

WHITMORE LAKE PUBLIC SCHOOLS VISION 2013

A plan for improving educational outcomes for all students

**REVISED, APRIL 2008
UPDATED, JUNE 2009**

In the fall of 2007 the Whitmore Lake Board of Education met to begin the process of reviewing what was previously known as “Vision 2010” a strategic plan that consisted of several core target areas and examples of accomplishments in each of the target areas that had been achieved to date.

In the process of this review, it was determined that many of the target areas had changed, and while many goals had been accomplished, others were missing or needed fine tuning in order to better reflect the needs of the school district at this point in time. In addition, the vision and mission of the district were reviewed, with one addition of “in a global society” added to the vision, as our students will likely face a world that is dramatically different in their future than what many of us have known in the past.

Our guiding principles of integrity, respect, diversity, stewardship, citizenship, innovation and leadership remain the same. These are the principles that form the foundation of the school district.

“Vision 2010” has been updated to read “Vision 2013”, with the understanding that numerous changes in our world that can take place in a five-year span of time that would necessitate a review and update at that point, if not sooner.

Mission/Vision

The mission of the district is “partnering with students, parents and the community to provide an exceptional, personalized education.

The vision of the district is “providing each individual the inspiration to dream and the skills to succeed in a global society.”

Guiding Principles:

- Integrity
 - We believe in:
 - Honesty
 - Openness
 - Trustworthiness
 - Fairness
 - Responsibility and Accountability
 - Professionalism

- Respect
 - We believe in:
 - Treating each person with courtesy and civility
 - Listening to divergent views or opinions
 - Honoring the decision-making process
 - Recognizing the contributions of each individual

- Diversity
 - We believe in:
 - Understanding the inherent differences of people
 - Appreciating the value of these differences
 - Benefiting from the knowledge gained from diversity

- Stewardship
 - We believe in:
 - A safe and secure learning centered environment
 - Professional opportunities to enable staff to flourish
 - Being a source of pride for our community
 - Making fiscally responsible decisions
 - Making environmentally friendly decisions
 - Building a foundation for future success

- Citizenship
 - We believe in
 - Service to others
 - Community Participation
 - Democratic Process

- Innovation
 - We believe in:
 - Creativity
 - Openness to new ideas
 - Prudent risk-taking
 - Learning from all experiences

- Continuous improvement
- Flexibility, adaptability, agility
- Leadership
 - We believe in:
 - Providing students the capacity to lead
 - Supporting the process by growing from success and failure (not afraid to try)
 - Teaching leadership skills

What follows is a document listing the goals, strategies and progress made toward the achievement of our mission of providing an exceptional, personalized education for all students.

The five major goal areas are: Student Achievement, the Learning Environment, Community Involvement, Facilities and Equipment, and Financial Resources. Each year, progress toward the goals will be documented. Please come back and visit this document to see what great things are happening in Whitmore Lake Public Schools!

Whitmore Lake Public Schools

Vision 2013
2008-2009 Year 1 Report

Indicators of Success		
<i>Goals</i>	<i>Strategies</i>	<i>2008-2009 Progress</i>
<p><u>Student Achievement:</u></p> <p>Our district establishes high expectations for all students and continually “raises the bar” for student performance at every level. Every student will establish and achieve challenging goals.</p> <p><u>Curriculum:</u> The curriculum offered by our district is innovative, broad-based, aligned with State standards, diverse in nature (presentation and perspective), and clearly articulated for students, parents, the community at-large, educators, and all other partners in the teaching and learning experience.</p> <p><u>Instruction:</u> Instruction provided in our district reflects current educational research and utilizes accepted “best practices”.</p>	<ul style="list-style-type: none"> All student curriculum material will be aligned in such a way that content is in accordance with State of Michigan Standards and Benchmarks from K-12. 	<p>PS: NAEYC accreditation standards were integrated into the curriculum.</p> <p>ES: Teachers will have completed math and language arts curriculum mapping by the end of June 2009. Teachers chose a writing rubric to be used by all grade levels in 2008-2009.</p> <p>MS: The MS science curriculum was realigned to meet recently revised science expectations which incorporate earth science into the MS curriculum (from the HS curriculum).</p> <p>HS: Content at the HS has been aligned to either State HSCE, ACT College Readiness Standards or National</p>

Assessment: Our district is committed to regular assessment of student achievement with a focus on mastery of State Standards and Benchmarks.

- A curriculum review cycle will be developed that will look at the content of the curriculum being delivered and the materials being used as well as the method in which instruction is delivered.
- In accordance with State graduation requirements, foreign language opportunities will be increased as budget permits.
- Student and staff use of technology will be integrated into curriculum work, with the expectation of developing students who are better prepared for life in a global society. Course outlines, staff lesson plans and web pages will include examples of integration of technology, as appropriate.

Benchmarks, depending on subject.

Documentation of alignment was done through curriculum mapping. A pilot program for credit recovery (e2020) was started at the HS.

A curriculum review cycle was developed in 2008-2009 that will be implemented in 2009-2010.

HS: Math textbook content was evaluated with replacement recommended.

Budget restrictions have made it difficult to explore additional opportunities. Virtual opportunities are available for HS students at this time.

Planned and implemented district-wide professional development on the use of Rubicon Atlas Curriculum Mapping software.

ES: Teachers are using LCD projectors and Document cameras in classrooms. One classroom is experimenting with a Smart Board.

	<ul style="list-style-type: none">• In order to develop critically thinking, life-long learners, students will be expected to demonstrate an understanding of how to access information in a variety of ways.• Specific strategies will be developed and utilized at each building to increase student achievement. MEAP/MME scores will be utilized as one method to show progress in this area.	<p>MS: Staff follow-up was put in place to ensure the regular use of software to develop logical and cohesive curriculum sequencing.</p> <p>HS: Lesson plans document integration in all core classes. Course outlines are being updated to reflect integration. Several Smart Boards are being used in classrooms.</p> <p>Districtwide: Web pages are active for 75% of teachers, with 100% planned for the opening of the 2009-2010 school year.</p> <p>HS: Final assessments in core classes were designed to look like ACT tests. Non-core classes focus on performance assessment.</p> <p>Student achievement continues to be our top focus with MEAP/MME scores in several areas showing an increase over past years. Student achievement data is being used to develop staff training goals for 2009-2010.</p> <p>School Improvement Teams, Reader's Apprentice and Instructional Consultation Teams allow for focus on</p>
--	--	--

		<p>specific strategies to increase student achievement. MEAP/MME scores have been analyzed to give teachers areas of focus and concentration within their instructional content area.</p>
<p><u>Financial Resources:</u></p> <p>Our district responsibly manages financial resources to insure adequate funds to support district goals, programs and building needs.</p>	<ul style="list-style-type: none"> • Our district intends to support the upcoming WISD County Enhancement Millage, intended to relieve pressure on local general fund budgets. • Fiscal responsibility will be maintained by closely monitoring state conditions and allocation of resources to meet the needs of students. 	<p>WISD superintendents worked with a market research company to develop a survey of voter attitude toward an enhancement millage. A decision as to a date for the enhancement millage is expected in late June 2009.</p> <p>Both the Business Manager and Superintendent closely monitor the fiscal resources of the State of Michigan. The Business Manager has implemented a monthly financial report to the Board to provide year-to-date revenue and expenditure information, improving accountability, transparency and decision making. The business office continues to look at the integration of local, state and federal funds to focus on board goals, using research based strategies.</p>

	<ul style="list-style-type: none">• Our district will continue to partner with business and non-governmental organizations. • Opportunities will be explored to support and maintain the capital assets of the district. • As buildings and facilities age, a plan for possible future bond projects will be developed to keep buildings operational and to be able to expand and redesign areas of need, in addition to considering land needs for future building opportunities.	<p>To help facilitate future partnerships an Open House was held in the winter of 2009 to thank our local businesses for their ongoing support of our students.</p> <p>The district works extensively with the Greater Whitmore Lake Area Kiwanis on programs to support and enhance the lives of students in our community.</p> <p>Comerica Bank once again financially supported the Middle School's participation in Finance Park.</p> <p>Head Start stimulus funds are expected to be used for a new playground expansion in 2009-2010. A grant was applied for a received from Lowe's for \$5000 worth of playground equipment. The ES is anticipating support from the PTA and from the Greater Whitmore Lake Area Kiwanis organization.</p> <p>A community survey has been developed that will be presented to the community for input beginning in August 2009. The Board has had several discussions at different levels regarding the possibility of a future bond issue that would extend</p>
--	--	---

		<p>the current bond but would not increase taxes for our local residents and business owners.</p>
<p><u>Facilities and Equipment:</u></p> <p>Our district is committed to a comprehensive building and grounds maintenance and management program that supports district goals, programs and needs.</p>	<ul style="list-style-type: none"> • Our district will continue to utilize preventative maintenance programs to extend the lifespan of our equipment and facilities. • Our district will continue to improve and maintain buildings, athletic fields and grounds. 	<p>The district utilizes a preventative maintenance program that has been in effect for the entire 2008-2009 school year.</p> <p>All maintenance requests will be made through the School Dude program for the 2009-2010 school year. This will be mandatory.</p> <p>The PS children’s bathrooms were completely renovated using Head Start funds during the summer of 2008. During the summer of 2009 work will be done at the Jennings Road facility to maintain and enhance the site. This will include paint, field work, a new ticket book and drainage ditch clean up.</p>

	<ul style="list-style-type: none"> • Our staff will continue to emphasize that the cleanliness of facilities (indoors and outdoors) is the responsibility of all staff, students and users of the facilities. • Our district maintains a high level of environmental stewardship by using environmentally friendly products and methods for cleaning. 	<p>At the MS a sewer line repair will be completed during July 2009.</p> <p>Our custodial staff has converted to team cleaning vs. zone cleaning. The average custodian in our district cleans approximately 40,000 square feet per day.</p> <p>For the 2009-2010 school year cleaning fees will be added to rental costs.</p> <p>We have continued the expectation that students clean up after themselves through our buildings. The MS implemented a locker decorating policy during 2008-2009 to eliminate stickers on the outsides of lockers. The outsides are decorated only for birthdays and in support of athletic programs.</p> <p>The entire district is cleaned using green cleaning products.</p>

Learning Environment

Our district provides a safe, inviting and nurturing environment for all. The environment in our schools encourages students to take educational risks. The climate in our district reflects the understanding that diversity of thought, race, culture and ethnicity strengthens the schools.

All members of our school community demonstrate integrity in the conduct of their daily activities. Each individual is treated with dignity and respect.

- Character Education lessons will be integrated into the curriculum K-12 through various building-wide initiatives.

- Well-defined disciplinary practices and procedures will be in place in each building and reviewed on a regular basis.

- Students will be recognized for positive behaviors and contributions to our community.

The ES has purchased six stand-up desks and 30 stability balls to adjust the learning environment for some students

Character Education lessons are implemented during MS advisory and homeroom. The ES is a “bucket-filling” school. Children learn what it means at an early age to be a “bucket filler” instead of a “bucket dipper”. The program is repeated yearly for kindergarten and fourth graders.

Building handbooks outline as specifically as possible the expectations of our students and subsequent disciplinary procedures. Handbooks are revised annually. All staff and students are expected to follow rules and regulations as listed in the handbook.

Students are recognized regularly for their positive behaviors (Example: “I’m good for a Sub” at the MS). The HS will implement a service cord program during the 2009-2010 school year to award students at graduation for community service efforts.

- The district is committed to providing a safe environment for all students and partners with local agencies in this area. Staff members meet regularly to update policies and procedures in regards to safety of students.
- Environmental stewardship is modeled by all staff members and integrated into the curriculum at all levels.

The District Crisis Team meets regularly to update district procedures in regards to safety. All state-mandated drills are performed and documented on a yearly basis.

Each building has a recycling program. The ES became a “Green School” this year, adopting many “earth friendly” initiatives. The ES also collected tennis shoes for recycling this year, while MS students collect recycled paper weekly from Central Office. HS students recycle paper and plastic bottles

Community Involvement

Our community demonstrates a high degree of involvement, pride, support and ownership in the schools. Whitmore Lake Public Schools is committed to attracting and retaining students and their families to our district.

Our district is committed to meeting the needs of district stakeholders in a respectful and productive manner. Complaints and concerns are listened to and addressed in a timely fashion.

Whitmore Lake Public Schools is committed to partnering with other entities to encourage cooperation, elimination and duplication of offerings and services.

During the 2009-2010 school year early childhood opportunities will be expanded, including the addition of the county's first Early Head Start program.

We have increased district presence through outreach to no-public schools with special education services and rental of school facilities.

We continually strive to provide a connection for families in our zero to five programs so they will continue to attend WLPS. We do this through tours, quality programming, different types of programs offered and our hours of operation.

Our district website has improved with the addition of staff pages, sports information, information regarding rental possibilities and the implementation of Power Schools for parents.

The district has worked with other local districts and WISD to consolidate services and to collaborate on educational programs and services.

	<ul style="list-style-type: none">• Periodic community surveys will be utilized to gather information in order to make future decisions.• Enrollment will be increased by highlighting our student achievement, our curriculum and personalized approach to education.• Our district will maximize facility potential for the use of the community by actively marketing and advertising areas of availability.• Committees will meet regularly to develop ways to assist members of our school community in understanding and communicating the positive aspects of our school district.	<p>A community survey is nearly complete and will be available for public response in August, 2009.</p> <p>Our school of choice numbers increased from 2007-2008 to 2008-2009.</p> <p>Community Recreation brochures will be mailed beginning in the fall of 2009.</p> <p>We take our role as positive ambassadors for WLPS seriously. Each child, parent and community member (internally and externally) are given exceptional, personalized services. The District Communications Committee meets several times each year to develop ways to communicate the positive aspects of our school district to our community as well as the communities that surround our district. By working with a local billboard company we have been able to advertise our district on local billboards, thereby increasing awareness of our district.</p>
--	--	--

Personnel

Our district recruits, develops and retains the highest quality staff members available for all positions. Staff members are expected to continue to develop and expand upon their skills and work in the spirit of cooperation and teamwork. Our district works hard to demonstrate to the staff that they are appreciated for the work they do with and for our students.

- Staff appreciation activities will be implemented to recognize staff for the exceptional things they do for our students.

- Ongoing staff development activities will be targeted to support and align with district goals.

- Our district will provide staff members with the resources to be the best employee they can be through a well defined professional development plan.

EPE awards were presented on 3 occasions during the 2008-2009 school year. Our PTA has an excellent staff appreciation program. The Board of Education recognized all staff with a “welcome back” breakfast in August and staff appreciation treats during the month of May. Administrators recognize their staff frequently at Board meetings, staff meetings and through the use of special treats.

Our staff development during 2008-2009 was focused on safety, technology, WISD initiatives and individual building curriculum focus areas.

The district has made an effort to utilize resources in the best way possible to provide our staff with excellent professional development opportunities. At WLPS this includes grant funded professional development opportunities, WISD supported initiatives, staff members observing each other and staff member visits to other school districts. We anticipate that with ARRA funds available during 2009-2010 that we will

	<ul style="list-style-type: none">• Our district expects all employees will be positive role models for proper use of district resources.	<p>be able to provide even more in-depth, target specific professional development opportunities for our staff.</p> <p>District employees model positive relationships with each other and environmentally friendly relationships with our community.</p>
--	---	---

June 22, 2009