

Anthony Wayne Local Schools Continuous Improvement Plan



2011-2015

Tradition of Excellence:

**Academics, Communications, Human Resources,
Facilities, Technology, & Fiscal Planning
and Management**

Anthony Wayne Continuous Improvement Plan

District Mission

Anthony Wayne Local Schools will partner with our community to engage all students in educational opportunities empowering them to be active, responsible, and productive citizens in our global society.

District Core Beliefs

- All students can learn
- Students learn best in a safe, engaging, and well-maintained environment
- Parents, schools, and the community share the responsibility for teaching students to be productive, accepting, responsible, participatory citizens of society
- By becoming independent, students will work toward their full potential to solve problems, make decisions, access information, and respect themselves and others
- Self-esteem and self-confidence have a significant impact on learning and achievement.
- A culture of excellence creates a first-rate system.

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Academic

Statement:

The Anthony Wayne Local Schools will provide educational opportunities for our students to empower them to be active, responsible, and productive citizens.

Goals:

1. Each year the reading non-proficiency rate will be reduced by 10% on standardized tests across the district.
2. Each year the math non-proficiency rate will be reduced by 10% on standardized tests across the district.
3. Anthony Wayne Local Schools will utilize a District Advisory Committee to gather input, promote the school district, and assist in student academic success.
4. By the beginning of the 2013-14 school year all staff will ensure all state standards and courses of study are fully addressed and aligned without gaps from grade to grade and with a common level of student expectation across the district.
5. By the beginning of the 2014-15 school year all staff will implement best instructional practices on a daily basis with all students, recognizing the need to differentiate and individualize to meet all student needs.

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Communications

Statement:

The Anthony Wayne Local Schools will provide effective internal and external communications to facilitate and achieve our mission.

Goals:

1. The Anthony Wayne Local Schools will develop and implement an internal and external communication plan with stakeholders in the 2011-12 school year.
2. The Anthony Wayne Local Schools will utilize technology, as part of the district communication plan, to enhance and improve internal and external communication with stakeholders.
3. The Anthony Wayne Local Schools will expand district and community partnerships through the following opportunities.
 - a. Utilize a District Advisory Council to seek input on key issues in the district.
 - b. Develop strategies to seek input on all facets of educating students within our district.
 - c. Develop new and maintain existing community service projects.

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Human Resources

Statement:

The Anthony Wayne Local Schools will employ and professionally develop highly effective staff to facilitate and achieve our mission.

Goals:

1. The Anthony Wayne Local Schools will recruit and hire highly effective employees.
 - a. Utilize a research-based employment program to select employees.
 - b. Utilize an on-line application system program to select employees.
2. The Anthony Wayne Local Schools will create a district committee to review and ascertain the effectiveness of the evaluation process for all Anthony Wayne employees.
3. The Anthony Wayne Local Schools will create recognition opportunities for accomplishments by Anthony Wayne employees.
4. The Anthony Wayne Local Schools will critically analyze annually the utilization of personnel to attain district goals.
5. The Anthony Wayne Local Schools will provide professional development opportunities that encourage best-practices in all aspects of employment.

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Facilities

Statement:

The Anthony Wayne Local Schools will provide excellent facilities to support achievement of the district mission.

Goals:

1. The Anthony Wayne Local Schools will develop a comprehensive plan to effectively manage district facilities.
 - a. Solicit input from school district stakeholders regarding facility needs.
 - b. Develop a long-range master plan for facilities.
 - c. Conduct a yearly review of the district's educational space and enrollment data.
 - d. Conduct a yearly review of the long-range permanent improvement (PI) project list.
 - e. Establish a "Building Use" committee to review guidelines for community use of facilities.

2. The Anthony Wayne Local Schools will develop an ongoing master plan for renovations of district instructional, office, maintenance, transportation, food service and athletic facilities.
 - a. Conduct a yearly review of the facilities database for PI projects and maintenance requests.
 - b. Conduct a yearly review of replacement cycles for roofing, carpeting, painting, paving, etc.
 - c. Evaluate opportunities to utilize current facilities to meet future educational needs.
 - d. Continue to provide a safe and secure learning and working environment.
 - e. Facilitate the use of technology by providing the required electronic infrastructure in current and new facilities.

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Technology

Statement:

The Anthony Wayne Local Schools will implement a long-term technology plan that will promote a 21st Century learning environment and continue the quality of educational programming offered in the district.

Goals:

1. The Anthony Wayne Local Schools will support, enhance, and develop both existing and emerging e-Communications for the educational community.
2. The Anthony Wayne Local Schools will develop, deploy and review an in-district technology plan to be a corollary document to the eTech Ohio Certified Educational Technology Plan in order to plan, purchase and deploy infrastructure and technology to support the educational community.
3. The Anthony Wayne Local Schools will develop, deploy and review professional development opportunities for the teaching and support staff.
4. The Anthony Wayne Local Schools will develop, deploy and review both existing and emerging technology for academic integration to support the academic goals of the educational community.

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Fiscal Planning and Management

Statement:

The Anthony Wayne Local Schools will implement a long-term financial plan that will continue the quality of educational programming offered in the district.

Goals:

1. The Anthony Wayne Local Schools will work to ensure adequate resources are available to provide and maintain excellence in education.
 - a. To provide adequate revenue for current and future expenditures.
 - b. To access and monitor expenditures to ensure fiscal responsibility.
 - c. To access and monitor state and federal funding.
2. The Anthony Wayne Local Schools will analyze financial data from ODE on an annual basis to compare with similar districts to determine cost efficiencies.
3. The Anthony Wayne Local Schools will practice and demonstrate fiscal responsibility.
 - a. Develop and conduct a needs assessment prior to undertaking systematic change.
 - b. Complete a systematic review of program and services to determine how they will help us achieve our district goals.
 - c. Review and strengthen energy conservation measures and programs.
 - d. Continue and further explore the possibility of reducing costs through collaborative purchasing agreements and services with other school districts and/or other government agencies.
4. The Anthony Wayne Local Schools will provide documentation that fiscally educates the community, staff, and students.
 - a. Inform the community about the district's financial status.
 - i. Yearly public meeting to share the financial state of the district.
 - ii. Yearly meetings with chambers, rotary, parent's groups, etc.
 - iii. Annual Reports
 - iv. Board Meetings
 - v. District Communications
 - vi. Local Newspaper Articles
5. Conduct a yearly review of the funding plan for long term Permanent Improvement purchasing of buses, technology, building renovations, and construction.