

Newark City Schools Strategic Plan



January 17, 2007 - Revised October 2013

Belief Statement

We believe that:

- all individuals are unique and worthy of respect.
- all individuals have intrinsic worth.
- all individuals are responsible for their behavior.
- all individuals have the potential to learn.
- given the opportunity, everyone can reach her/his full potential.
- the family is a primary influence in a person's life.
- change is constant; by embracing change, we provide growth opportunities.
- diversity is a positive aspect in our community.
- the investment we make in our students determines our future.
- our students must be prepared to compete in a global society.

Mission Statement

The mission of Newark City Schools is to ensure a quality education for all students to become productive citizens in a global society.

Vision Statement

To accomplish the mission of Newark City Schools we will provide superior resources, rigorous and relevant programs, a safe and secure learning environment, and a highly skilled and caring staff in partnership with students, parents, and community members.

Parameters

We will always:

- make students our number one priority.
- apply current research in order to accomplish our mission.
- recognize the diverse needs of each student.
- involve all segments of our community in strategic planning.
- consider school, student, family and community relationships in decision making.



Parameters

We will never:

- implement new programs without positive cost-benefit analysis.
- implement new programs without appropriate staff development.
- compromise our mission.

Objectives

- To graduate 100% of our students
- To have all students performing at or above grade level
- To achieve an overall grade of A on the district report card by 2018
- To achieve a grade of A for gap closing by 2018
- To achieve an overall grade of A for Value Added by 2018



Strategies

- We will develop and implement a plan to assure all students graduate.
- We will develop and implement ways to improve perception of Newark City Schools.
- We will align resources and create partnerships to ensure the success of our individual students.
- We will develop and implement a program to gather student input to ensure that we meet our mission.
- We will develop and implement systems that will ensure we eliminate the achievement gap.
- We will develop and implement a system to measure students' grade level achievement in all subjects.
- We will develop and implement an individual success plan for every student.



We will develop and implement a plan to assure all students graduate

- Implement, district-wide, all-day/everyday kindergarten to address early learning needs for all students.
- Establish a district-wide network that connects students, parents, and staff to community resources eliminating barriers to student success.
- Establish credit evaluation, starting in April of Freshman year, to identify students who have earned fewer than the appropriate number of credits for their grade level.



We will develop and implement ways to improve perception of Newark City Schools

- We will develop a symbiotic partnership with Licking County Realtors to promote Newark City Schools as a school district of choice.
- We will develop a customer relations program to empower all Newark City Schools employees to share ownership in developing and promoting Newark City Schools as a school district of choice.
- We will develop an advisory council offering guidance and support for communications and marketing plans for Newark City Schools.



We will align resources and create partnerships to ensure the success of our individual students

- Implement a volunteer/mentor program at each building to support student needs.
- Develop symbiotic relationships with employers, businesses, and community organizations in the Newark and Licking County area with every building.
- Create opportunities for students in grades six through twelve to explore careers through interactions with the Newark business community.

We will develop and implement a program to gather student input to ensure we meet our mission

- Each school will have a student council or forum opportunity for students to share their input regarding to issues related to climate, achievement, and learning opportunities with staff and administration.

We will develop and implement systems that will ensure we eliminate the achievement gap

- We will develop a district-wide system of data collection to be in place for individual students K-12.
- We will utilize data for each student in District subgroups to identify areas of deficit and create individual strategies for intervention.
- Create professional development that has clearly defined objectives and outcomes that target District subgroups to increase student achievement.
- Administration and building level leadership will use data to make and execute decisions that set priorities to eliminate the achievement gap.

We will develop and implement a system to measure students' grade level achievement in all subjects

- Each K-8 subject area will publish a curriculum map or pacing guide which includes periodic assessments and aligns with Ohio's *New Learning Standards for academic learning*.
- Each high school discipline will develop a department flow chart for course sequencing and a curriculum map or pacing guide which includes periodic assessments and aligns to the 9-12 grade Ohio's *New Learning Standards for academic learning*.
- Establish effective and frequent communication among district, teachers, parents, and students regarding student achievement in all grades and subjects.

We will develop and implement an individual success plan for every student

- Educate staff, students, parents, and community about ISP components and their benefits relating to initiatives within the district.
- Establish procedures at each building level that allow periodic Individual Success Plan review and ongoing support of the ISP Program.
- Implement a comprehensive evaluation component that will provide for ongoing feedback and improvement of the process.
- Develop a schedule that progresses to complete implementation of the Individual Success Plan Program for every student.