



ANTHONY WAYNE SCHOOLS

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What Guides Academics, Communications, Human Resources, Facilities, and Fiscal Planning/Management at Anthony Wayne Local Schools?



A District Leadership Team (DLT), consisting of administrators and teachers, began the strategic planning process of developing a continuous improvement plan for the district. The DLT met during the second half of the 2009-2010 school year. The purpose of the continuous improvement plan is to organize district resources on mutually predetermined and measurable goals. Why does Anthony Wayne Local Schools need a continuous improvement plan? With limited resources, the district must be focused on goals and strategies that will allow the district to achieve its mission.

The DLT began the strategic planning process by using a modified version of the Ohio Department of Education's researched-based model called the Ohio Improvement Process (OIP). The OIP is a four-stage cycle that (Stage One) identifies critical needs of the district, (Stage Two) develops a focused plan, (Stage Three) implements and monitors the focused plan, and (Stage Four) evaluates the improvement process. Within each stage, there is a set of well-defined elements that, when completed, lead to the next stage.

During stage one of the OIP the DLT reviewed the district mission statement and core beliefs. Based on the review, the DLT developed the following mission statement and core beliefs:

Anthony Wayne Local Schools District Mission Statement:

AWLS 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.

The district strives to improve in all areas each year. The DLT reviewed academic data to identify critical focus areas. This comprehensive data review allowed the team to focus in on areas of weakness, and make decisions based on data from the previous year.

Based on this review, the DLT started Stage Two of the OIP by creating the following district goals:

District Academic 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. By June of 2013, Anthony Wayne Local Schools will establish and utilize a Civic and Community Engagement 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 2013-14 school year all staff will implement research-based instructional practices on a daily basis with all students, recognizing the need to differentiate and individualize to meet all student needs.

Upon completion of the district academic goals, the DLT created actions steps for each goal. Each action step has focused strategies that will be utilized to achieve the goal.

In October, the DLT invited several Anthony Wayne community members to meet to discuss the continuous improvement plan. This group, established as the District Advisory Council (DAC), consisted of parent club presidents, the student government president from Anthony Wayne High School, certified and administrative staff, two board members, the president of the Waterville Rotary, the Waterville and Whitehouse Chamber of Commerce, and community leaders. During the meeting, the DAC provided valuable feedback on the district mission, core beliefs, academic goals and action plans. The DAC was asked to discuss the continuous improvement plan with groups they represent and provide feedback for the DLT. Currently, the DLT is in the process of collecting and reviewing the information.

In addition to the academic goals, the district administration is in the process of reviewing and modifying goals in the areas of communications, human resources, facilities, and fiscal planning and management. After this review, the DLT and the DAC will be asked to review the goals and provide feedback. The final step of stage two will be to ask the Anthony Wayne Board of Education to review and approve the continuous improvement plan.

The goal of this process is to partner with the community to provide educational opportunities to our students to fulfill the district mission. Together, we can empower our students to be active and productive members of our community.

