

THORNAPPLE KELLOGG SCHOOLS

**“TO ENCOURAGE AND DEVELOP THE POSITIVE
POTENTIAL OF EACH STUDENT.”**

STRATEGIC PLAN

2003-2007

**Kevin Konarska
Superintendent**

**Patricia Koeze
Assistant Superintendent**

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THORNAPPLE KELLOGG SCHOOLS STRATEGIC PLANNING COMMITTEE 2003

Chris Boysen	Community Education Director
Kristen Brady	TK Student
Jackie Brayman	Consultant-Ball Foundation
Mike Bremer	Community Member
Kevin Briggs	TK Teacher
Laurie Brinks	TK Support Staff
Brian Cuneo	TK Student
Kaleigh DePew	TK Student
Robert Evans	Community Member
Lani Forbes	TK Parent
Janet Geukes	Community Member
Nancy Goodin	TK Board of Education
Jim Hallberg	TK Teacher
Donald Haney	TK Board of Education
Eric Hannapel	Community Member
Roselle Havens	Community Member
Diane Hoskins	TK Parent
Kathy Humphrey	TK Parent
Alice Jansma	TK Business Manager
Patricia Johns	TK Parent
Scott Kiel	TK Board of Education
Patricia Koeze	TK Assistant Superintendent
Kevin Konarska	TK Superintendent
Barb Maring	TK Teacher
Char McKee	TK Teacher
Gary McKee	TK Teacher/ District NCA Co-Chair

Deb McKeown	TK Parent
Linda Meyers	TK Teacher
Jerry Mueller	Lee Elementary Principal
Jan Muir	Community Member
Ann Noah	TK Parent
Dan Parker	Community Member
Mari Price	Special Education Director
Eric Proseus	HS Assistant Principal
Bill Rich	McFall Elementary Principal
Kerrie Schultz	TK Student
Kim Selleck	TK Board of Education
Diane Sevald	TK Teacher
Steve Seward	TK Teacher/McFall NCA Chair
Tim Shaw	TK Teacher/HS NCA Chair
Dave Smith	TK Board of Education
Mike Spahr	MS Principal/District NCA Co-Chair
Randy Stehlik	TK Teacher/MS NCA Chair
Kay Stolsonburg	Community Member
Ray Townsend	Community Member
Mark Uyl	TK Athletic Director
Kim VanElst	TK Teacher
Tom Ward	TK Board of Education
Brad Warren	Page Elementary Principal
Jon Washburn	MS Assistant Principal
Helen Wenger	Community Member
Martin Wenger	TK Board of Education
Warren Wheeler	Community Member
Sam Wilkinson	TK Teacher/Lee NCA Chair
Curt Wissink	TK Teacher/Page NCA Chair
Ellen Zack	HS Principal

Thornapple Kellogg Schools Mission Statement

“To encourage and develop the positive potential of each student.”

Educational Beliefs of the Thornapple Kellogg Schools and Community

- We believe that all students are learners.
- We believe that our first priority is satisfying students’ educational needs while nurturing moral character.
- We believe that each child is unique and learns in different ways and requires varying amounts of time and support.
- We believe that in order to be effective, the curriculum must be aligned pre-k through 12.
- We believe that our instruction must be based on research and on best knowledge.
- We believe that a risk free environment must be provided for students and staff.
- We believe that increased performance results from high expectations of students, staff, parents, and community.
- We believe that in order for excellence in education to occur, there must be ongoing involvement and dialogue among students, staff, parents, and community.

THORNAPPLE KELLOGG BELIEFS

Thornapple Kellogg Beliefs

What we believe is important to our district:

All students are learners
Satisfying each student's educational needs while nurturing moral character
Aligned Curriculum K-12
Instruction based on research
Risk-free environment
High expectations
On-going involvement and dialogue among students, staff, parents and community

Mission Statement

Why are we here?

"To encourage and develop the positive potential of each student."

"What's Best for Kids"

Points of Pride

What are we proud of?

Strong sense of community
Traditional values with an up-to-date education
"Importance of Education" as a community value
High expectations for all students
School system is caring
Graduates achieve in college and careers
Teachers meet needs of students through multiple methods
School improvement will improve the learning of each student
High expectations for community to create conditions for success

Competencies

School Improvement Process Requires of Staff:

Instruction to meet the needs of students
Ongoing assessment and evaluation
Use of data to drive instructional decisions
Collaborative processes at building level
Staff commitment

School Improvement Process Requires of Students:

Measurable growth
In literacy (reading/writing)

District Key Issues

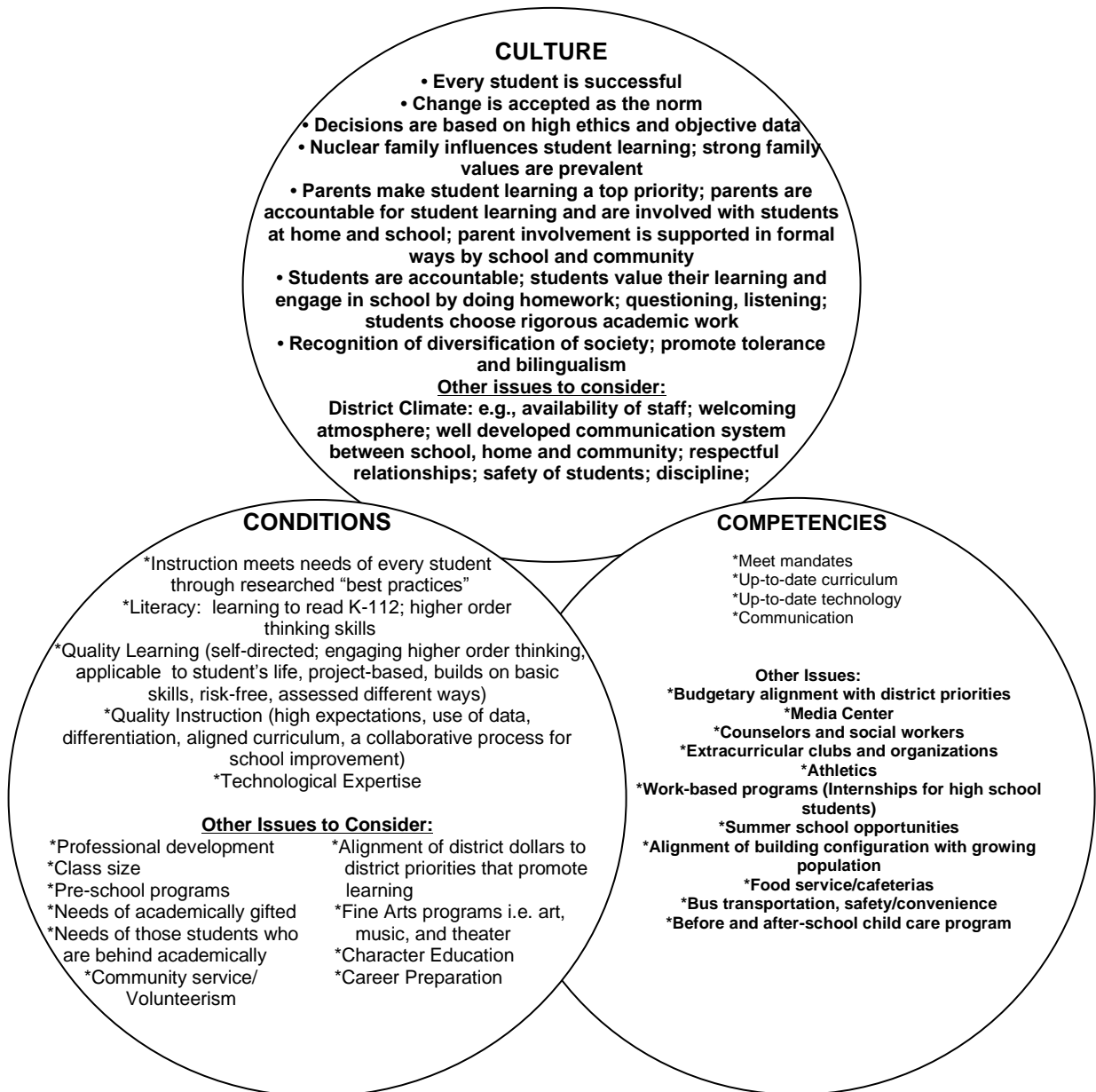
What we are committed to as a district:

Expectation of academic excellence
Literacy/Communication
Quality instruction and learning
Social emotional wellness
Employability Skills/Career Prep/Tech Development and Integration

VISION FOR THORNAPPLE KELLOGG SCHOOLS

TK strategic planning members identified the following cultures, conditions and competencies, to guide the district to their desired outcomes. This model became our vision to the identification of our Key Issues and Goals.

“TO BE”



GOALS

Five goals were developed by the Board, Administrative Team, and building NCA Chairpersons. These goals reflect the Key Issues that the strategic planning team identified. Indicators of Success, or our “look fors”, were also developed to give direction to buildings as this plan is implemented. While not all indicators are appropriate for every grade level, it is the hope of this team that the indicators will be used to determine progress for each goal.

GOAL 1: ALL STUDENTS WILL DEMONSTRATE ACADEMIC EXCELLENCE BY ACHIEVING OR EXCEEDING ONE YEAR’S GROWTH IN ONE YEAR’S TIME.

GOAL 2: ALL STUDENTS WILL BECOME EFFECTIVE COMMUNICATORS BY DEMONSTRATING COMPETENCIES IN READING, WRITING, SPEAKING, AND LISTENING.

GOAL 3: ALL STUDENTS WILL BENEFIT FROM STAFF IMPLEMENTING BEST PRACTICES.

GOAL 4: ALL STUDENTS WILL DEVELOP POSITIVE LIFE-LONG SOCIAL/EMOTIONAL SKILLS IN A SAFE AND SECURE SCHOOL/COMMUNITY ENVIRONMENT.

GOAL 5: ALL STUDENTS WILL DEVELOP A CAREER PLAN THAT INCLUDES ACCESS, EXPOSURE, AND EXPERIENCES TO CURRENT CAREER INFORMATION.

The following pages detail each goal and the indicators of success that will be used to measure our progress.

GOAL 1: ALL STUDENTS WILL DEMONSTRATE ACADEMIC EXCELLENCE BY ACHIEVING OR EXCEEDING ONE YEAR'S GROWTH IN ONE YEAR'S TIME.

KEY ISSUE: Expectation of Academic Excellence

INDICATORS OF SUCCESS:

- Exceeding one year's growth as demonstrated by our students' standardized test scores. (MAP, MEAP, MLPP, ACT)
- Exceeding one year's growth as demonstrated by local assessments (NCA, School Improvement, KC4), pre, post and interim assessments.
- Analysis of comparative data among KISD and state districts shows above average performance.
- Thornapple Kellogg is a school of choice, evidenced by increased enrollment.
- Increased performance on SAT and ACT.

GOAL 2: ALL STUDENTS WILL BECOME EFFECTIVE COMMUNICATORS BY DEMONSTRATING COMPETENCIES IN READING, WRITING, SPEAKING, AND LISTENING.

KEY ISSUES: Literacy/Communication

INDICATORS OF SUCCESS:

All students will perform at or above grade level on literacy assessments including:

- MLPP Assessments
- MAP
- MEAP

All students will participate in activities and lessons that promote the following:

- Resume Writing
- Interviewing Skills
- Regular Writing Assessments
- Oral Presentations
- Problem Solving Skills
- Interpersonal Communication
- Team Work (Cooperative Learning)
- Student Led Conferences

GOAL 3: ALL STUDENTS WILL BENEFIT FROM STAFF IMPLEMENTING BEST PRACTICES.

KEY INDICATORS: Quality Instruction and Learning

INDICATORS OF SUCCESS:

- Increased student ownership as evidenced by improved grades, fewer discipline referrals, improved attendance.
- Positive culture of success.
- Teacher Initiative: book studies, workshop attendance.
- Risk Free Environment (free to take risks and try innovative practices).
- Teacher Collaboration.
- Differentiated Instruction to meet students needs.
- Student Achievement reflects a variety of teaching strategies.
- Community (Understanding is Positive).
- Total staff involvement (Buy-In).
- Sharing with others – Articulation.
- Monitor feedback/assess.
- Create task force to study building configurations.
- Increased communication with parents regarding student achievement and needs as evidenced by progress reports, report cards, and parent/teacher conferences.

GOAL 4: ALL STUDENTS WILL DEVELOP POSITIVE LIFE-LONG SOCIAL/ EMOTIONAL SKILLS IN A SAFE AND SECURE SCHOOL/COMMUNITY ENVIRONMENT.

KEY ISSUES: Social Emotional Wellness

INDICATORS OF SUCCESS:

- Student attendance will improve at each building.
- Discipline will decrease (suspension/expulsion/referrals).
- Child Study Team will convene to help with appropriate interventions for students.
- Counseling referrals.
- Involvement in extra or co-curricular activities will increase.
- Leadership opportunities/roles for students to participate in.
- Parental approval of school as evidenced by participation rates at parent/teacher conferences and special events survey results.
- Increased community involvement in buildings.
- Increased parental/community/mentoring training.
- Increased counselor services/home visits/classroom lessons.
- Increased student approval of school as evidenced by survey results.
- Drop out rates will continue to decline.

GOAL 5: ALL STUDENTS WILL DEVELOP A CAREER PLAN THAT INCLUDES ACCESS, EXPOSURE, AND EXPERIENCES TO CURRENT CAREER INFORMATION.

KEY ISSUES: Employability Skills/Career Prep/Tech Development and Integration

INDICATORS OF SUCCESS:

- Students will read and write at a technical level required in their chosen field.
- Proficient in applied math.
- Exposure to sciences.
- District technology plan provides for access to skills and equipment similar to that of the workplace.
- Career speakers, fairs, and field trips at appropriate grade levels.
- Career Assessments – Career Cruising and MOIS.
- Educational Development Plan (EDP) grades 8-12.
- Students will participate in job shadows, mentoring, college visits.
- Number of students to college and vocational tech programs will increase due to individual needs being met.
- Preparing students to access information in a variety of ways.
- Post-Secondary surveys to evaluate results.
- Removal of gender stereotyping of careers.
- Removal of socio-economic /class stereotyping/cultural.