

LEARN. PREPARE. THRIVE.



**PLYMOUTH-CANTON COMMUNITY SCHOOLS
DYNAMIC PLAN 2016-2021**

DISTRICT MISSION:

P-CCS will develop capable, involved citizens who recognize that they are citizens of the world, use critical thinking skills, and are lifelong learners.

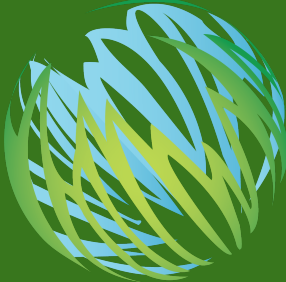
DISTRICT VISION:

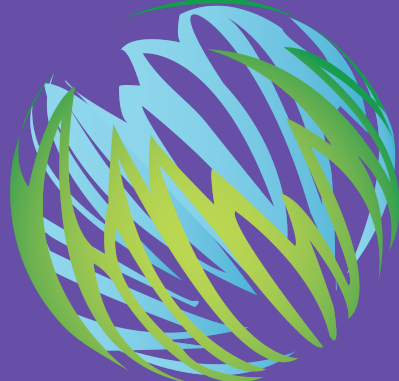
P-CCS will deliver an innovative educational experience which propels each student to excellence.

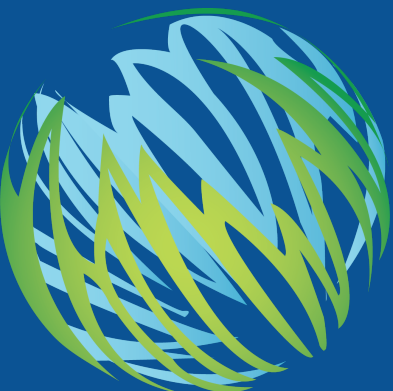
P-CCS BELIEF STATEMENTS:

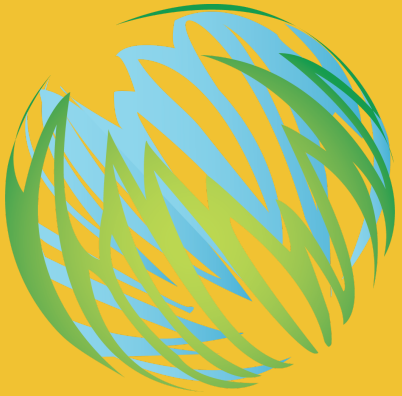
- We share with the larger community the responsibility of helping all students be successful.
- All voices, experiences, opinions, and cultures within our community must be respected and valued.
- Excellence requires adaptability, flexibility, being open to new ideas, and taking risks.
- A variety of approaches to teaching is critical in helping students learn.
- Instructional strategies, methods, and materials must promote equity for all students.

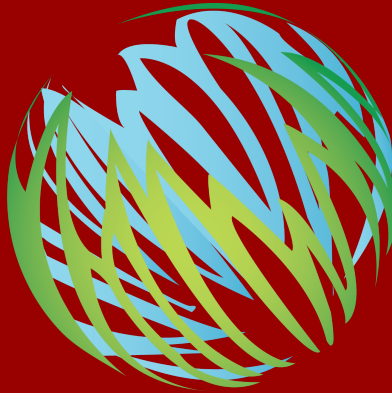
[P-CCS 2017-18 District Improvement Plan](#)

AREA	GOAL	SUBGOALS	2016-2021
<p>Teaching & Learning</p> 	<p>All Plymouth-Canton Community Schools' students will thrive in a culturally diverse society to be college and career ready.</p>	<p>Create a Collaborative Culture and Climate (Focus on Collaboration)</p>	<ol style="list-style-type: none"> 1. Develop the capacity of all staff to collaborate around student learning through the effective implementation of professional learning communities (PLCs), curriculum implementation teams (CITs), and data-driven dialogues 2. Implement the collaborative monitoring protocols of Data Walks and Instructional Rounds to support District and School Improvement processes 3. Consistently implement a systemic Restorative Practices framework to support a reduction in exclusionary discipline such as suspension and expulsion and improve the overall climate and culture of schools
		<p>Develop High Quality Curriculum, Instruction and Assessment (Focus on Learning)</p>	<p>Instruction:</p> <ol style="list-style-type: none"> 1. Implement a comprehensive Multi-tiered Systems of Support (MTSS) framework that provides needed supports for the academic, social, and emotional growth of all students. This system will be inclusive of: <ol style="list-style-type: none"> a. <i>Tier one:</i> Culturally Proficient Pedagogy for all learners <ol style="list-style-type: none"> i. Implement a professional development plan to build the capacity of teachers to meet the instructional needs of student subgroups in need of additional support (Individualized Educational Plans (IEPs), English Learners (EL), and students with a 504 Plan) ii. Differentiated instruction and Universal Design for Learning strategies for all students iii. Implement a common, district-wide grading policy b. <i>Tier Two:</i> Classroom-based academic and behavioral supports combined with external supports as needed. <ol style="list-style-type: none"> i. Shift from the categorical model of instruction to an inclusive instructional model ii. Implement inclusive structural supports for students with IEPs in general education classrooms iii. Consistent Reading and Math interventions iv. Comprehensive support for English Learners utilizing certified EL teachers v. Differentiation for advanced learner. Explore expansion of IB to middle or elementary. c. <i>Tier Three:</i> External supports for students with significant academic and socio-emotional needs <ol style="list-style-type: none"> i. Implement sustainable external academic and socio-emotional supports for students ii. Implement a robust summer learning academy for at-risk students <p>Curriculum & Assessment:</p> <ol style="list-style-type: none"> 1. Maintain a 5-year Curriculum Development Cycle, utilizing Atlas Rubicon to develop and house district curriculum 2. Implement a vertically aligned K-12 STEM and Career and Technical Education (CTE) programing aligned to Next Generation Science Standards (NGSS) 3. Explore the development of P-CCS online learning opportunities for grades 6-12 4. Implement district quarterly common assessments in all content areas that are aligned to the Michigan Academic Standards <p>Technology:</p> <ol style="list-style-type: none"> 1. Implement a technology plan focused on integrating technology in the classroom 2. Implement guidelines to support <i>Bring Your Own Device</i> (BYOD) in our classrooms <p>Early Childhood:</p> <ol style="list-style-type: none"> 1. Implement an inclusive instruction model between Infant Preschool Special Education Program (IPSEP) and general education preschool 2. Achieve National Association for the Education of Young Children (NAEYC) accreditation for Early Childhood Department 3. Implement vertical alignment from PreK through 2nd grade to support all students meeting reading targets by the end of 3rd grade
		<p>Develop a Data Culture within a PLC Framework (Focus on Results)</p>	<ol style="list-style-type: none"> 1. Develop a P-CCS continuous improvement framework informed by data that includes a balanced assessment program, building-level data coaches, specific protocols for reviewing data to adjust instruction, and using data to inform the District and School Improvement process. 2. Implement a Case Management approach to analyze student data and create action plans to support student growth within the umbrella of a comprehensive MTSS framework. 3. Implement a comprehensive and fair process for considering student growth data in educator evaluation. 4. Utilize real-time data to improve the level of automation of our tech systems to maintain a reasonable response time to tech requests.

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<p style="text-align: center;">Human Resources (Labor Relations and Student Services)</p> 	<p style="text-align: center;">The department of Human Resources will provide focused services to all staff members in an innovative, flexible and fiscally responsible manner, which will support and elevate the educational experience for all students in our District.</p>	<p>Attract, hire, and retain highly-qualified employees.</p>	<ul style="list-style-type: none"> • Review the hiring process with the goal of developing a process that attracts, hires and retains diverse, highly competent, highly qualified, culturally proficient teachers • Develop a plan to recruit more substitute teachers • Begin implementation of a sustainable administrator succession plan <ul style="list-style-type: none"> ◦ Design and implement administrative intern program for aspiring administrators, which will support the succession plan to develop our teachers to serve as leaders in our district • Provide mentors and support programs for teachers and administrators in collaboration with the department of Teaching and Learning • Develop a comprehensive entry & exit plan for P-CCS staff members
		<p>Provide professional development opportunities for all staff members in their respective areas.</p>	<ul style="list-style-type: none"> • Provide ongoing training and support for the teacher and administrative evaluation tools • Enhanced professional development opportunities to promote and support professional growth for all employees to improve overall practice, which connects to our students • Provide education and training on issues related to equity, compliance, inclusion, and diversity • Secretarial Staff - provide training on the following: MiStar-Q, Google platform, office procedures and routines • Paraprofessionals - provide training on a variety of topics to support student learning
		<p>Work collaboratively with all bargaining units to monitor compliance with contracts and to support a safe, harmonious and collaborative work culture.</p>	<ul style="list-style-type: none"> • Increase administrative presence in buildings • Enhance communication and collaboration with all bargaining units to reduce formal disputes • Negotiate successor contracts with all unions prior to expiration of current agreements • Maintain monthly meetings with union leaders to address employee concerns • Provide Interest Based Strategy (IBS) training to new employees to resolve problems, build relationships, improve communication and enhance climate
		<p>Optimize the use of technology by staff throughout the District.</p>	<ul style="list-style-type: none"> • Use technology to improve workflow efficiencies and communications: OASYS, teacher absence forms, submit informational pieces to Leaders Update • Explore and implement online student registration process
		<p>Improve communications to staff regarding Human Resource procedures.</p>	<ul style="list-style-type: none"> • Develop and provide all staff with an electronic handbook to enhance their understanding of district procedures, policies and guidelines • Provide ongoing updates of Board Policy to all employees to ensure that they are trained

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<p style="text-align: center;">Finance</p> 	<p style="text-align: center;">P-CCS will proactively, efficiently, and transparently manage the District's short and long term finances by establishing priorities within a responsible budget that supports the District's Mission and Vision.</p> <p style="text-align: center;">P-CCS Finance personnel will operate with the utmost respect for our students, community, employees and, customers. Reliability, integrity, and fiscal responsibility will be the foundation of our daily responsibilities.</p>	<p>Present for Board approval a proposed budget that is aligned with district goals and objectives while maintaining a comprehensive, inclusive and transparent budgeting process.</p>	<ul style="list-style-type: none"> • Continue refinement of collaborative budgeting process • Provide balanced budget with a three year budgeting plan • Provide reporting which reflects overruns within 30 days of identification • Ongoing monitoring of the budget to identify potential deviations and take corrective action
		<p>Receive annual unqualified audit opinion from external auditors and provide monthly financial statements that effectively summarize financial operations and financial condition.</p>	<ul style="list-style-type: none"> • Maintain consistent, organized general ledger and accounting database management systems • Provide consistent financial reports including department level budgets • Reliable and timely Budget and Salary/Compensation Transparency Reporting to the community
		<p>Pursue alternative revenue sources such as partnering options and obtaining private, state and federal grants.</p>	<ul style="list-style-type: none"> • Regularly review corporate partners and vendors to identify potential public private partnerships and potentials for grants or other alternative revenue enhancement opportunities • Identify potential collaborative/service sharing opportunities with surrounding districts and municipalities in an effort to enhance revenues and eliminate costs
		<p>Review and revise spending authority and purchasing practices.</p>	<ul style="list-style-type: none"> • Review vendors lists and procurement process regularly to identify cost savings measures and operational issues that may save district money • Consistently educate employees across the district of the procurement process and purchasing methods that are most efficient and fiscally responsible for the district • Utilize consistent procedures for the bidding out of large purchases that identify potential new vendors and professional partners that balance the level of service with potential for cost savings
		<p>Work with Board and legislature to promote legislation that can promote financial interests.</p>	<ul style="list-style-type: none"> • Regularly monitor legislative networks as well as independent research to stay on top of legislative actions
		<p>Coordinate long term debt and treasury management processes.</p>	<ul style="list-style-type: none"> • Annually review long term debt and treasury returns for potential refunding opportunities and interest rate return enhancement opportunities

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<p style="text-align: center;">Operations</p> 	<p>The District will provide operational services in an efficient and fiscally responsible manner to support and elevate the educational experience for all students.</p>	<p>FACILITIES: Optimize facility usage to provide efficient use of space and allow for future expansion or modification of District programs.</p>	<ul style="list-style-type: none"> • Investigate bond, sinking fund or other forms of funding mechanisms to address major, long-range maintenance and facilities needs • Collaborate with the Superintendent, Teaching and Learning, Department of Technology to develop plan to review facility needs and usage
		<p>MAINTENANCE/CUSTODIAL: Maintain and improve school district facilities for the safe, attractive, clean and efficient learning and working environment of students and staff.</p>	<ul style="list-style-type: none"> • Study current structure and roles within the maintenance department and make recommendations for efficient preventative maintenance plan • Develop plan and targets to improve energy efficiency • Continue to use School Dude feedback to improve service • Meet weekly with private custodial vendor to evaluate progress toward stated contractual goals and continuation of service • Present quarterly Key Performance Indicators (KPIs) to Board of Education
		<p>TRANSPORTATION: Coordinate efforts with private transportation firm to provide safe and efficient student transportation and open communication.</p>	<ul style="list-style-type: none"> • Formulate specific performance goals to be evaluated regularly • Meet monthly with private transportation vendor to evaluate progress toward stated contractual goals • Present quarterly Key Performance Indicators (KPIs) to Board of Education • Monitor communication plan (web presence, app tracker) that supports parents, employees, and the district • Review current structure and make recommendations for efficiencies and cost savings
		<p>NUTRITION SERVICES: Expand opportunities for every student to obtain nutritious and well-balanced breakfast and lunch within our district and through partnerships with other districts.</p>	<ul style="list-style-type: none"> • Explore and promote healthy and culturally-responsive food choices through teaching and marketing • Regularly evaluate purchasing practices to decrease costs and increase efficiency • Develop system to enable monitoring of student participation and management of staffing levels

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<p style="text-align: center;">Marketing & Communications</p> 	<p>P-CCS will be a leader in communicating with stakeholders, marketing and building our brand, and connecting with the community to build purposeful relationships for the future growth and equitable excellence of all students in our District.</p>	<p>COMMUNICATION: Keep current in the way we provide accurate, robust, modern, and timely two-way communications with all stakeholders.</p>	<ul style="list-style-type: none"> Continue to produce vibrant and regularly-updated district website, e-notifications, mobile site, and mobile app <ul style="list-style-type: none"> Conduct annual survey and maintenance of website to enhance usability, customer-friendliness, compliance Grow the District's daily social media presences on Twitter and Facebook to promote timely info, events, accomplishments Send timely and accurate uses of mass communication phone, email tools from district and building level Explore platforms and develop a program for mass communication via text message
		<p>MEDIA RELATIONS: Maintain proactive media and public relations to enhance the district's image on local, state, and national levels.</p>	<ul style="list-style-type: none"> Achieve weekly presence and relationship building with local and state media outlets Grow exposure for bi-weekly LEARN. PREPARE. THRIVE. Updates published with relevant news for all stakeholders Produce stories through Celebrating Success Board segments Dedicate time to visible presence in schools with regular visits to lead to media opportunities Provide and create stories that explain how state and national legislation may have an impact on P-CCS
		<p>COMMUNITY RELATIONS: Improve community engagement and partnerships through consistent and dynamic interaction to develop credibility, relationships, and potential alternative revenue streams.</p>	<ul style="list-style-type: none"> Continue to administer and create action from annual survey and data work with K12 Insight Coordinate logistics and planning for the Blue Ribbon Panel Continue district partnership with Parent Council and Educational Excellence Foundation to boost alternative revenue and enhance community involvement with P-CCS Active membership and presence with local community groups (Municipalities, Chambers, Rotary, PARC, etc.) and community events like Realtor Breakfast, Coffee with Monica Foster valuable connections with alumni through continuing the P-CCS Alumni Association Grow and enhance the P-CCS Community Ed Program as service and outreach to all citizens
		<p>MARKETING: Increase market share through targeted promotion of Early Childhood Programs, P-CEP, and the many competitive advantages throughout the K-12 experience.</p>	<ul style="list-style-type: none"> Launch Early Childhood Marketing campaigns, promoting the P-CCS experience from the earliest days Expand P-CEP messaging to promote the unique and complete educational experience of "The Park" Use K12 Insight survey data to promote various programs and opportunities at all grade levels Develop exit and re-entry interview system
		<p>BRANDING: Continue to implement and spread brand identity to establish "one voice" for P-CCS and build on its image and reputation.</p>	<ul style="list-style-type: none"> Implement use of the LEARN. PREPARE. THRIVE. brand Incorporate creative uses of district logo, color scheme in all district and school building informational materials Grow exposure for the weekly LPT Poster Series Continue consistent presence on 88.1 The Park, including daily news updates and 'Moments with Merritt' feature show

[CLICK HERE](#) for Glossary of Abbreviations and Acronyms