

**SAU 41 Strategic Plan**  
2013-2014 Goals and Deliverables

**Strategic Plan  
Year Two Deliverables  
2013-2014**

<b>Goal 1:</b> SAU41 will strive to continuously improve each student's level of achievement and growth.	
<b>Strategy 1.1</b> Create a cohesive comprehensive curriculum, instruction, and assessment system aligned to the Common Core Standards.	
<b>SMART GOAL:</b> By June 2014, each grade level/course will have 40% of their core maps aligned to standards completed in content areas.	<b>Deliverable:</b> July Board Meeting: Assistant Superintendent report will include the percentages of core maps completed in SAU 41.
<b>SMART GOAL:</b> By June 2014, each grade level/course will have common assessments (formative/summative) for the core maps completed.	<b>Deliverable:</b> July Board Meeting: Assistant Superintendent report will include the percentages of common assessments completed in SAU 41. (No assessments will be shared to protect the fidelity of the assessment.)
<b>SMART GOAL:</b> Research the feasibility of Standards-Based grading system K-12.	<b>Deliverable:</b> On hold pending state clarifying standards vs. competencies.
<b>SMART GOAL:</b> By June 2014, SAU 41 will study curriculum review procedures.	<b>Deliverable:</b> July Board Meeting: Assistant Superintendent report will include procedures reviewed and any recommendations.
<b>Strategy 1.2</b> Ensure that all students meet or exceed benchmark criteria	
<b>SMART GOAL:</b> Implement or refine the RTI process in each building in SAU41	<b>Deliverable:</b> July Board Meeting: Principal reports will include relevant growth data.

<p><b>SMART GOAL:</b> Benchmark and/or Common Assessments will be administered for all grades K-12 for all areas/courses.</p>	<p><b>Deliverable:</b> June – By the end of the school year data from grades K-6 NWEA will be available for further analysis. Secondary Schools will have results from common summative assessments for further analysis for all courses that have common summative assessments. Principals will review with teams and provide an overview in their June Principals report.</p>
<p><b>SMART GOAL:</b> Use data to identify and address achievement gaps.</p>	<p><b>Deliverable:</b> June: Ongoing throughout the year – RTI teams will monitor progress of students and the Principals will meet with teams to ensure students are progressing. Principals will provide an overview in their June Principals Report.</p>

<b>Goal 2:</b> SAU 41 will recruit, recognize, and develop the most effective personnel.	
<b>Strategy 2.1</b> – Develop and implement consistent competitive compensation packages.	
<b>SMART GOAL:</b> Create a Job Description Work Group	<b>Deliverable:</b> June BA report will provide percentage of job descriptions that have been completed
<b>SMART GOAL:</b> Create Pay Scale Work Group	<b>Deliverable:</b> June BA report will provide a recommended pay-scale for all administrative positions
<b>SMART GOAL:</b> Maintain the Benefits Work Group	<b>Deliverable:</b> June BA report will provide a synopsis of activities done in support of enhanced benefit knowledge
<b>Strategy 2.6</b> – Continue to ensure the most effective observation and evaluation practices are utilized	
<b>SMART GOAL:</b> Portions of this goal are on hold as the State has new requirements for teacher observation/evaluation. We will review and revise based on State requirements	<b>Deliverable:</b> Creation of a team to review the requirements of the state, research the process in other exemplary districts, and make a recommendation. Assistant Superintendent will report out in the July on the progress.
<b>SMART GOAL:</b> Explore technology options for walkthrough apps	<b>Deliverable:</b> Assistant Superintendent will report out in July Report on viable options.

<b>Goal 3: SAU 41 will utilize appropriate technology to enhance student achievement and improve operational efficiency.</b>	
<b>Strategy 3.1 - Maintain and improve technologies to support or increase operational efficiency.</b>	
<b>SMART GOAL:</b> Upgrade to latest Operating System (OS)	<b>Deliverable:</b> Upgrade all computers to Windows 7.  Network Administrator will report out in his July Report.
<b>SMART GOAL:</b> Annual Review of Bandwidth capacity and hardware needs	<b>Deliverable:</b> Negotiations with Charter to increase bandwidth to 50 megabits by July 1, 2014. Network Administrator will report out in his July Report.
<b>SMART GOAL:</b> Conduct Annual review of infrastructure (hardware and network) to ensure the needs of curriculum, technical education and administration are met	<b>Deliverable:</b> Recommendations were made and partially funded for SY1415. Network Administrator will report out in his July Report.
<b>SMART GOAL:</b> Create an implementation plan for all pieces of software adopted in SAU 41	<b>Deliverable:</b> Technology Committee has been created and procedures are being developed. Network Administrator will report out in his July Report.
<b>Strategy 3.4 - Develop a financial plan to support staffing, technology, and training.</b>	
<b>SMART GOAL:</b> Develop budgets in each SAU41 entity that supports the technology needs identified from each strategy in the strategic plan	<b>Deliverable:</b> Completed for SY1415 Network Administrator will report out in his July Report.

<p><b>Goal 4:</b>  <b>SAU 41 will develop and implement consistent practices for teaching grade-appropriate 21st Century learning skills.</b></p>	
<p><b>Strategy 4.1</b> Research best practices surrounding 21st Century learning skills.</p>	
<p><b>SMART GOAL:</b>          Create SAU-Wide Team to research effective practices</p>	<p><b>Deliverable:</b>          By October, 15, 2013 Team will be set up and meetings scheduled for the year and the focus of their work defined according to minutes of their meeting. Assistant Superintendent will have monthly updates via the Assistant Superintendent's Report</p>
<p><b>SMART GOAL:</b>          Contact and/or visit exemplar schools with effective 21<sup>st</sup> Century Learning Skills</p>	<p><b>Deliverable:</b>          Researching and communicating with exemplar schools will take place between November 2013 and April 2014 as evidenced in meeting notes and Assistant Superintendent's Report.</p>
<p><b>SMART GOAL:</b>          By June 2014, SAU 41 will research what 21<sup>st</sup> century skills students will need to be successful in a knowledge economy.</p>	<p><b>Deliverable:</b>          May/June Board Meeting: Committee will present the results of their research and recommendations for next steps in SAU 41.</p>
<p><b>Strategy 4.4</b> Support professional learning communities for educators to collaborate, share best practices, and integrate 21<sup>st</sup> century skills into classroom practice resulting in increased student growth.</p>	
<p><b>SMART GOAL:</b>          Build capacity by engaging staff in structured, focused opportunities to participate in peer observations and instructional rounds</p>	<p><b>Deliverable:</b>          This is delayed pending State requirements are and hiring of a new Superintendent</p>

<b>Strategy 4.5</b> Develop and implement a balance of assessments to determine student learning and achievement of 21 <sup>st</sup> century skills	
<b>SMART GOAL:</b> Create an SAU-wide assessment team to identify and develop a comprehensive system of assessments.	<b>Deliverable:</b> This work will be delayed for a year as the work of the 21 <sup>st</sup> Century Learning Committee will be needed. In addition, there is an initiative at the State for Performance Based Assessments and that work will be valuable to this Team.

<b>Strategy 4.6</b> - Develop an SAU –wide professional development plan	
<b>SMART GOAL:</b> On hold	<b>Deliverable:</b> This strategy will be delayed for one year due to time constraints, work being done with the supervision/evaluation plan and acceptance of the technology plan. The current plan will be assessed and realigned to meet state requirements.

<b>Strategy 4.7</b> - Develop a financial plan to support technology, training, and professional development.	
<b>SMART GOAL:</b> Analyze the results of past audits of hardware and software to screen for 21 <sup>st</sup> Century learning needs	<b>Deliverable:</b> June BA report will provide a draft plan for technology needs for board review

<b>Goal 5:</b> SAU 41 will manage and keep in good repair its physical assets in order to optimize student learning.	
<b>Strategy 5.1:</b> Establish a capital improvement plan to support instructional programming and academic achievement.	
<b>SMART GOAL:</b> Develop a specific building by building five-year capital improvement plan (CIP) – annually including budget-grade estimates	<b>Deliverable:</b> June BA report will provide updated CIP for each district
<b>Strategy 5.2:</b> Develop a systemic plan for maintenance	
<b>SMART GOAL:</b> Develop and implement custodial standards and processes for interior and exterior cleaning including a prioritized checklist	<b>Deliverable:</b> March BA report will provide a Custodial Standards Manual
<b>SMART GOAL:</b> Evaluate staffing needed to provide custodial needs of all buildings	<b>Deliverable:</b> March BA report will include staffing plan for custodial needs
<b>Strategy 5.3:</b> Develop a project management training program for all maintenance building leaders	
<b>SMART GOAL:</b> Hold quarterly or monthly status meetings with administration to determine current status and plan for future projects	<b>Deliverable:</b> First meeting to be held in February. BA will report progress in June report
<b>SMART GOAL:</b> Create standardized reporting tools for building staff updates on projects	<b>Deliverable:</b> Use of online Schooldude system is in place for all buildings
<b>SMART GOAL:</b> Develop online status of current work in buildings to ensure	<b>Deliverable:</b> Use of online Schooldude system is in place for all buildings