STRATEGIC PLANNING
The planning process used to ensure that the entire system operates with shared purposes and improvement priorities to achieve its mission and outcomes.

STRATEGIC PARAMETERS
Strict pronouncements that establish the boundaries and limits within which the organization will accomplish its mission; the limits we place on ourselves as an organization.

SET ONE
- All of our work will conform with the stated mission, beliefs, and vision of the school district.
- We will conduct careful and detailed analyses before adding, eliminating, or revising any program.
- We will consult with people closest to the job before making any changes to programs.
- We will hire and retain only those people who contribute to the mission, beliefs, and vision of the school district.
- We will encourage, recognize, and support everyone’s success.
- We will include all stakeholders in the decision-making process.
- We will use this strategic plan to guide the budget process.
- We will use this strategic plan to structure our professional development program.
SET TWO

- We will model and expect high standards of behavior consistent with the district’s core character traits.
- We will recruit, continually develop, supervise, and retain effective staff members committed to achieving the district’s mission and outcomes.
- We will provide a safe and positive environment conducive to learning.
- We will design, teach, and assess a coordinated K-12 curriculum focused on essential learning standards.
- All curricular and cocurricular learning experiences will be designed to improve students’ learning and performance.
- We will successfully implement and sustain the best possible educational practices supported by research.
- All programs, services, and practices will be evaluated and funded based on their impact on student learning and performance.

SET THREE

- We will make decisions based on the best interested of children.
- We will not accept behaviors that are inconsistent with the beliefs of the organization.
- We will not tolerate incompetence at any level.
- Forthright and sincere communications, regardless of inherent bias, will be heard and acknowledged.
- We will not sacrifice the quality of our instructional programs.
- We will accept no new district program without:
  - a cost benefit analysis;
  - participation in the development of the program by representatives of those affected;
  - provisions for staff training and support;
  - a defined evaluation process; and
  - alignment to the district’s strategic plan.
- We will organize the district in such a manner that people doing the job will be a key element in the decision-making process, and accountability and responsibility will be commensurate with authority.
- We will work to provide a safe learning environment for all students.