

# DATA-DRIVEN STRATEGIC PLANNING

## Armada Area Schools Final Report



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## STRATEGIC PLANNING PROCESS

### TIMELINE

Date	Activity
December 2021	Board Presentation
January 2022	Board Approval of the Process
February and March 2022	Data Collection & Stakeholder Input
April 2022	Retreat
May 2022	Implementation Workshop
June 2022	Present Final Report to the Board of Education for Approval

**7 MONTHS**

## STAKEHOLDER INPUT

### PURPOSE

- Provide an opportunity for input
- Gauge values and perceptions of the community
- Gather data to use as a decision-making tool
  - Identify and assess strengths
  - Identify areas for improvement
  - Identify barriers of implementation
  - Identify a vision

**202 RESPONSES**

**MICHIGAN ASSOCIATION OF SCHOOL BOARDS**

## PLANNING TEAM RETREAT

April 23, 2022

### Agenda

- An overview of the strategic planning process and timelines
- An environmental scan
- A report of current and planned initiatives
- A review of current vision, mission and belief statements
- A review and analysis of stakeholder input data
- A review and analysis of demographic and district data
- Development of proposed vision, mission and belief statements
- The establishment of strategic goal areas, goal statements and identification of potential key objectives
- An overview of next steps

**8 FULL HOURS**

**MICHIGAN ASSOCIATION OF SCHOOL BOARDS**

## PARTICIPANTS

Retreat Participants		Retreat and Implementation Participants	
Name	Role	Name	Role
Cindy Ford	Teacher/staff	Mike Musary	Superintendent
Chad Finkbeiner	Teacher/staff	Kelly Skokna	Assistant Superintendent
Kevin Grand	Community/Parent	Pam Lillie	Krause Elementary Principal
Kara Randall	Community/Parent	Todd Schafer	Armada Middle School Principal
Beth Koski	Community/Parent	Matt Gillett	Acting Middle School Assistant Principal
Stephanie Mittelstedt	Community/Parent	Jordan Ackerman	High School Principal
Doug Kopp	Community/Parent	Mark Gosciewski	High School Assistant Principal
Jennifer Bovershen	Teacher/staff	Don Holston	Director of Athletics/Academy/ACE
Shawn Wylin	Teacher/staff	Melanie Duletzke	Special Services Director
Cheryl Murray	Teacher/staff	Renee Jozwiak	High School Special Education Teacher
Miracle Hakim-Foster	Teacher/staff	Mathew Woznicki	High School Spanish and Algebra Teacher
Jessica Schneider	Community/Parent	Shannon Finkbeiner	Middle School Science Teacher
Terri Tomayko	Teacher/staff	Melissa Martin	Krause Elementary 1st Grade Teacher
Sue Nieman	Teacher/staff		

**27 DEDICATED PARTICIPANTS**

**MICHIGAN ASSOCIATION OF SCHOOL BOARDS**

## RETREAT OUTCOMES

### MISSION & VISION

The **MISSION** of Armada Area Schools is...

*“To Promote a Culture of Curiosity and Learning.”*

The **VISION** of Armada Area Schools is...

*“A Community of Excellence, Achievement, and Joy.”*

## RETREAT OUTCOMES

### BELIEF STATEMENTS

***We believe that all Armada Area Schools learners can achieve in all endeavors and will be:***

- Successful in life and academic skills
- Effective communicators
- Competent with the use of technologies
- Collaborative and innovative problem solvers
- Productive citizens in the community
- College and career ready
- Lifelong learners

## RETREAT OUTCOMES

### GOAL STATEMENTS

## Armada Area Schools will...

- Offer a variety of opportunities that motivate and support students to become lifelong learners.
- Promote an inclusive environment and culture that empowers all learners.
- Foster community relationships and enhance communication, education, and involvement.
- Attract, retain, and develop high-quality staff within a culture of mutual respect.
- Continue to maintain and improve our facilities and operations.



## IMPLEMENTATION WORKSHOP

May 10, 2022

### Agenda

- ✓ Provide a review of the process
- ✓ Discuss Implementation Workshop handouts
- ✓ Review the vision, mission, and belief statements
- ✓ Review goal statements
- ✓ Determine potential objectives and finalize three objectives for each goal statement that could be accomplished in the first year
- ✓ Develop a quarterly timeline for first year objectives
- ✓ Review action planning for selected objectives
- ✓ Review Strategic Plan monitoring processes

## ARMADA AREA SCHOOLS GOAL STATEMENTS WITH FIRST YEAR OBJECTIVES

### GOAL AREA 1: **ACADEMICS/PROGRAMS**

**STRATEGIC GOAL STATEMENT:** Armada Area Schools will offer a variety of opportunities that motivate and support students to become lifelong learners.

#### **Priority Objectives:**

- Define Multi-Tiered Systems of Support (MTSS) structure
- Identify additional Career & Technical Education (CTE) intro courses for elementary and middle schools
- Establish online Armada Continuing Education (ACE) options

## **ARMADA AREA SCHOOLS** **GOAL STATEMENTS WITH FIRST YEAR OBJECTIVES**

### **GOAL AREA 2:**

### **LEARNING ENVIRONMENT/CULTURE**

**STRATEGIC GOAL STATEMENT:** Armada Area Schools will promote an inclusive environment and culture that empowers all learners.

#### **Priority Objectives:**

- Establish a Positive Behavioral Interventions and Support (PBIS) program at the middle school
- Increase access to counseling and support for students
- Pilot a Social Emotional Learning (SEL) program at the elementary

## ARMADA AREA SCHOOLS

### GOAL STATEMENTS WITH FIRST YEAR OBJECTIVES

#### GOAL AREA 3:

#### PERSONNEL/LEADERSHIP

**STRATEGIC GOAL STATEMENT:** Armada Area Schools will attract, retain, and develop high-quality staff within a culture of mutual respect.

#### Priority Objectives:

- Enhance professional development that improves instruction in the classroom
- Attract and retain staff
- Create a positive culture

## ARMADA AREA SCHOOLS

### GOAL STATEMENTS WITH FIRST YEAR OBJECTIVES

#### GOAL AREA 4:

#### COMMUNICATIONS/COMMUNITY ENGAGEMENT

**STRATEGIC GOAL STATEMENT:** Armada Area Schools will foster community relationships and enhance communication, education, and involvement.

#### Priority Objectives:

- Expand partnerships with community businesses
- Establish district wide communication protocols
- Parents are fluent in use of Schoology and/or SeeSaw platforms

## ARMADA AREA SCHOOLS

### GOAL STATEMENTS WITH FIRST YEAR OBJECTIVES

#### GOAL AREA 5: **OPERATIONS**

**STRATEGIC GOAL STATEMENT:** Armada Area Schools will continue to maintain and improve our facilities and operations.

#### **Priority Objectives:**

- To have in place a rolling technology process
- To have a prioritized plan of future facilities upgrades and /or expansions
- A fully-staffed maintenance/custodial department with clear expectations and processes

## ASKING FOR BOARD APPROVAL

- MISSION** STATEMENT
- VISION** STATEMENT
- BELIEF** STATEMENTS
- GOAL** STATEMENTS

## **MASB RECOMMENDATIONS** **ENSURING SUCCESS**

- ✓ Align the Strategic Plan with the District/School Improvement Plans
- ✓ Align the Strategic Plan with the 2022-23 Budget and beyond
- ✓ Develop and implement a reporting/Board monitoring calendar
- ✓ Develop and implement an internal/external communications plan
- ✓ Develop and implement action plans for each identified objective
- ✓ Create opportunities for stakeholder involvement
- ✓ Schedule a One-Year Renewal



## FINAL THOUGHTS

*Collaborating with the Armada Area Schools, the Board of Education, administration, staff and the entire community really illustrated their level of care for the schools, the community, and most of all, the students.*

**Greg Janicki**  
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