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Riverview Strategic Plan Draft Document 2022-2025

Strategic Plan Overview

The Riverview School District engages in data driven strategic planning every three years for the purpose of ongoing assessment and continuous improvement. The goal is to look at the system as a whole, assess strengths and weaknesses, and find critical leverage points to improve student learning. This process is collaborative and inclusive to all stakeholders, including but not limited to: students, families, staff, administration, the Board of Directors community members and local business owners.

Mission

Small School, Big Opportunities

Vision

A community-centered, artisan shop approach to teaching the critical skills, knowledge, and understanding necessary to succeed in an ever-changing global society.

Overarching Themes and Goals:

1. Safe, Secure, and Prepared Schools
2. Academic Excellence and Individualized Student Growth
3. A Positive, Supportive, and Inclusive Climate and Culture
4. College and Career Ready Students
5. Short and Long Term Future Planning

A Safe and Secure Educational Environment

Families expect their children to be safe and secure in our spaces at all times. Therefore, it is of utmost importance that we maintain a safe and secure environment, strong partnerships with our local law enforcement and first responders, and a highly trained and well-educated staff. A strong focus in this domain will ensure a safe learning environment for all students.

1. Safe, effective, and environmentally conscious facilities maintenance
 - Maintain a detailed inventory of maintenance agreements and equipment records in order to be fiscally efficient and proactive in regard to facility maintenance
 - Proactively and effectively budget for the short and long term facility needs of the District

- Adhere to and stay proactive with strict environmental regulations and indoor air quality standards in order to minimize the carbon footprint of the District and minimize airborne pathogens
2. Safe, effective and proactive campus monitoring systems
 - Upgrade the campus monitoring system to higher resolutions feeds
 - Ensure wider and more detailed coverage of all campuses, including all blind spots and outdoor areas
 3. Safe, effective and proactive emergency plans
 - Continuously update and maintain District Emergency Plans to stay current with state mandates, guidelines, and emergency response protocols
 - Maintain updated Memorandum of Understanding agreements with the Oakmont and Verona police departments and first responders to ensure proper protocol and division of labor and authority in times of crisis
 - Upgrade emergency communication and response systems to ensure safe and effective communication during all crises and drills
 4. Safe, effective and proactive adherence to state, federal, and local safety guidelines
 - Maintain and update safety protocols and policies to adhere to best practices and current State and Federal guidelines (i.e., student reporting mechanisms, threat assessment, safe walking routes, emergency drills, etc.)
 - Provide ongoing professional development to the administration, staff and students to maintain a staunch focus on safety, security, and threat assessment

Academic Excellence and Individualized Student Growth

Theory of Action: If we engage our students in high quality, standards-aligned, data driven instruction through relevant and collaborative learning opportunities; and we provide a respectful, safe, supportive, and inclusive student-centered environment; and we provide continuous, relevant, high quality, personalized, and student-centered professional learning; then our graduates will have the critical skills, knowledge, and understanding that will allow them to succeed in an ever-changing global society.

1. Maintain a data driven approach toward student growth and continuous improvement
 - Purchase, implement and utilize student-centered tools to diagnose and address individualized student strengths and weaknesses
 - Continue to utilize the State of the District report, standardized and local data, and anecdotal and qualitative evidence to raise proficiency and growth scores for all students
 - Analyze, plan, and create action steps for the continuous improvement process
 - Provide professional development that will focus on utilizing data to create individualized and student-centered approaches to learning
2. Maintain a standards-aligned educational system
 - Provide professional development that will align resources, assessments, and daily lessons to Federal, State, and local standards
 - Implement new reading and writing primary resources that are aligned to standards and current with the science of reading

- Maintain fidelity to a collaborative, five-year curriculum resource review cycle, focusing on exploration, needs assessment and primary resource acquisition to ensure alignment to current standards
3. Maintain a focus on personalized, responsive and relevant, and social and emotional learning
 - Create an instructional model that provides a K-12 framework and focus on learning outcomes for students
 - Provide professional development that equips staff with the necessary knowledge and skills to support the instructional model
 - Utilize Professional Learning Communities (PLC) to support teacher effectiveness, growth, and alignment to the instructional model
 - Continuously assess and add resources that provide a diverse set of learning experiences for students to be prepared for the global environment
 4. Provide a well-rounded education
 - Create a K-12 scope and sequence for STEAM instruction and 21st century skills alignment
 - Maintain and bolster student participation in clubs, activities, sports, and other school-related and/or expanded opportunities
 - Continue to work with youth organizations, community groups, and boroughs to maintain positive and supportive relationships that focus on school engagement

A Positive, Supportive, and Inclusive Climate and Culture

“Social and emotional intelligence is crucial for critical thinking, healthy identities, decision-making and establishing and maintaining healthy relationships” (Cassel, 2022). Riverview understands the importance of climate and culture in the development of soft skills and social and emotional health for students. We will ensure that Riverview is, and will always be, a supportive, inclusive, engaging, and fun place to attend school.

1. Maintain a positive, inclusive and supportive environment for all students
 - Gather critical student feedback through a digital diagnostic tool to create a K-12 scope and sequence for critical thinking, working in teams, and maintaining social and emotional health (“soft skills”)
 - Procure and maintain additional resources for student mental health and wellness support through therapeutic services
 - Continue to provide professional development opportunities and resources to address the mental health needs of the staff
 - Train the staff in order to successfully implement a restorative practices approach in supporting student behavior conducive for learning
2. Maintain inclusive and rigorous hiring practices and standards
 - Strive to attain the highest qualified staff to work in the Riverview School District
 - Continue to focus on inclusive hiring practices focused on respect, integrity, diversity and collaboration
3. Bolster school spirit and Raider pride across the District
 - Provide an online store to purchase customized Riverview apparel and accessories that meet the diverse needs of the school community

- Adorn all three campuses with the District logo to create a unified focus on school spirit and Raider pride
 - Maintain and bolster student participation in clubs, activities, sports, and other school-related expanded opportunities and celebrate successes equitably
 - Continue to focus on the District website and expand social media resources to share Riverview accolades
4. Bolster student enrollment, attendance and retention
- Improve attendance rates at the Riverview Jr-Sr High School
 - Maintain a continued focus on publicizing District accolades in order to bolster enrollment
 - Reach out to the small number of families that have chosen private, parochial, or charter schools to educate them on the benefits of a Riverview public school education
 - Reach out to local realtors to provide information regarding the public schools

College and Career Ready Students

Overview

The Riverview School District recognizes our responsibility to equip graduates with the critical skills, knowledge, and understanding that will allow them to successfully transition to college, the military, and/or the workforce. We will continue to build partnerships and bolster our K-12 experiences in career exploration, acquisition, retention, and entrepreneurship in order to create students that are self-aware, educated, and confident in finding the perfect match for their post-secondary pursuits.

1. Continue to build, strengthen, and maintain a K-12 scope and sequence for experiences related to career exploration, career acquisition, career retention, and entrepreneurship
 - Utilize Naviance as a repository for college and career activities and lessons
 - Provide professional development and support to staff to ensure that college and career readiness is a focus area across all subject areas and schools
2. Build community partnerships with local and regional businesses
 - Continue to form partnerships with local businesses and have staff and students visit and learn about the soft skills required to be successful in the work force
 - Establish a database to house the career experience(s) of our parents and build additional partnerships for job shadows and other work-related experiences for students
3. Bolster and encourage dual enrollment opportunities for students
 - Ensure that students have the ability to take courses that count for college credit
 - Establish additional partnerships between our teachers and local colleges/community colleges in order to support students and create additional cost effective options for families
4. Ensure that credit requirements and school resources allow for work releases and participation in technical school opportunities for students
 - Change the graduation credit requirements from 26.5 to 24.5
 - Work with our technical school partner and adjust student schedules to open additional opportunities for students interested in joining the work force

Current and Future Sustainability

The Riverview School District will strive to balance program innovation with fiscal responsibility, both now and into the future. Now that we have upgraded our infrastructure, we can focus on existing conditions, current and future enrollment, building capacity, transportation needs and cost projections in order to maintain sustainability and create innovative educational spaces and programming; both now and in the future.

1. Analyze the following resources to consider short and long term feasibility in budgeting and planning for the future, including but not limited to:
 - Live birth projections and current and future enrollment projections for the next 5-10 years
 - Infrastructure longevity and viability for the next 5-10 years and beyond
 - Cost analyses for transportation
 - Staffing and resource analyses
 - Short and long term technology plans
 - Student needs
 - Short and long-term budgetary constraints
2. Post results of the study to be available for public consumption
 - Engage all stakeholders in the community, focusing on transparency and feedback
 - Make results available to families on the District website
 - Present the results in public session
 - Discuss current and future implications of the study with all stakeholders