOAL</u>				
<p>Goal #2 Oyster River Schools will maintain and increase sustainability through food, gardens, transportation and energy and incorporate these into the curriculum.</p>				
<u>DEPARTMENT LEVEL GOAL</u>				
<p>ORCSD Transportation Department will Work to Apply the Principals of Sustainability in the Conduct and Operations of Transportation.</p>				
<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve this goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>TIMEFRAME</u> <i>Estimated date for completion of this action step within the next year</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
<p>1. Increase Ridership</p> <p>2. Coordinate Kindergarten Schedule for AM/PM</p>	<p>Campaign, Establish the Walking Zones, Change Policies</p> <p>Discussion with Administration</p>	<p>Transportation Director/Sustainability</p> <p>SAU</p>	<p>January 2015</p> <p>January 2015</p>	<p>Track Ridership</p> <p>Analysis or Number of Buses Used</p>

STRATEGIC ACTION PLAN

<u>DISTRICT GOAL</u>				
Goal #3 Financial prudence should guide all decisions to be among the best performing schools in New Hampshire.				
<u>DEPARTMENT LEVEL GOAL</u>				
ORCSD Transportation Department will be Involved in the Decisions made Related to Bus Replacement and Maintenance.				
<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve this goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>TIMEFRAME</u> <i>Estimated date for completion of this action step within the next year</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
1. Follow Current Plan for Bus Replacement.	Bus Inventory	Transportation Director	October 2014	Replacement Plan
2. Investigate Options to Lease Buses.	Vendors who Lease Buses.	Transportation Director	October 2014	Proposals for Lease Options
3. Investigate Other Options for Office Location. Bring Buses Home Hire Own Mechanic	Other Locations	SAU	January 2015	

FOOD SERVICE PLAN
STRATEGIC ACTION PLAN

DISTRICT GOAL				
<p>Goal #1 The education, health, and safety of our children are our top priorities. Decisions made regarding transportation, food, service, technology & facilities shall support this priority.</p>				
DEPARTMENT LEVEL GOAL				
<p>ORCSD Food Service Department will Improve Communications and Safety Through Training and Professional Development.</p>				
ACTION STRATEGIES <i>What specific actions will be taken to achieve this goal?</i>	RESOURCES NEEDED <i>What financial & human resources are needed to do this work?</i>	PERSON RESPONSIBLE <i>Who will own see the completion of this piece of the work?</i>	TIMEFRAME <i>Estimated date for completion of this action step within the next year</i>	PROGRESS INDICATORS <i>What is the evidence we would accept that this action has successfully been completed?</i>
1. Market the Food Service Program	Powerpoint to explain Program Operation to Staff/PTO/Parents	Food Service Director, Food Service Managers, Business Administrator	12-31-14	Notes from Meetings
2. Provide Training for Staff	Funds for Workshops/Courses	Food Service Director	6-30-15	chedule for Trainings

STRATEGIC ACTION PLAN

DISTRICT GOAL				
Goal #2 Oyster River Schools will maintain and increase sustainability through food, gardens, transportation and energy and incorporate these into the curriculum.				
DEPARTMENT LEVEL GOAL				
ORCSD Food Service Department will Continue to Support Sustainability by Purchasing Local Foods and Utilize Produce from School Gardens				
ACTION STRATEGIES <i>What specific actions will be taken to achieve this goal?</i>	RESOURCES NEEDED <i>What financial & human resources are needed to do this work?</i>	PERSON RESPONSIBLE <i>Who will oversee the completion of this piece of the work?</i>	TIMEFRAME <i>Estimated date for completion of this action step within the next year</i>	PROGRESS INDICATORS <i>What is the evidence we would accept that this action has successfully been completed?</i>
1. Reach Out to Local Chefs to Help Showcase Local Foods	Coordinator/Grant Funds	Food Service Director/Leadership	Ongoing 6-30-15	Event Held at Schools
2. Advertise for Program	Website/School Messenger Ads	Food Service Director/Leadership	Ongoing	Copies of Ads/Script
3. Increase Farm to School Program/School Gardens	Coordinator/Grant Funds	Food Service Director/Sustainability Committee	11-30-14	Report of Produce Used in Program

FOOD SERVICE PLAN

STRATEGIC ACTION PLAN

DISTRICT GOAL				
<p>Goal #3 Financial prudence should guide all decisions to be among the best performing schools in New Hampshire.</p>				
DEPARTMENT LEVEL GOAL				
<p>ORCSD Food Service Department will Develop an Equipment Replacement Plan for each School</p>				
ACTION STRATEGIES <i>What specific actions will be taken to achieve this goal?</i>	RESOURCES NEEDED <i>What financial & human resources are needed to do this work?</i>	PERSON RESPONSIBLE <i>Who will oversee the completion of this piece of the work?</i>	TIMEFRAME <i>Estimated date for completion of this action step within the next year</i>	PROGRESS INDICATORS <i>What is the evidence we would accept that this action has successfully been completed?</i>
1. Create an Inventory of Current Equipment	Existing Inventory Lists	Food Managers/Food Service Director	9-30-14	Inventory List
2. Develop Equipment Replacement Plan	List of Needs	Food Managers/Food Service Director	9-30-14	Plan for Replacement Equipment

TECHNOLOGY _RVICE PLAN
ORCSD “IT” STRATEGIC ACTION PLAN: Community

DISTRICT GOAL

Operations and finance will ensure that facilities and operations support educational goals through a sustainable education system.

DEPARTMENT LEVEL GOAL

ORCSD will use technology in a manner that respects themselves, society, and the environment.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Review current policies and procedures	Legal Review	Policy Committee	June 2015	
2. Update policies and procedures	NHSBA, Drummond Woodsum, local policy manual	Technology staff	June 2015	Policies updated
3. Create new policies and procedures that enhance or replace current policy		Principals	June 2015	New policies developed
4. Align with national and State standards (ISTE and NH NETS)	ISTE/State standards to review		June 2015	Adoption of ISTE/ State Standards

ORCSD "IT" STRATEGIC ACTION PLAN: Student Engagement

DISTRICT GOAL

ORCSD is committed to creating an environment where all students become both independent learners and knowledgeable critical thinkers who live ethically and make a difference in their world.

DEPARTMENT LEVEL GOAL

ORCSD will use consistent student centered and effective integration of technology across all classrooms and grade levels that incorporate the NETS standards, digital portfolios, and District technology standards.

ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Create a standard device across the District	Technology committee/staff	Technology committee/staff	Present through June 2015	Description of standard hardware shared with all staff
2. Create a standard for software across the District	Technology Committee/staff	Technology Committee/staff	Present through June 2016	Description of adopted software shared with all staff
3. Review and adopt NETS/ISTE and State of NH Standards and support District efforts	Technology committee/staff	Technology committee/staff	Present through June 2016	Written standards adopted and distributed
4. Engage staff in selecting hardware/software solutions that support student centered integration of technology	Staff	Staff	Present through June 2015	Committee agenda and minutes

ORCSD "IT" STRATEGIC ACTION PLAN: Personalized Learning

DISTRICT GOAL

ORCSD is committed to creating an environment where all students become both independent learners and knowledgeable critical thinkers who live ethically and make a difference in their world.

DEPARTMENT LEVEL GOAL

Technology will support innovative student centered instructional practices and personalized learning for all ORCSD students so they are college and career ready, prepared to pursue the paths they choose.

<p>ACTION STRATEGIES What specific actions will be taken to achieve the goal?</p>	<p>RESOURCES NEEDED What financial & human resources are needed to do this work?</p>	<p>PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?</p>	<p>COMPLETION DATE Estimated date for completion of this action step within the next year.</p>	<p>PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?</p>
<p>1. Identify current innovative practices PK-12 across the District</p>	<p>Survey staff</p>	<p>IT Director Asst. Superintendent</p>	<p>Fall 2014</p>	<p>Completed Survey</p>
<p>2. Develop a web based staff resource that staff can access</p>	<p>Survey /staff</p>	<p>Technology Committee</p>	<p>Spring 2015</p>	<p>Completed resource placed on web</p>
<p>3. Support staff professional growth through District and regional workshops</p>	<p>Technology staff Teaching staff</p>	<p>IT Director Integrator</p>	<p>Present Ongoing 2014-2019</p>	<p>Record of workshop</p>
<p>4. Hire technology integrators to support staff integration</p>	<p>School Board support</p>	<p>IT Director School Board</p>	<p>Present through June 2017</p>	<p>Hiring of staff</p>

ORCSD "IT" STRATEGIC ACTION PLAN: Community Engagement

DISTRICT GOAL					
DEPARTMENT LEVEL GOAL					
ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?	
1. Develop systemic guideline for Communication	Need School Board Communication Committee involvement	Communication Committee/ Technology Committee/Staff	June 2014	Written document	
2. Implement District communication plan		Superintendent IT Director Staff	June 2014	Record of publication	
3. Enhance and improve current mechanism for staff to communicate with students and parents		Superintendent IT Director Staff	June 2014 Ongoing	Record of software/web and other enhancements	
4. Investigate new ways to enhance communication across the District		IT Director Technology Committee Board Communication Committee	Fall 2015	Record of additional ways to communicate	

ORCSD "IT" STRATEGIC ACTION PLAN: Finance and Operations

DISTRICT GOAL Operations and finance will ensure that facilities and operations support educational goals through a sustainable education system.		DEPARTMENT LEVEL GOAL ORCSD IT will align purchasing with District goals to ensure the appropriate resources are being purchased in a consistent manner across the District.		ACTION STRATEGIES What specific actions will be taken to achieve the goal?	RESOURCES NEEDED What financial & human resources are needed to do this work?	PERSON RESPONSIBLE Who will oversee the completion of this piece of the work?	COMPLETION DATE Estimated date for completion of this action step within the next year.	PROGRESS INDICATORS What is the evidence we would accept that this action has successfully been completed?
1. Ensure technology purchases will align with the vision and mission of ORCSD		Adopted Strategic Plan		IT Director Assistant Superintendent	June 2015 ongoing	Budget tied to Strategic Plan		
2. A plan will be developed that ensures that all students and staff have equitable distribution of technology		Budgetary		IT Director IT Staff	June 2015	Plan published and shared with School Board and staff		
3. A replacement plan will be developed and implemented that ensures that technology is replaced in a consistent and predictable manner.		Budgetary		IT Director Superintendent	June 2015	Plan developed and approved by School Board		

Community Engagement Plans

Overarching Goal: ORCSD will enhance communications to accurately report District performance to engender a culture of trust, respect and support.

Internal Goal #1

ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal #2

ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and on-going manner.

- Internal Plan
- External Plan

STRATEGIC ACTION PLAN: Communication

Overarching Goal: Enhance communications to engender a culture of trust, respect and support.

Internal Goal: ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal: ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and an on-going manner.

<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve the goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>COMPLETION DATE</u> <i>Estimated date for completion of this action step within the next year?</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
We will connect directly to students in order to keep them informed of school and district events.	Opt in from parent on a form that already exists. High School Only Define which will be next. School Cancellations Rescheduling. Survey Kids Power School Modification Test	Parents Registration Secretary Athletics Guidance Principal	Fall 2013	As completed Do a team Power School Adjusted Tested Implemented

STRATEGIC ACTION PLAN: Communication

Overarching Goal: Enhance communications to engender a culture of trust, respect and support.

Internal Goal: ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal: ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and an on-going manner.

<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve the goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>COMPLETION DATE</u> <i>Estimated date for completion of this action step within the next year?</i> FALL	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
Letter to all member communities once a year	Postage Approximately \$500	Superintendent Board Chair	2013-14 school year on-going	Letter in public record

STRATEGIC ACTION PLAN: Communication

Overarching Goal: Enhance communications to engender a culture of trust, respect and support.

Internal Goal: ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal: ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and an on-going manner.

<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve the goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>COMPLETION DATE</u> <i>Estimated date for completion of this action step within the next year?</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
Explore options that will provide coherent, consistent, and thorough communication about ORCSD	Pay for article. Pay for video. Funds necessary to implement ideas could range from small to significant	Superintendent Board Communication Committee	Begin fall of 2013-14	Proposal for 2014-15 budget

STRATEGIC ACTION PLAN: Communication

Overarching Goal: Enhance communications to engender a culture of trust, respect and support.

Internal Goal: ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal: ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and an on-going manner.

<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve the goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>COMPLETION DATE</u> <i>Estimated date for completion of this action step within the next year?</i> FALL/WINTER	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
Superintendent and Board meet with member towns @ least twice a year.	No financial. Time commitment.	Superintendent Board Chair	2013-14 on-going	Record of meeting

STRATEGIC ACTION PLAN: Communication

Overarching Goal: Enhance communications to engender a culture of trust, respect and support.

Internal Goal: ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal: ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and an on-going manner.

<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve the goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>COMPLETION DATE</u> <i>Estimated date for completion of this action step within the next year?</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
Once a year luncheon for real estate agencies that service ORCSD towns	\$1,000 to provide luncheon	Superintendent Board Chair	Begin fall of 2013-14	Record of luncheon having occurred.

STRATEGIC ACTION PLAN: Communication

Overarching Goal: Enhance communications to engender a culture of trust, respect and support.

Internal Goal: ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal: ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and an on-going manner.

<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve the goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i> CURRENT	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>COMPLETION DATE</u> <i>Estimated date for completion of this action step within the next year?</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
Invite State Representatives to School Board Meetings to discuss specific topics of interest as defined by the Board	List of elected State Representatives and Senators	Superintendent and Chair	2013-14 School Year	Minutes of Board Meetings.

STRATEGIC ACTION PLAN: Communication

Overarching Goal: Enhance communications to engender a culture of trust, respect and support.

Internal Goal: ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal: ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and an on-going manner

<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve the goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>COMPLETION DATE</u> <i>Estimated date for completion of this action step within the next year?</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
Invite Town elected and appointed leadership to school events @ no charge	List of elected leadership and appointed leadership in each town	Superintendent	Fall 2013-14 School Year on-going	Distribution passes to leadership

STRATEGIC ACTION PLAN: Communication

Overarching Goal: Enhance communications to engender a culture of trust, respect and support.

Internal Goal: ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal: ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and an on-going manner.

<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve the goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>COMPLETION DATE</u> <i>Estimated date for completion of this action step within the next year?</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
Increase conversation w/UNH personnel. Examples: Interns? HS students taking UNH courses? Emergency Preparedness		Staff Superintendent Asst. Superintendent Principals	Begin fall of 2013-14 on-going	Record of conversations Increased opportunities

STRATEGIC ACTION PLAN: Communication

Overarching Goal: Enhance communications to engender a culture of trust, respect and support.

Internal Goal: ORCSD will communicate with and engage the school community consistently and in an on-going manner.

External Goal: ORCSD will communicate with and engage the member communities of Durham, Lee and Madbury in a consistent and an on-going manner

<u>ACTION STRATEGIES</u> <i>What specific actions will be taken to achieve the goal?</i>	<u>RESOURCES NEEDED</u> <i>What financial & human resources are needed to do this work?</i>	<u>PERSON RESPONSIBLE</u> <i>Who will oversee the completion of this piece of the work?</i>	<u>COMPLETION DATE</u> <i>Estimated date for completion of this action step within the next year?</i>	<u>PROGRESS INDICATORS</u> <i>What is the evidence we would accept that this action has successfully been completed?</i>
Arrange a meeting of head selectmen/chair council. Town Manager. Town Administrators with Superintendent and Board Chair once a year	No financial. Time commitment. Coordinate calendars	Superintendent Board Chair	2013-14 on-going	Record of meeting

