



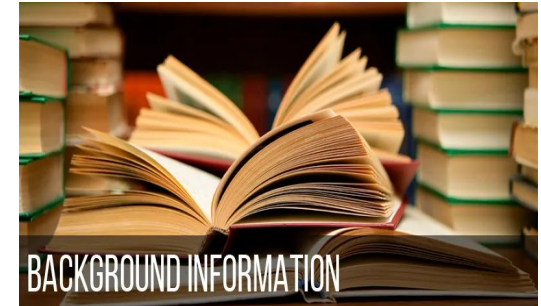
# Strategic Plan 2022-2025



# Background Information



- Current Strategic Plan Ends June 2021
- Strategic Plan Drives District Decisions and Focus Areas
- Living Document that Evolves over Time
- BCESC Karen Naber Facilitated Process
- Goal: Develop and Communicate new Strategic Plan





## Process



- Established internal, external, and student groups to participate in process
- Current Leadership Team (DLT) participated in process
- Karen Naber (BCECS) facilitated 2 onsite and 1 review sessions for internal and external
- Karen Naber (BCECS) facilitated 1 THS and 1 TMS student session
- Karen Naber (BCECS) facilitated several leadership sessions
- Leadership (DLT) facilitated several sessions to complete process



## Our Mission

*In partnership with the community, our vision is to educate and prepare our students for a rapidly changing world by instilling critical thinking skills, a global perspective, and a respect for our core values.*

**#educateandprepare**  
**#Prepare4Life**  
**#Educate4Life**  
**#BRAVE4Life**  
**#Talawanda4Life**





## Our Vision

***“Educating and preparing students for life!”***





# Core Values

Excellence

Respect

Community



# What we Heard...Building on Our Strengths

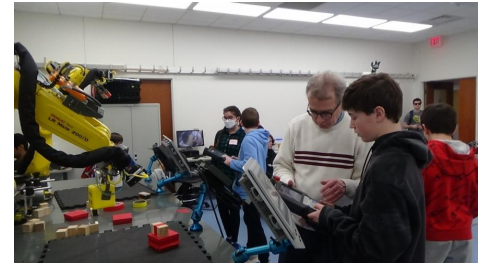


## “Students First” mindset

- Our staff recognizes that trusting relationships are vital to the development and growth of our students. We will continue to display genuine care for each student while maintaining high expectations to help them reach their full potential.
- Decisions will continue to be data-informed and based on the best interest of all students.

## Staff Access

- Administrators and teachers are approachable and accessible. We will continue to build student trust, provide a welcoming environment for learning, encourage problem solving, and work to increase family support.
- Our commitment to maintaining honest, open communication will continue to define our interactions with our families.





# Building on Our Strengths Continued

## Staff Quality

- We will continue to invest time and resources to ensure professional growth for administrators, teachers, and support staff.

## Commitment to Student Learning

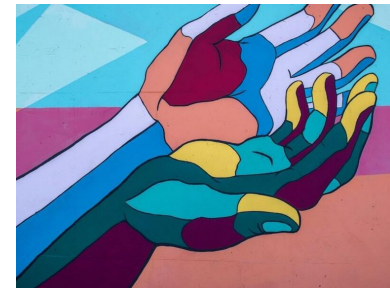
- We will continue to provide multiple course options to ensure academic success and a wide variety of extracurriculars and opportunities to encourage personal growth.







# Addressing Challenges: Head On



## “Bridging” the Talawanda Community

- Cohesive partnerships will be developed with the community; explicitly focusing on bridging the “adult divide” that currently weighs heavily on future progress of the district.
- Regular evaluation of the continued utilization of a variety of TSD communication tools, through strategic goals that ensure factual information is at the forefront of community discussions.

## Mental Health & Wellness

- Continue access to mental health and wellness supports systems already in place that will be communicated in various formats, while expanding current programs to provide additional support for students. New methods/programs will be researched for possible use beyond current programming/strategies.
- Positive Behavioral Intervention Supports (PBIS) will be re-emphasized at all grade levels to increase consistency in behavioral expectations. Expand our culture of caring, developing empathy and compassion for all people, and build on our school pride.



# Addressing Challenges: Head On



## **Curriculum, Instruction, & Assessments**

- Continuing to promote and communicate our current academic offerings (districtwide), and develop/build greater awareness of our vast programming opportunities.
- Pre-COVID academic growth and achievement gains will be built upon, with special emphasis on interventions for low achieving students.
- Incorporation of pre-COVID (current and post-Covid) instructional protocols (collaborative group work, blended learning, project based learning, stations, etc.) will be an area of re-focus in our classroom practices to provide a more ACTIVE learning experience for ALL students (as soon as possible, maintaining health and safety first).

## **Finances**

- The development and communication of a NEW Master Facilities Plan.
- Continued communication of TSD budget and any potential needs from the community, including general operating expenses as well as capital improvements needed for our district, in order to maintain the premier educational services and programs provided to TSD students.

## **Staffing**

- Current hiring practices will be reviewed and recommendations will be developed to ensure a cultural balance relative to our student population.
- Additional methods for acquiring quality substitutes will be explored and developed.



## Expand our opportunities for students

### College and Career Education

- A formalized plan for college and career readiness will be streamlined to provide consistency across grade levels; awareness(elementary), exploration (middle), preparation (high school).
- Information and access to Butler Tech programming will be expanded upon as a means of providing quality trade skill development to students.
- STEM opportunities will be expanded across all grade levels to incorporate more project-based learning and critical thinking skills into instructional planning and delivery.

### Family Involvement

- Informational sessions and building-wide activities will be developed to provide opportunities for families to “see into” their child’s daily life.
- A committee will be convened to develop a *Portrait of a Talawanda Graduate*. This committee will create a series of strategies/resources for teachers and families to utilize together to build critical competencies (based on focus group feedback) for post-secondary success.





## Expand our opportunities for students

### Master Facility Plan

- The Board of Education will revisit the Master Facilities plan to address future facility needs after a thorough analysis of finances and community support.

### Student Voice

- Student Advisory groups will be expanded upon to include at least one at each building level to allow for open dialogue with school administration.





# Strategic Plan Themes

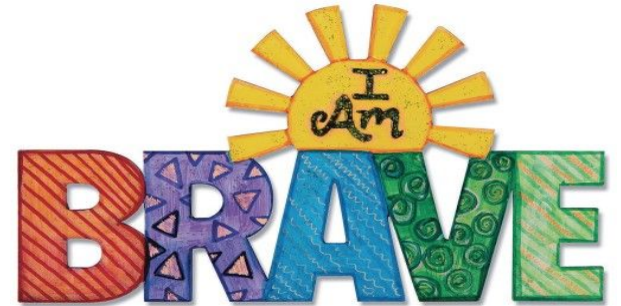
**B**=Bridge Building for Bold Community Partnerships

**R**=Respectful, Equitable, and Inclusive Environments

**A**=Accountability and Fiscal Stewardship

**V**=Vision and Opportunities

**E**=Exceptional Instruction from High Quality Staff





B=Bridge Building for Bold Community Partnerships

## Strategic Theme

### Community Partnerships

Cohesive partnerships will be developed with the community; explicitly focusing on bridging the “adult divide” that currently weighs heavily on future progress of the district.

Communication including Tools  
Partnership Agreements  
Parent Resources





R=Respectful, Equitable, and Inclusive Environments



## Respectful, Equitable, and Inclusive Environments

High Expectations and respectful relationships will be fostered to support students, staff, and families. Through current programs, research-based practices, and authentic family involvement, students, staff and families will build and grow resiliency and a positive mindset. Foster a culture that promotes respect, instills responsibility to uphold our core values, and enables students and adults to speak up against inequity, discrimination, and racism.

Panorama will be administered in the fall and spring.

Growth in PBIS tiered fidelity inventory

Building PBIS goal(s)

Diversity and Equity Team presents each semester to BOE/Community





## A=Accountability and Fiscal Stewardship

Develop a long term financial template to not only balance the budget but support academic excellence and expand resources available for students and staff.

Financial Template  
Master Plan  
Communication Plan







## V=Vision and Opportunities



### **Curriculum, Instruction, & Assessments**

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- Pre-COVID academic growth and achievement gains will be built upon, with special emphasis on interventions for low achieving students.
- Incorporation of pre-COVID (current and post-Covid) instructional protocols (collaborative group work, blended learning, project based learning, stations, etc.) will be an area of re-focus in our classroom practices to provide a more ACTIVE learning experience for ALL students (as soon as possible, maintaining health and safety first).
- POG

### **College and Career Education**

- A formalized plan for college and career readiness will be streamlined to provide consistency across grade levels; awareness(elementary), exploration (middle), preparation (high school).
- Information and access to Butler Tech programming will be expanded upon as a means of providing quality trade skill development to students.
- STEM opportunities will be expanded across all grade levels to incorporate more project-based learning and critical thinking skills into instructional planning and delivery.

**ALL Talawanda graduates will exhibit the following competencies necessary for post-secondary success (focus committee results):**



## E=Exceptional Instruction from High Quality Staff

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**HIGH QUALITY TEACHERS  
ARE THE KEY TO  
STUDENT LEARNING**

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### **Staff Quality**

We will continue to invest time and resources to ensure personal and professional growth for administrators, teachers, and support staff.

### **Commitment to Student Learning**

We will continue to provide multiple course options to ensure academic success, teach social/emotional skills, and provide a wide variety of extracurriculars and opportunities to encourage personal growth.

### **Staff Access**

Administrators and teachers are approachable and accessible. We will continue to build student trust, provide a welcoming environment for learning, encourage problem solving, and work to increase family support.

Our commitment to maintaining honest, open communication will continue to define our interactions with our families.

### **Staffing**

Current hiring practices will be reviewed and recommendations will be developed to ensure a cultural balance relative to our student population.

Potential staff will be provided with professional growth opportunities.



## Action Steps

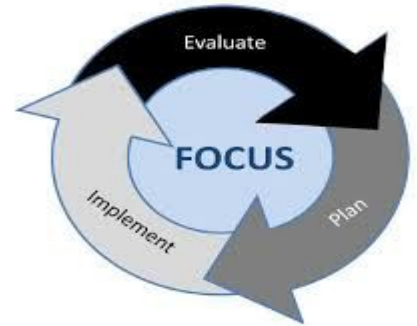
- Developed at District and Building Level
  - Developmentally Appropriate
  - Based on Unique Needs
  - Matches Strategic Plan, Mission, Core Values, Themes, and Goals
- Update, Revise, and Adjust this Dynamic Plan





## Next Steps

- Communicate Strategic Plan with Staff (1st day Opening and Wed. PLC Work)
- Communicate Strategic Plan with Stakeholders (Board of Education video taped meeting, website, and external groups)
- Review, Revise, and Adjust Strategic Plan as needed (Living Document)
- Communicate progress at least once a year to Board of Education and community
- Full Plan to be Posted on Website





TMS Students

THS Students

External Committee Members (Family, Business, and Community Members)

Internal Committee Members (Staff and Administrators)

Leadership (DLT) Team

Karen Naber (BCESC)

Talawanda Families, Community, Partners, and Staff Members

