

Strategic Plan

Oxford School District

Vision

A bold, innovative, and continually improving district; understanding today to prepare students for tomorrow.

Mission

Empowering all students to become confident and creative builders of the future.

Beliefs

We believe in **excellence, equity, service, support, and relationships.**

Priority Statements

1. Attracting and retaining high-quality, diverse employees while encouraging career-long growth and development will foster a culture that positively impacts student learning.
2. Adhering to high standards in all areas of service will ensure all learners receive the best opportunity for success.
3. Creating a safe, healthy, culturally responsive, and continually improving environment will ensure all learners reach their full potential.
4. Building an effective learning environment through bold and innovative instruction will ensure students are fully engaged in their education and graduate ready for life, college and career.
5. Demonstrating fiscally responsible practices to support academic excellence and expanding resources for students and staff will ensure community and taxpayer value.

People	Service	Culture	Learning	Resources
<p>Objectives</p> <ul style="list-style-type: none"> Recruit, hire, develop, and retain high quality, diverse employees. 	<p>Objectives</p> <ul style="list-style-type: none"> Establish and maintain high levels of service in all departments and schools. 	<p>Objectives</p> <ul style="list-style-type: none"> Build a safe, healthy, culturally responsive educational environment that is continually improving. 	<p>Objectives</p> <ul style="list-style-type: none"> Create bold and innovative learners. 	<p>Objectives</p> <ul style="list-style-type: none"> Demonstrate fiscally responsible practices to maximize community and tax-payer value.
<p>Critical Initiatives</p> <ul style="list-style-type: none"> Identify and integrate human resource practices based on best practices to recruit, hire, develop, and retain high quality employees. Establish and promote an environment where employees feel valued, inspired, supported, and connected. 	<p>Critical Initiatives</p> <ul style="list-style-type: none"> Communicate the Vision/Mission/Beliefs Develop strong authentic community connections, relationships and actions so that young people achieve more in school, stay in school longer, and enjoy the experience. Establish standards of service for all employees. Integrate challenge/service based learning. 	<p>Critical Initiatives</p> <ul style="list-style-type: none"> Support crisis prevention, preparedness, and response. Engage students, families, and support systems. Implement a model of continuous improvement. Social, emotional, and nutritional health of students and staff will be promoted and supported. 	<p>Critical Initiatives</p> <ul style="list-style-type: none"> Create a guaranteed and viable curriculum for all OSD students that aligns with the Oxford School District Learning Principles. Create a personalized learning pathway for all Oxford School District students that supports the 95 in 5 plan. Develop principles of learning that govern the teaching and assessing practices of the Oxford School District. Build and support academic and extra-curricular programs that exemplify and support the Oxford School District Portrait of a Graduate. 	<p>Critical Initiatives</p> <ul style="list-style-type: none"> Develop and implement a process to maintain adequate fund balance reserves. Maintain facilities, equipment and instructional technology to meet staff, student, and community needs. Provide for the efficient operations of all Oxford School District departments. Develop a long-term planning process which includes the annual and long-term operational budget and capital improvement plans.
<p>Key Measures</p> <ul style="list-style-type: none"> Practices are created and implemented Staff engagement surveys Teacher ADA% Staff Retention Rate 	<p>Key Measures</p> <ul style="list-style-type: none"> Student ADA % Graduation Rate Drop-out Rate Student and Parent Surveys 	<p>Key Measures</p> <ul style="list-style-type: none"> Achievement Gap Drug related incidents (discipline and testing) Confirmed Bullying Percentage Student, Staff, and Parent Surveys 	<p>Key Measures</p> <ul style="list-style-type: none"> K-12 Curriculum, Learning Principles, and Cornerstone Tasks developed. 95 in 5 (Proficiency and Growth on NWEA) ACT, AP, and Dual-Credit Scores Student and Parent Surveys 	<p>Key Measures</p> <ul style="list-style-type: none"> Increase in fund balance Student, Parent, and Staff Surveys Department Key Performance Indicators Creation of multi-year budget