

# **UNIFIED SCHOOL DISTRICT #377**

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**ACADEMIC  
EXCELLENCE**

**SAFE LEARNING  
ENVIRONMENT**

**COMMUNITY  
SCHOOLS**



**DISTRICT STRATEGIC PLAN**

**ATCHISON COUNTY COMMUNITY SCHOOLS 2005 - 2010**

# Strategic Planning

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- ❑ Three strategic directions of academic excellence, safe learning environment and community schools.
- ❑ Focus on one goal for each of the three strategic directions
- ❑ Five year plan that reinforces a consistent focus over time
- ❑ Alignment of all resources and goals from the classroom to the School Board to assure that each student achieves
- ❑ Commitment to continual improvement of student, employee and organizational performance
- ❑ Concentration on shared expectations for public education in USD 377
- ❑ Utilization of measures as the basis for accountability and improvement
- ❑ Alignment to the Kansas State Standards
- ❑ Involvement of employees and community in critical decision-making activities
- ❑ Implementation strategies, processes and their respective measures are assigned to personnel throughout the district and are aligned to the strategic goals
- ❑ Utilization of an integrated systems approach throughout the district

# **District Strategic Plan**

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## **Strategic Direction – Academic Excellence**

**Goal 1 – Each student will demonstrate proficiency in reading, writing, mathematics, science and social studies and meet district graduation requirements.**

## **Strategic Direction– Safe Learning Environment**

**Goal 2 – The district and community will work together to provide a safe learning environment.**

## **Strategic Direction Community Schools**

**Goal 3 – The district will work in partnership with students, parents, patrons, and the overall community at-large to develop effective means to promote all district efforts.**

# District Strategic Plan

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The **DISTRICT STRATEGIC PLAN** is presented as the three Strategic Directions and the three goals (which are sometimes referred to as strategic goals or performance goals). In addition are the goal measures, status, goal targets (short-term and long-term), and strategies.

## **Strategic Directions**

Academic excellence  
Safe learning environment  
Community schools initiatives

## **Strategic Goals**

Goals that align the Atchison County Community Schools strategic directions.

## **Goal Measures**

Measures used to determine progress on the goals and strategic directions.

## **Status**

The current status is used to track progress on the goals and strategic directions.

## **Goal Targets**

Short and long-term targets are shown for each measure. Long-term targets are established at a level that will result in academic excellence in all buildings, provide a safe learning environment, and build community schools leading to recognition of Atchison County Community Schools as a role model for achieving success for each student.

## **Strategies**

Strategies are developed to indicate what needs to be done. Departments will develop action plans to document who is responsible, what information is needed, what resources are needed, what training and support services will be needed, what measures will be used to track improvement, dates for review of the measures, the criteria that will be used to determine if adequate progress is being made on each goal, and any interventions that may be needed to ensure that the goals are being met.

# DISTRICT STRATEGIC PLAN 2005 – 2010

**VISION:** The USD 377 Board of Education, Atchison County Community Schools administration and staff, and community will work in coordination to provide a quality education system designed to provide each student with the knowledge and skills necessary for success in post-secondary education/or the workforce.

**MISSION:** To Provide Each Student the Opportunity and Encouragement to Reach His/Her Full Potential as a Thoughtful Productive Citizen

## DISTRICT STRATEGIC DIRECTIONS AND GOALS

### CORE VALUES

- Visionary Leadership
- Learning – Centered Education
- Organizational and Personal Learning
- Valuing Faculty, Staff and Community
- Agility
- Focus on the Future
- Managing for Innovation
- Management by Fact
- Social Responsibility
- Focus on Results and Creating Value
- Systems Perspective

### ACADEMIC EXCELLENCE

#### GOAL 1

**Each student will demonstrate proficiency in reading, writing, mathematics, science and social studies and meet district graduation requirements.**

### SAFE LEARNING ENVIRONMENT

#### GOAL 2

**The district and community will work together to provide a safe learning environment.**

### COMMUNITY SCHOOLS

#### GOAL 3

**The district will work in partnership with students, parents, patrons, and the overall community at-large to develop effective means to promote all district efforts.**

### GUIDING PRINCIPLES

- Constancy of Purpose
- Commitment to Success for Each Student
- Awareness of Diversity
- Community Lifelong Learners
- Innovation Through Continuous Change
- Commitment to Stakeholder Satisfaction
- A Meaningful Workplace Through Team Loyalty
- Highest Standards of Integrity

### CORE PROCESSES:

**Public Relations  
Partnerships  
Accountability Systems  
Community Relations  
Communication Systems  
Priority Committees  
Committees**

# THE GUIDING PRINCIPLES

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## **CONSTANCY OF PURPOSE**

Atchison County Community Schools maintains constancy of purpose through its Deming-based philosophy by focusing on continuity among beliefs, strategic directions, and goals. Through constancy of purpose, our vision remains a clear focal point for all stakeholders.

## **COMMITMENT TO SUCCESS FOR EACH STUDENT**

A passion for the success of each student serves as the single most important driver of success for Atchison County Schools.

## **AWARENESS OF DIVERSITY**

Atchison County Community Schools understands the diversity of our workplace and our classrooms. We are guided by the principle that in order to better understand our students and our community, we recognize and value the rights and responsibilities of each individual.

## **COMMUNITY OF LIFELONG LEARNERS**

By embracing a commitment to learning for all stakeholders, Atchison County Community Schools enables each person who contributes to the success of our students to be prepared to use the most effective practices available and to satisfy the innate need to learn. This principle guides our work with students, suppliers, partners, employees, and all other stakeholders.

## **INNOVATION THROUGH CONTINUOUS IMPROVEMENT**

Through systematic process improvement and a focus on innovation, Atchison County Community Schools is continually renewed in its approaches aimed at achieving world-class education for its students.

## **COMMITMENT TO STAKEHOLDER SATISFACTION**

The diverse needs and requirements of Atchison County Community Schools' many stakeholders are continuously assessed and incorporated into our strategies for reaching unparalleled levels of satisfaction.

## **A MEANINGFUL WORKPLACE THROUGH TEAM LOYALTY**

Workforce loyalty to the success of all workers in the system and a commitment to teamwork serve to support a culture of collegiality and positive development of the human dynamics within Atchison County Community Schools.

## **HIGHEST STANDARDS OF INTEGRITY**

The guiding principle of integrity is best defined by our desire to be known for the high value we place on a commitment to character, the development of a competent workforce, and a risk-free culture

# CORE VALUES

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## **VISIONARY LEADERSHIP**

Senior leaders set directions and create a student-focused, learning-oriented climate; clear and visible values; and high expectations.

## **LEARNING-CENTERED EDUCATION**

Learning-centered education places the focus of education on learning and the real needs of students.

## **ORGANIZATIONAL AND PERSONAL LEARNING**

Organizational learning includes both continuous improvement of existing approaches and adaptation to change, leading to new goals and/or approaches.

## **VALUING FACULTY, STAFF AND PARTNERS**

Valuing faculty and staff means committing to their satisfaction, development, and well-being. Valuing partnerships means building successful internal and external partnerships.

## **AGILITY**

Agility requires a capacity for faster and more flexible response to the needs of students and stakeholders.

## **FOCUS ON THE FUTURE**

Focus on the future requires understanding the short- and longer-term factors that affect the organization and the education market.

## **MANAGING FOR INNOVATION**

Innovation means making meaningful change to improve an organization's programs, services, and processes and to create new value for the organization's stakeholders.

## **MANAGEMENT BY FACT**

The measurement and analysis of performance provide critical data and information about key processes and results.

## **SOCIAL RESPONSIBILITY**

Leaders stress the organization's responsibilities to the public and the need to focus on ethics.

## **FOCUS ON RESULTS AND CREATING VALUE**

Focus on key results to create and balance value for students and key stakeholders.

## **SYSTEMS PERSPECTIVE**

Managing the organization in ways to achieve performance excellence.