

East Grand Rapids Public Schools  
2009-2013  
Strategic Plan Update

*Educating and inspiring each student to  
navigate successfully in a global community*



# Legislative Impact

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- External Forces that have had Significant Impact on Expectations of Public Education
- Senate Bill 1509 Administrator/Teacher Evaluations
- Public Act 60 & House Bill 4228  
(Appropriations for School Aid, Higher Ed and Community Colleges)
- Section 21f/Online Learning
- To Name a Few...



# Goal #1: Develop an integrated framework for 21<sup>st</sup> century student outcomes that encompasses curriculum, instruction and assessment

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## • What Have We Done?

1.1 Develop a core curriculum model embedding reasoning, resilience, and responsibility to ensure that students will participate in a global world

- ◆ Curriculum Model is ongoing. It has moved from every 10-year review to ongoing implementation teams, which allows our curriculum to be flexible and fluid on an ongoing basis.
- ◆ Integrated the Common Core into our ELA, Math, Science, and Social Studies curriculums.
- ◆ Assessments have and are in the process.

1.2 Integrate 21<sup>st</sup> century themes such as global awareness, economic, civic, and health literacy throughout the core subjects

- ◆ Extension of the Core Implementation Teams to support the 21<sup>st</sup> century themes within all curriculums.



# Goal #1: Develop an integrated framework for 21<sup>st</sup> century student outcomes that encompasses curriculum, instruction and assessment

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- What Have We Done? *(cont.)*

- 1.3 Seamlessly integrate technology at all levels of instruction, assessment, and learning

- ◆ Engage 1:1 Pilot Programs (2-12), Professional Development, Roll-Out of the Engage 1:1 for High School, Middle School and Elementary. Included in all facets of Engage Roll-Outs has been the support for assistive technology, all inclusive.
    - ◆ NWEA (MAP), State Pilots (MIST, Dynamic Learning Maps, and Kindergarten Entry Assessment) and common school unit tests. Includes the infrastructure behind and within the walls, the personnel, tools/resources and vision.



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## • What Do We Envision?

1.1 Develop a core curriculum model embedding reasoning, resilience, and responsibility to ensure that students will participate in a global world

- ◆ Envision all district (unit/grade level) common assessments are online to support the power of instruction for all students

1.2 Integrate 21<sup>st</sup> century themes such as global awareness, economic, civic, and health literacy throughout the core subjects

- ◆ IB
- ◆ Offerings to students outside our district
- ◆ World Language opportunities
- ◆ Work with the Van Andel Institute and other institutions that support real life experiences for our students
- ◆ We The People



# Goal #1: Develop an integrated framework for 21<sup>st</sup> century student outcomes that encompasses curriculum, instruction and assessment

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- What Do We Envision? *(cont.)*

- 1.3 Seamlessly integrate technology at all levels of instruction, assessment, and learning

- ◆ Roll-out of the Elementary Engage 1:1 for the Elementary Staff.
      - Devices will be district-provided over time for grades 3-5
      - Engage 1:1 implementation will begin with the 5<sup>th</sup> grade 2014-2015
    - ◆ Online opportunities offered to students in other districts, focusing on our strengths, AP, IB, World Language, Engage 1:1.
    - ◆ Moving from 1:1 focus to 1X, meaning our students and staff are fluid and flexible in their use and understanding of technology. Being a digital citizen is common knowledge.



# Goal #2:

Develop skills beyond the core subjects that are essential for learner engagement, achievement, and competitiveness in the 21<sup>st</sup> century

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- What Have We Done?

2.1 Integrate 21<sup>st</sup> century learning and innovation skills: creativity, critical thinking, problem solving, communication, and collaboration

- ◆ Fostered creativity and engagement through the visual and performing arts. The schools produce over 25 performing arts productions, in addition to a plethora of choir, band, and orchestra performances. Art and design programs flourish at the elementary and secondary schools.
- ◆ Offered students a diverse set of extra-curricular clubs and activities, in which students are able to apply the skills developed in the core subjects to experiences beyond the classroom. Students actively apply core subject skills and knowledge in clubs such as Science Olympiad, We the People, Odyssey of the Mind, Quiz Bowl, Youth in Government, plays, musicals, and concerts.



# Goal #2:

Develop skills beyond the core subjects that are essential for learner engagement, achievement, and competitiveness in the 21<sup>st</sup> century

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- What Have We Done? (*cont.*)

- 2.1 Integrate 21<sup>st</sup> century learning and innovation skills: creativity, critical thinking, problem solving, communication, and collaboration (*cont.*)

- ◆ Implemented the Engage 1:1 initiative by supporting pilot classrooms, launching a 1:1 Bring Your Own Device program at the high school and middle school, and creating a long-term 1:1 technology integration plan at 3<sup>rd</sup> through 5<sup>th</sup> grades. Interactive whiteboards and iPads were also introduced across the district with the support of the EGR Schools Foundation and Parent Teacher Organizations. A comprehensive professional development plan accompanied the roll-out of these initiatives and equipped teachers with the knowledge and skills needed for effective technology integration in the classroom.





# Goal #2: Develop skills beyond the core subjects that are essential for learner engagement, achievement, and competitiveness in the 21<sup>st</sup> century

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- What Have We Done? (*cont.*)

2.2 Integrate 21<sup>st</sup> century life and career skills: flexibility, adaptability, initiative, and self-direction, cross cultural skills, productivity, accountability, leadership, and responsibility

- ◆ Created experiences for staff and students that foster cross-cultural skills and an appreciation for diversity. Clubs, celebrations, festivals, diversity training, educational trips abroad, and partnerships with local and global organizations support this effort.
- ◆ Fostered leadership development by providing students a breadth of opportunities in which they can lead and shape their classrooms, schools, and communities. National Honors Society, Key Club, Student Council, Safety Patrol, Lunch Buddies, and Leadership and Youth Development are just a sampling of the many opportunities available to students at various grade levels.



# Goal #2: Develop skills beyond the core subjects that are essential for learner engagement, achievement, and competitiveness in the 21<sup>st</sup> century

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- What Have We Done? (*cont.*)

2.2 Integrate 21<sup>st</sup> century life and career skills: flexibility, adaptability, initiative, and self-direction, cross cultural skills, productivity, accountability, leadership, and responsibility (*cont.*)

- ◆ Developed and participated in programs and experiences that teach our students life and career skills. Over 30 students participate in career and technical education programs at the local ISD and within the district, counseling programs focus on career and post-secondary guidance, and career-related curricular events, such as mini-markets and career luncheons, are provided to students at each building.
- ◆ Collaborated with our local communities to provide opportunities in which students extend and apply their learning beyond the classroom walls. Community-wide events are a key part of the district's culture, including Hearts of Gold, Homecoming, Healthy High, Wizard Walk, Lakeside Roar, and the Breton Boogie.



# Goal #2:

Develop skills beyond the core subjects that are essential for learner engagement, achievement, and competitiveness in the 21<sup>st</sup> century

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## • What Do We Envision?

2.1 Integrate 21<sup>st</sup> century learning and innovation skills: creativity, critical thinking, problem solving, communication, and collaboration

- ◆ Continue to support extra-curricular activities that demand participants to create, problem solve, collaborate, critically analyze, and communicate.
- ◆ Provide support for high quality visual and performing arts experiences for our students. Students will benefit from both exposure to such experiences as well as participation in these experiences.
- ◆ Prioritize the teaching of digital citizenship to ensure students are able to appropriately leverage technology inside and outside of the classroom.
- ◆ Facilitate the integration of technology in experiences outside the classroom in order to model its application as a tool for design, problem solving, collaboration, and communication.



# Goal #2: Develop skills beyond the core subjects that are essential for learner engagement, achievement, and competitiveness in the 21<sup>st</sup> century

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- What Do We Envision? *(cont.)*

2.2 Integrate 21<sup>st</sup> century life and career skills: flexibility, adaptability, initiative, and self-direction, cross cultural skills, productivity, accountability, leadership, and responsibility

- ◆ Build programs, activities, and partnerships that promote cultural understanding and awareness.
- ◆ Provide students with a breadth of experiences in which students can apply and further develop leadership skills.
- ◆ Review, revise, and create district policies that emphasize accountability and responsibility of students, parents, staff, and administration.



# Goal #2:

Develop skills beyond the core subjects that are essential for learner engagement, achievement, and competitiveness in the 21<sup>st</sup> century

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- What Do We Envision? (*cont.*)

2.2 Integrate 21<sup>st</sup> century life and career skills: flexibility, adaptability, initiative, and self-direction, cross cultural skills, productivity, accountability, leadership, and responsibility (*cont.*)

- ◆ Collaborate with the KISD, local colleges, and community businesses to provide students with a variety of opportunities in which career exploration and development is emphasized.
- ◆ Support counseling and social work programs throughout the district to ensure post-secondary and career guidance can be provided to students in an appropriate, relevant, timely, and comprehensive manner.



# Goal #3: Provide professional learning that prepares teachers and administrators to integrate 21<sup>st</sup> century skills into learning communities

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- What Have We Done?

3.1 Ensure that professional learning opportunities are provided to support core subjects and 21<sup>st</sup> century themes

- ◆ Professional Learning has been systematically organized to further all other goals outlined in the Strategic Plan
- ◆ Professional Learning occurs each year:
  - Each Fall, prior to the start of school
  - February Professional Development Days
  - Through specific committee work
  - Summer Learning Conference



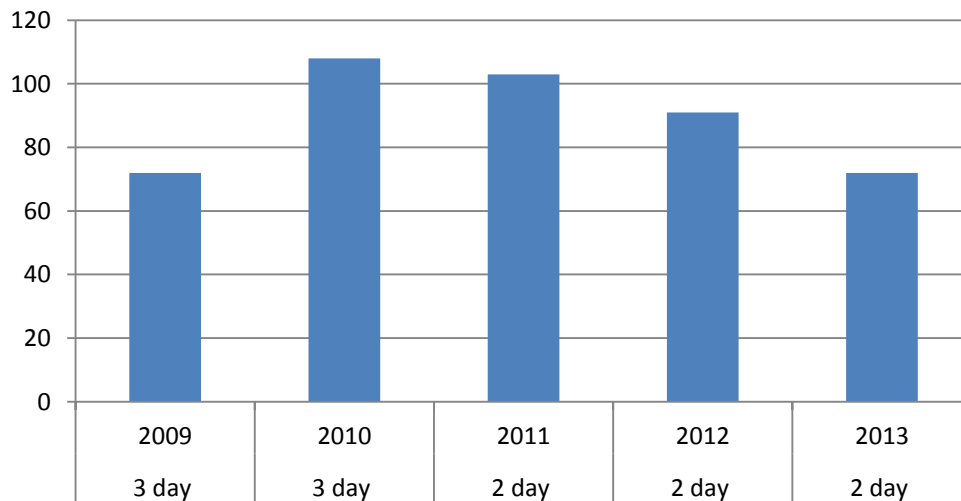
# Goal #3: Provide professional learning that prepares teachers and administrators to integrate 21<sup>st</sup> century skills into learning communities

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## • What Have We Done? (3.1 cont.)

- ◆ February Professional Development Days 2009-2013
  - Over 12,700 hours of staff development
  - Covers the full continuum of topics, from Core Curriculum to Social/Emotional topics
  - Leverages our collaborations and partnerships

**Unique Sessions Offered**



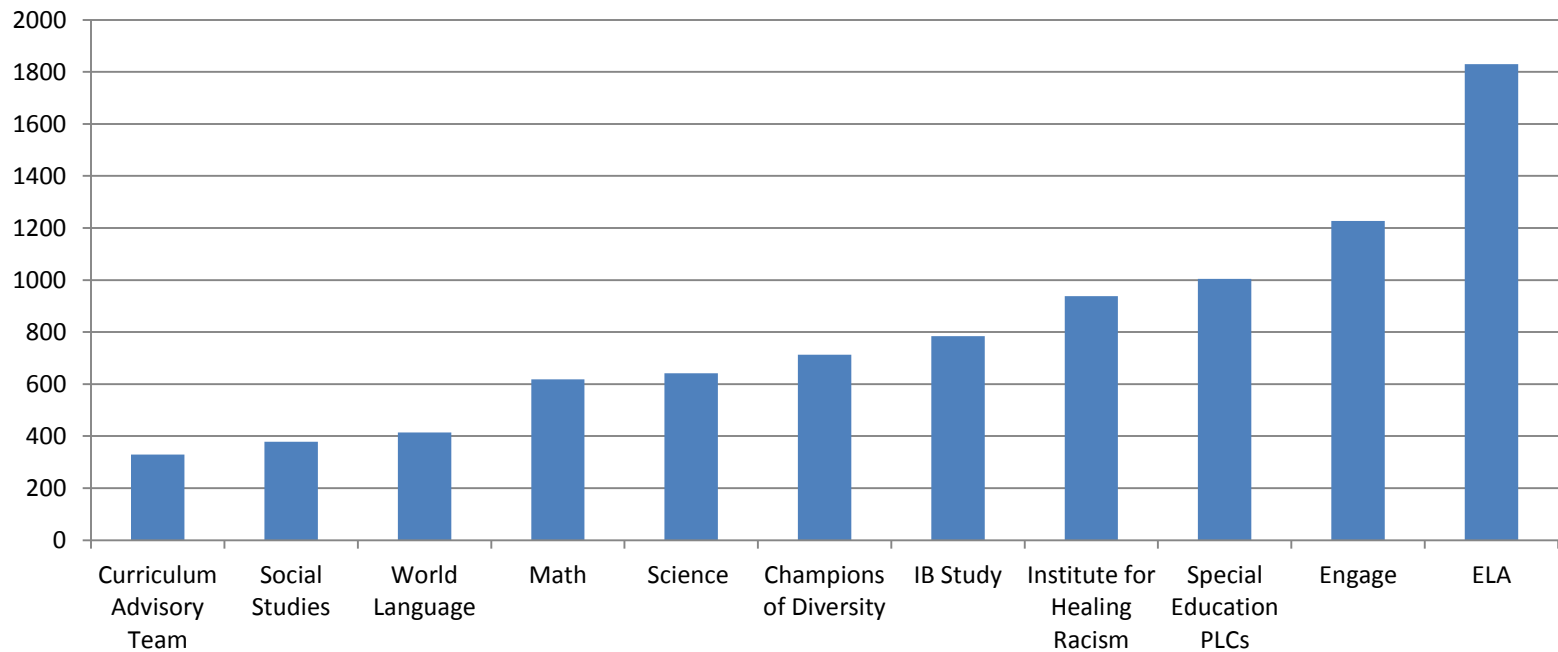
# Goal #3: Provide professional learning that prepares teachers and administrators to integrate 21<sup>st</sup> century skills into learning communities

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- What Have We Done? (3.1 cont.)

- ◆ Committee Work Summary 2009-2014

- Over 8,800 hours of staff learning, collaboration & development



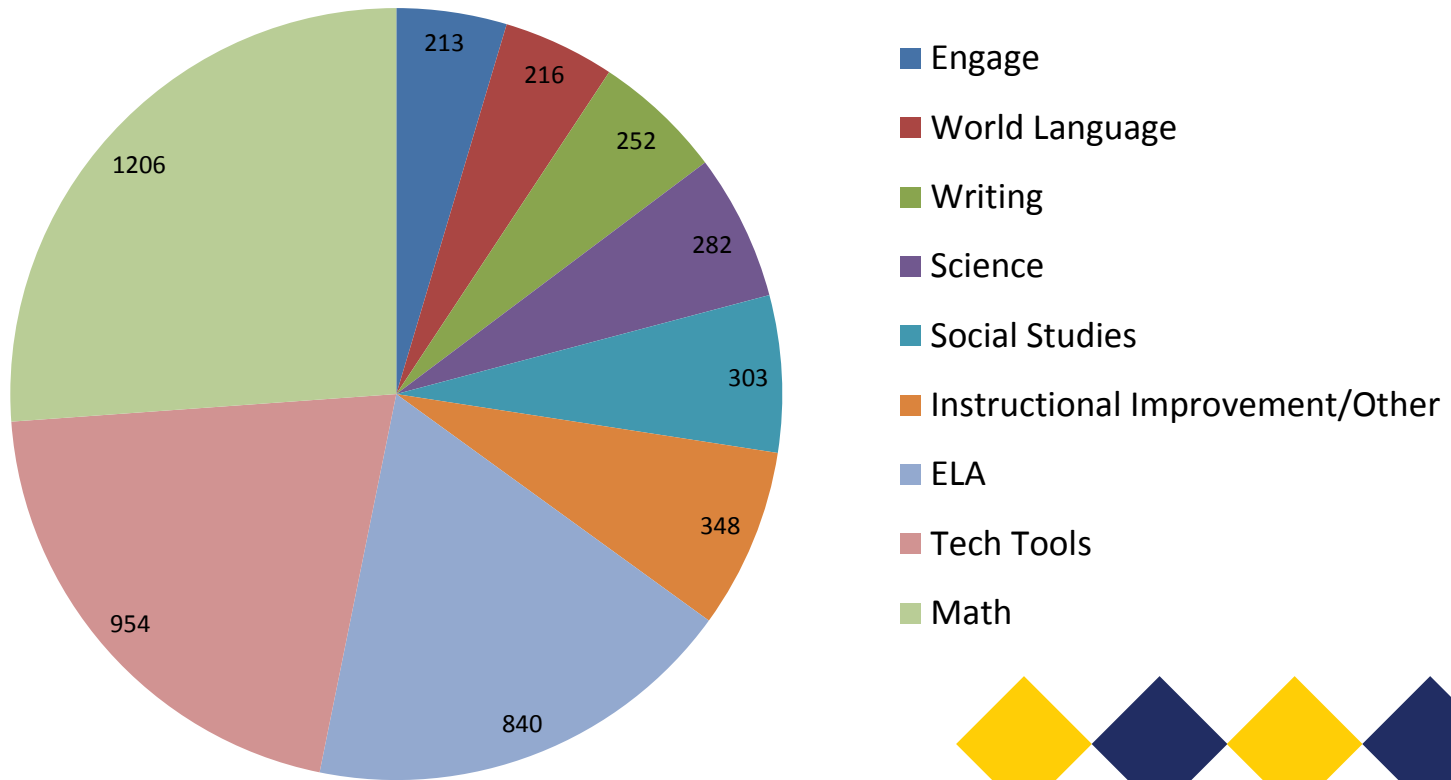


# Goal #3: Provide professional learning that prepares teachers and administrators to integrate 21<sup>st</sup> century skills into learning communities

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## • What Have We Done? (3.1 cont.)

- ◆ Summer Learning Conference Summary 2009-2013
  - Over 4,600 hours of staff development



# Goal #3: Provide professional learning that prepares teachers and administrators to integrate 21<sup>st</sup> century skills into learning communities

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## • What Have We Done? (3.1 cont.)

- ◆ Overall, these three venues have resulted in over 25,900 hours of professional development
- ◆ In addition, professional development also occurs through:
  - Staff meetings
  - Department and Grade Group meetings
  - School Improvement Teams
  - Building-based initiatives (PLCs, committees, department work)
  - Kent ISD
  - Universities and colleges
  - Professional conferences



# Goal #3: Provide professional learning that prepares teachers and administrators to integrate 21<sup>st</sup> century skills into learning communities

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## • What We Envision?

3.1 Ensure that professional learning opportunities are provided to support core subjects and 21<sup>st</sup> century themes

- ◆ Professional Learning to support new initiatives
  - International Baccalaureate study
  - Engage 1:1 – Elementary & Secondary
  - New and Evolving State Mandates Concerning Assessment and Evaluation
- ◆ Core Curriculum
  - School Improvement Goals
  - Common Core Math/ELA
- ◆ Continue to leverage February Development Days and Summer Learning
- ◆ Encourage staff to explore global learning opportunities



# Goal #4: Create a district-wide environment that nurtures the whole child in social, emotional, cognitive, and physical growth and development

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## • What Have We Done?

### 4.1 Develop environments that support the cognitive, social-emotional, and physical growth of each child

- ◆ Developed a district-wide safety plan, in collaboration with the public safety department, which provides protocol and procedures for students, faculty, staff, and visitors to our school buildings. This provides a safe, healthy, orderly, and trusting environment in which adults are trained, and procedures are reviewed and evaluated regularly.
- ◆ Developed a systematic student assistance team structure district-wide to develop interventions for students and keep data on student progress. The student assistance team process includes both academic and social-emotional components, and both are viewed as vital for student progress.



# Goal #4: Create a district-wide environment that nurtures the whole child in social, emotional, cognitive, and physical growth and development

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## • What Have We Done? *(cont.)*

4.2 Develop and implement a district-wide program that promotes the cognitive, social-emotional, and physical growth of each child

- ◆ Expansion of bullying prevention district-wide including: common language, implementation of secondary programmatic changes: Be Nice. (notice-invite-change-empower) campaign, and an increased focus on the mental health of our students.
- ◆ Implemented peer-to-peer programs district-wide, linking general education students with students with developmental disabilities, positively impacting the academic and social-emotional growth of all students.
- ◆ The changes in our district-wide school lunch program with an emphasis on healthy choices, have provided our students with healthy nutritious, lunch options.



# Goal #4: Create a district-wide environment that nurtures the whole child in social, emotional, cognitive, and physical growth and development

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## • What Have We Done? (4.2 cont.)

- ◆ Incorporated activities such as running clubs, Lakeside-Breton-Wealthy races, community walks, runs, and school sponsored events rather than dances, to provide children a safe place to exercise and express themselves physically.
- ◆ Our district-wide physical education curriculum promotes lifelong fitness, and has continued to flourish during challenging budget times.
- ◆ Implemented a district-wide fitness program (Barwis methods) to promote a consistent approach to fitness, strength training, performance enhancement, injury prevention, and utilizing safe and orderly work-out facilities.
- ◆ In conjunction with our local community, we continue to promote and embrace healthy living.



# Goal #4: Create a district-wide environment that nurtures the whole child in social, emotional, cognitive, and physical growth and development

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## • What Do We Envision?

4.1 Develop environments that support the cognitive, social-emotional, and physical growth of each child

- ◆ We envision a coordinated district-wide effort to promote an overall positive school climate through student-staff relationships, and school-community relationships, providing a safe place for all stakeholders.

4.2 Develop and implement a district-wide program that promotes the cognitive, social-emotional, and physical growth of each child

- ◆ Continued instruction and promotion of healthy living and healthy choices in all areas of student development.
- ◆ Role modeling of positive behavioral choices and exercise to promote lifelong cognitive, social-emotional, and physical fitness.



# Goal #5: Maximize resources for student learning

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- What Have We Done and Are Doing?

- 5.1 Identify, explore, and evaluate revenue sources

- ◆ EGR Now program
    - ◆ Enhance partnership with PTO groups
    - ◆ Increased support for EGRPS Foundation efforts
    - ◆ Leveraged advertising opportunities

- 5.2 Maximize efficiency of all expenditures

- ◆ Streamlining operations through transparent budget process
    - ◆ Greater emphasis on managing building/departmental budgets
    - ◆ Leveraged new state laws to improve efficiencies of employee benefits





# Goal #5: Maximize resources for student learning

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- What Have We Done and Are Doing? (*cont.*)

5.3 Develop and implement an immediate/long range plan for maintenance and improvement of facilities, grounds, and other resources

- ◆ Creation of adaptable long term plan for sinking fund
- ◆ Use of technology to improve efficiencies related to building use and utilities
- ◆ Increased partnership with City of East Grand Rapids

5.4 Advocate for adequate funding at all levels of government

- ◆ Development and support of legislative committee
- ◆ Expansion of partnership of legislative committee to include other districts
- ◆ Board and administration work with local legislators



# Goal #5: Maximize resources for student learning

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- What Have We Done and Are Doing? (*cont.*)

- 5.5 Create a funding plan to enhance and support technology

- ◆ Leveraged 2006 bond program to spread out technology purchases
    - ◆ Development of student provided technology for the Engage 1:1 program
    - ◆ Leveraged private partnerships to develop Engage 1:1 scholarship program
    - ◆ Took advantage of state grants to enhance networking and security



# Goal #5: Maximize resources for student learning

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- What Do We Envision?

- 5.1 Identify, explore, and evaluate revenue sources

- ◆ Develop public/private partnerships, within the district and through the foundation
    - ◆ Continue to develop areas to maximize advertising revenues
    - ◆ Continuation of EGR Now or similar program?
    - ◆ Be responsive to potential legislation that unbundles state funding

- 5.2 Maximize efficiency and effectiveness of all expenditures

- ◆ Restructuring of how public school employees are compensated
    - ◆ Increase collaborative efforts with other governmental entities
    - ◆ Leverage potential bond issue to increase operational efficiency of buildings/grounds



# Goal #5: Maximize resources for student learning

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- What Do We Envision? *(cont.)*

5.3 Develop and implement an immediate/long range plan for maintenance and improvement of facilities, grounds, and other resources

- ◆ Strategies/facility improvements that will provide operational efficiencies
- ◆ Modifying facilities to maximize safety and provide educational space that meets today's educational practices

5.4 Advocate for adequate funding at all levels of government

- ◆ Continued development of Legislative committee
- ◆ Continue to discuss joint funding efforts at the local and county level

5.5 Create a funding plan to enhance and support technology

- ◆ Continue exploration of possible bond issue, determine short-term and long-term strategies to accomplish the strategic plan
- ◆ Develop internal reserve for critical upgrade needs
  - Depending on bond issue decisions

