

Strategic Goal Statement #7:

Improve Human Resource Efficiencies and Services

Strategic Focus Areas

- A. Establish an evaluation system for all support staff
- B. Improve human resource management systems and efficiencies
- C. Maintain stability and sustainability of progress in the district by attracting and retaining quality leaders
- D. Provide quality professional development for district initiatives that improve employee satisfaction, effectiveness, and customer experience
- E. Provide staffing to facilitate positive behavior support systems and family engagement programs when funding is available
- F. Negotiate and implement fair and affordable collective bargaining agreements
- G. Update administrative guidelines and student/employee handbooks that are reflective of changes of state and federal law and board policies
- H. Maintain integrity of hiring process that attracts top talent to Oakridge
- I. Maintain quality and accountable personnel practices

Board of Education

- President
Steve Roomsburg
- Vice President
Craig Scott
- Secretary
Mary Ann Brodeur
- Treasurer
Trisha Lowry
- Trustee
Steve Crain
- Trustee
Pam Bryant
- Trustee
Brent Hartman

Superintendent
Thomas A. Livezey

Board Governance Roles and Responsibilities

1. Maintain policies that provide a governance structure for the district to operate effectively
2. Continue investment in professional development on board governance and leadership in partnership with Michigan Association of School Boards (MASB)
3. Maintain awareness of legislative initiatives and advocate for public school friendly legislation
4. Support the superintendent, district goal chairs, and building school improvement teams in development of action plans and implementation
5. Partner with the superintendent to establish an annual calendar to monitor, report, and publish progress of the Oakridge Eagle Strategic Plan I
6. Evaluate the superintendent on progress of the Oakridge Eagle Strategic Plan I
7. Support allocating resources in alignment with Oakridge Eagle Strategic Plan I
8. Communicate and advocate for positive change with community members and employees



Eagle Strategic Plan I



Strategic Goal Areas

- Student Achievement - 1
- Learning Environment & Culture - 2
- Family & Community Engagement - 3
- Technology - 4
- Finance - 5
- Facilities & Transportation - 6
- Human Resources - 7

Vision

Empowering the whole child to achieve college and workplace success while embracing family and community values

Mission

The community of Oakridge Public Schools exists to prepare every student, within a safe and healthy environment, with a globally competitive education focused on college preparation, workplace success, and lifelong learning.

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231-788-7100
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Belief Statements

In support of our vision and mission , we, Oakridge Public Schools, believe:

1. All students are capable of college, post-secondary advanced training, and workplace success.
2. A globally competitive and relevant education is the foundation for lifelong learning.
3. Community and family engagement are vital for optimal student learning.
4. Our community, schools, educators, families, and students have unique strengths and challenges, and have a role to play in ensuring that each student is healthy, safe, engaged, supported, and challenged.
5. Personal integrity, tolerance, cultural diversity, mutual respect, work ethic, cooperation, and self-motivation must be embraced as we pursue academic excellence and prepare the whole child for lifelong learning.
6. Students must practice creativity, problem solving, and higher-level thinking skills while being encouraged to apply these skills beyond the classroom.
7. Technologically literate citizens who have equal access to 21st century technological tools for learning have an advantage in existing and emerging career opportunities unbound by time, place, or distance.
8. A data-informed, positive culture focused on continuous improvement, professional dialogue, improved instructional practice, and high expectations is essential to learning.
9. Accountable and optimistic leadership from the board room to the classroom and throughout our community is essential to bring our mission and vision to fruition.
10. Parents are engaged and empowered through education, motivation and overall connection to the educational process.



Strategic Goal Statement #1:

Improve Student Achievement

Strategic Focus Areas:

- A. Establish a robust curriculum aligned to the Common Core State Standards and articulated through every grade level
- B. Establish a well understood and integrated standards-based instructional system that includes 21st Century standards, quality common assessments, data-informed instructional planning, and a useful reporting system
- C. Strengthen the academic program with quality instruction balanced with a focus on social/emotional relationships amongst students and teachers
- D. Differentiate instruction and provide supplemental services for struggling and accelerated learners alike
- E. Establish robust screening assessments in all grade levels that assist teachers and parents to efficiently identify successful learning, diagnose learning difficulties, and provide effective interventions
- F. Encourage and support innovative approaches to effective teaching and learning

Strategic Goal Statement #2:

Improve the Learning Environment and Culture

Strategic Focus Areas:

- A. Strengthen the culture of high expectations for academic excellence in student achievement, work ethic, respect, integrity, and accountability
- B. Establish consistent and clear behavior modification procedures, policies, and curriculum
- C. Implement and maintain positive behavior and relationship-based curriculum and programs with fidelity
- D. Provide behavior modification and remediation opportunities for challenged students
- E. Establish and maintain vibrant partnerships with government services, community organizations, and local churches.
- F. Partner with community-based resources and agencies to provide school-based health services
- G. Provide opportunities for active student engagement in relevant real world community connections (service learning, mentoring programs, career tech center, extracurricular activities, after school programs, etc.)



Strategic Goal Statement #3:

Strengthen Family and Community Engagement

Strategic Focus Areas:

- A. Establish regular, two-way, and meaningful communication between home and school and community
- B. Promote effective parenting skills
- C. Support parents in playing an integral role in assisting student learning
- D. Welcome parents in schools and seek their support and assistance
- E. Advocate and partner with parents and the community in decisions affecting children and families
- F. Collaborate with community resources to strengthen schools, families, safety, and student learning



Strategic Goal Statement #4:

Provide a Strong Technology Infrastructure for Learning

Strategic Focus Areas:

- A. Maintain current hardware/software replacement cycle
- B. Expand technology infrastructure that increases student access to technology based learning and assessment tools
- C. Scale technology infrastructure expansion with appropriate levels of technical support staffing
- D. Scale technology infrastructure expansion with appropriate levels of professional development
- E. Pursue alternative revenue sources to fund technology expansion
- F. Adapt appropriate policies that encourage safe and innovative ways to increase access via personally owned and portable technology
- G. Utilize technology to improve non-instructional efficiency
- H. Improve process for technology acquisition
- I. Expand use of technology to inform and engage families and the community



Strategic Goal Statement #5

Improve Financial Stability

Strategic Focus Areas:

- A. Maintain an appropriate and responsible fund balance level
- B. Allocate financial resources toward our mission and strategic focus areas
- C. Research additional cost effective consolidation of services that maintain or improve quality and implement where appropriate
- D. Seek non-traditional (alternative) revenue sources to fund district needs
- E. Educate staff and community on key financial issues on the horizon
- F. Maximize resources for student learning



Strategic Goal Statement #6:

Provide Quality, Safe, and Efficient Educational Facilities and Transportation Systems

Strategic Focus Areas:

Facilities

- A. Develop a master facilities plan
- B. Establish annual facilities maintenance plan
- C. Develop an energy management/savings plan
- D. Provide adequate amounts of quality furniture in schools
- E. Establish safe and secure single points of entry in all buildings
- F. Maintain roof replacement cycle
- G. Improve process for staff and community to request use of facilities
- H. Update safety and emergency drill procedures
- I. Improve security of facilities through expansion of video surveillance and key card entry systems

Transportation

- J. Improve safety of school parking and traffic flow at elementary building
- K. Develop a replacement cycle for district vehicle
- L. Improve safety and efficiency of student transportation program utilizing technology based solution