



2019-2021  
Strategic Plan

### **Our Mission**

To develop graduates of character in an environment of excellence

### **Our Beliefs**

- ❖ We believe we are cultivating today's students into tomorrow's leaders.
- ❖ We believe we are developing character to empower students to define their successes.
- ❖ We believe we are enabling students through academics and extracurriculars to graduate.

### **Our Professional Learning Purpose**

- ❖ To collaborate to foster growth in every student and professional,
- ❖ To share responsibility for best practices, and
- ❖ To be driven by a pursuit for learning that maintains the standard of excellence.

### **Our Vision**

To be the standard for all facets of student achievement, producing successful, active citizens

### **Long Range Goals**

1. Ensure that all teachers provide quality instruction that challenges each learner in every classroom.
2. Provide opportunities for stakeholder engagement.
3. Plan, implement, and monitor processes and procedures for organizational effectiveness.
4. Ensure that Veterans High School provides high quality professional learning, supporting professional learning communities, that meets timely needs of staff members, increasing individual and team effectiveness and student achievement.

### **Key Actions (1-3 years)**

<u><b>Actions to be Taken</b></u>	<u><b>Related Goal</b></u>	<u><b>Timeline</b></u>
Create student learning opportunities focused on student-centered learning, higher-order thinking, and problem solving to meet individualized learner needs and goals.	Goal 1	2019-2021
Implement a balanced assessment approach to include diagnostic, formative, and summative assessments to design, implement, and adjust instruction.	Goal 1	2019-2021
Develop, monitor, and adjust a school strategic plan designed to support teachers and increase student growth.	Goal 1	2019-2021
Ensure a systematic approach to providing a safe learning environment for all stakeholders.	Goal 2	2019-2021
Facilitate on-going, two-way communication through multiple forms of media.	Goal 2	2019-2021
Provide opportunities for stakeholder observation, feedback, and input to support college and career readiness.	Goal 2	2019-2021
Provide varied co-curricular and extracurricular activities that promote student engagement and success.	Goal 2	2019-2021
Provide a safe and efficient learning environment.	Goal 3	2019-2021
Maintain clean facilities that promote learning and reflect high expectations.	Goal 3	2019-2021
Ensure efficient resource management, including fiscal management and human capital.	Goal 3	2019-2021
Recruit and retain professionally qualified staff.	Goal 3	2019-2021
Provide daily healthy nutrition options to students and staff.	Goal 3	2019-2021
Design and implement a daily schedule that promotes bell to bell instruction.	Goal 3	2019-2021
Support on-going curriculum collaboration and implementation.	Goal 4	2019-2021
Provide job-embedded professional learning based on personnel needs, providing for sustained growth in teacher and leader knowledge and effectiveness.	Goal 4	2019-2021
Utilize the Professional Learning Community (PLC) process guided by a focus on learning, through a collaborative and results-based culture.	Goal 4	2019-2021
Analyze student and staff data and implement research-based strategies to promote student and staff development.	Goal 4	2019-2021

### **Strengths**

- ❖ High expectations for all stakeholders
- ❖ Commitment to on-going professional growth
- ❖ Commitment to the whole student's development
- ❖ Strong student, staff and parent relationships
- ❖ Strong sense of community and a family identity

### **Opportunities for Growth**

- ❖ Addressing the needs of all learners
- ❖ Building capacity in all students and in all staff members through professional collaboration
- ❖ Shifting from a focus on teaching to a focus on learning
- ❖ Increasing mastery levels in sub-populations
- ❖ Developing varied assessment approaches to best support improving teaching and learning

### **External Challenges**

- ❖ On-going changes in school accountability measures
- ❖ On-going need for varied teacher qualifications
- ❖ Required mandates impacting instructional time
- ❖ Community growth impacting student enrollment
- ❖ Increased student options impacting staffing, facilities, and scheduling