

# SCHOOL DISTRICT OF AMERY

## *Strategic Plan 2025*

DRAFT



**GROW**

**ENGAGE**

**BELONG**

**INVEST**



# SCHOOL DISTRICT OF AMERY

## Strategic Plan 2025

## STRATEGIC FRAMEWORK

### GROW

- **Students:** Empower every learner to reach their full potential - academically, socially, and personally - ensuring they are prepared for the opportunities of tomorrow.
- **Staff:** Foster a culture of continuous learning, data-informed decision-making, and instructional excellence to elevate the success of every student.
- **Families:** Strengthen the bridge between home and school through open communication, mutual trust, and shared responsibility - working together to ensure every student succeeds.

### INVEST

- **Students:** Invest in future-oriented academic learning by allocating resources to support student success, innovative programming, cutting-edge curriculum, technological integration, and personalized learning pathways.
- **Staff:** Strategically utilize resources to obtain and retain high quality staff.
- **Community:** Expand opportunities for community members to actively participate in school district activities.
- **Board of Education:** Maintain financial health, efficient facilities, dedicated staff, and effective policies while fostering equitable learning opportunities for everyone.

### ENGAGE

- **Students:** Prioritize personalized learning pathways and growth for every student by focusing on adaptive learning platforms while modeling a responsible, ethical, and innovative approach to educational technology.
- **Staff:** Enhance staff engagement and effectiveness through increased communication, collaboration, and feedback opportunities, fostering a supportive and dynamic professional environment.
- **Families:** Empower families by expanding opportunities for their active involvement, with a strong emphasis on fostering partnerships with parents and guardians to enrich student learning and well-being.
- **Community:** Build robust community partnerships to expand internship opportunities and promote volunteerism through diverse events and activities to enhance community engagement and support student success.
- **Board of Education:** Cultivate trust through open, honest, and consistent communication with the community.

### BELONG

- **Students:** Foster safe, supportive, and responsive learning spaces where students feel safe, valued, and connected within our school community.
- **Staff:** Cultivate a positive, collaborative culture where all staff feel valued, supported, and engaged by prioritizing mental health and well-being, to promote continuous growth through meaningful collaboration, creating an environment where every staff member can succeed.
- **Families:** Promote 'family belonging' through expanded community learning opportunities.
- **Community:** Increase opportunities to partner with local community members and businesses, strengthening connections that benefit both our students and the community.



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## SUCCESSFUL STUDENTS

**1. Empower every learner to reach their full potential - academically, socially, and personally - ensuring they are prepared for the opportunities of tomorrow.**

- **Measurable Objective:** By the end of the 2029-30 school year, we will increase our district achievement, growth and target group score by 8% in comparison to the 24-25 district report card.

**2. Prioritize personalized learning pathways and growth for every student by focusing on adaptive learning platforms while modeling a responsible, ethical, and innovative approach to educational technology.**

- **Measurable Objective:** By 2029-2030, we will create a pathway for a fully functioning virtual school.

**3. Foster safe, supportive, and responsive learning spaces where students feel safe, valued, and connected within our school community.**

- **Measurable Objective:** Increase student perception of safety and belonging measured by PBIS building school climate surveys from 2025-2030.
- **Measurable Objective:** Decrease major behavioral incidents and office referrals by 5% each year through the 2029-2030 school year.

**4. Invest in future-oriented academic learning by allocating resources to support student success, innovative programming, cutting-edge curriculum, technological integration, and personalized learning pathways.**

- **Measurable Objective:** Increase the postsecondary preparation score and early college/CTE participation by 3% by the 2029-2030 school year high school state report card.
- **Measurable Objective:** Maintain financial commitment to continually support instructional technology, innovative mini-grants, hands-on learning opportunities, student labs and maker spaces through the 2030 school year.





## EFFECTIVE & ENGAGED STAFF

**1. Foster a culture of continuous learning, data-informed decision-making, and instructional excellence to elevate the success of every student.**

- **Measurable Objective:** Dedicate time, resources, and leadership to the PLC model within each grade level and department to promote peer support, innovative sharing, and problem-solving. This will be fully in place for each building/department by the end of the 2029-2030 school year.

**2. Enhance staff engagement and effectiveness through increased communication, collaboration, and feedback opportunities, fostering a supportive and dynamic professional environment.**

- **Measurable Objective:** By the end of the 2029-2030 school year, establish consistent staff feedback opportunities and follow-up processes to guide current and future work.
- **Measurable Objective:** By the end of the 2029-2030 school year, develop a clear internal communications strategy to share updates, celebrate successes, and promote alignment across roles and buildings.

**3. Cultivate a positive culture where all staff feel valued, supported, and engaged by creating an environment where every staff member can succeed.**

- **Measurable Objective:** By June 2030, the Wellness Committee will increase employee access to mental health services, Employee Assistance Programs (EAP), mindfulness resources, and wellness initiatives by developing and implementing a comprehensive wellness communication plan, hosting at least three wellness events per year, and increasing staff awareness of EAP services.

**4. Strategically utilize resources to obtain and retain high quality staff.**

- **Measurable Objective:** Use staffing data, turnover trends, and exit interviews to guide strategic resource allocation and refine recruitment/retention strategies. Develop robust onboarding programs by 2026-2027 and year-long mentorship support for new staff to foster early success and connection.





## INVOLVED & ENGAGED FAMILIES

**1. Strengthen the bridge between home and school through open communication, mutual trust, and shared responsibility - working together to ensure every student succeeds.**

- **Measurable Objective:** By the end of 2027-28 school year, increase two-way communication between families and schools by 5%, as measured by the number of families engaging with school communication platforms and by participation on our district messaging apps, or parent portals.

**2. Empower families by expanding opportunities for their active involvement, with a strong emphasis on fostering partnerships with parents and guardians to enrich student learning and well-being.**

- **Measurable Objective:** Starting in the 2025 school year, annually, increase family participation in school building events as measured by attendance records at events including Title I Parent Meetings, 6th grade and freshman orientation, and ES and IS open houses with a target goal of 10% increase by the end of the 2029-2030 school year.

**3. Promote 'family belonging' through expanded community learning opportunities.**

- **Measurable Objective:** By the 2029-2030 school year, increase family engagement and participation in community-based events and offerings by 10%.





## **STRONG COMMUNITY PARTNERSHIPS**

**1. Expand opportunities for community members to actively participate in school district activities.**

- **Measurable Objective:** By the 2029-2030 school year, increase community engagement and participation in community-based events and offerings by 10%.

**2. Build robust community partnerships to expand internship opportunities and promote volunteerism through diverse events and activities to support student success.**

- **Measurable Objective:** By the 2029-30 school year establishment of 5 new student internship or mentorship opportunities—demonstrating expanded support for student success and stronger school-community connections.

**3. Increase opportunities to partner with local community members and businesses, strengthening connections that benefit both our students and the community.**

- **Measurable Objective:** By the 2029-30 school year, increase active community and business engagement in school district activities, as measured by the establishment of at least 5 new community partnerships.





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## **STRATEGIC GOAL #5**

### **EFFICIENT & ACCOUNTABLE BOARD OF EDUCATION**

*The Amery Board of Education will finalize 2025-2030 strategic plan goals at the community engagement meeting of the Board on Monday, August 18, 2025.*

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