Joplin Schools 5-YEAR STRATEGIC PLAN

VISION:
Joplin Schools will engage a community of learners through high expectations, integrity, empowerment, and opportunity.

MISSION:
Joplin Schools will build a high-performing community of learners engaged in their future through a culture of continuous improvement involving all stakeholders.

STAKEHOLDERS:
Students, teachers/staff, parents, taxpayers, and community

GOAL 1: STUDENT READINESS
Joplin Schools will prepare every learner to be intellectually, socially, and physically ready to take on the challenges in the next level of learning.

GOAL 1 ACTION:
Develop a five-year student-centered plan to demonstrate readiness in literacy, numeracy, and physical and behavioral skills.

SUCCESS INDICATORS:

1.1 Learners will reach high levels of academic achievement and critical thinking.
   1.1.1 Student readiness in literacy and math for kindergarten; fourth, sixth, and ninth grades; and college and careers
   1.1.2 Students taking algebra in 8th grade
   1.1.3 Students earning qualifying scores for gifted education, Advanced Placement, Dual Credit, or Technical Skills Assessment

1.2 Every learner will demonstrate ownership of his or her learning.
   1.2.1 90% of students will attend school 90% of the time at all levels
   1.2.2 Learners (adult/student) mastering Joplin Schools’ four behaviors below supporting communication, collaboration, critical thinking, and creativity in and out of the classroom:
   1.2.3 Classrooms/departments participating in continuous improvement cycles of Plan, Do, Study, Act (PDSA) with learners
   1.2.4 Learners will demonstrate and apply knowledge and skills to achieve and maintain a healthy lifestyle.

JOPLIN EAGLES...
Greet one another – learners will seek connections and improve relationships by greeting one another using eye contact and respectful speech. (Communication and Collaboration)
Follow instructions – learners will demonstrate respect by listening to expectations and giving and receiving feedback appropriately. (Communication and Collaboration)
Get along – learners will demonstrate integrity and empathy by agreeing and/or disagreeing with others using civil verbal and body language. (Communication, Collaboration, Critical Thinking)
Participate – learners will actively involve themselves in the learning process by seeking feedback, identifying challenges, and offering innovative solutions. (Communication, Collaboration, Critical Thinking, Creativity)

EVALUATION METHODS AND TOOLS:
- Academic, behavior, attendance, and physical health benchmarks
- Northwest Education Assessment (NWEA), Missouri Assessment Programs (MAP-MPG), End of Course assessment (EOC), American College Testing (ACT)
GOAL 2: LEARNER SUPPORT

GOAL 2 ACTION:
Develop a five-year plan that establishes a culture of confidence and empowers stakeholders to take ownership of learning, monitor growth, and seek continuous feedback.

SUCCESS INDICATORS:
2.1 Joplin Schools’ staff will foster student-centered relationships.
   2.1.1 Student satisfaction/perception of relationships and humble leadership in their school
   2.1.2 Student needs are met through early intervention
   2.1.3 Positive stakeholder feedback regarding teaching and support staff
   2.1.4 Stakeholders supporting the classroom

2.2 Joplin Schools will recruit, develop, and retain quality staff.
   2.2.1 District and site level staff satisfaction
   2.2.2 Classrooms meeting classroom model expectations
   2.2.3 Teacher and staff retention
   2.2.4 Staff showing ownership of personal learning, growth, and seeking feedback

2.3 Joplin Schools will support learners with technology tools and instructional resources.
   2.3.1 Equality of resources K-12 through quality and quantity
   2.3.2 Learner knowledge and use of technology to impact learning

EVALUATION METHODS AND TOOLS:
• Systems reviews, self assessment, and stakeholder feedback through focus groups, forums, and surveys

GOAL 3: EFFECTIVE AND EFFICIENT

GOAL 3 ACTION:
Develop a five-year, data-driven plan focused on prioritizing time for learning by eliminating waste.

SUCCESS INDICATORS:
3.1 Joplin Schools’ learners will prioritize learning time.
   3.1.1 Increase learner engagement
   3.1.2 Effective use of learning time
   3.1.3 Increase continuous improvement cycles of PDSA among similar course/grade teachers

3.2 Joplin Schools will ensure a safe and nurturing environment.
   3.2.1 Provide supports that meet the physical needs of all students
   3.2.2 Provide supports that meet the emotional needs of all students
   3.2.3 Provide supports that meet the behavior needs of all students

3.3 Joplin Schools will inform and engage parents and all stakeholders to increase transparency and support for the classroom.
   3.3.1 Communicate district data and information to support learning and the strategic plan
   3.3.2 Communicate district financial and budget data and information
   3.3.3 Engage stakeholders in district planning and decision making

3.4 Joplin Schools will demonstrate fiscal responsibility.
   3.4.1 Resources supporting high-performing classrooms
   3.4.2 Systematic, systemic, and balanced deployment of resources
   3.4.3 Reduce waste district wide while meeting the needs of students

EVALUATION METHODS AND TOOLS:
• Goal setting, self/peer assessment, learning intentions and success criteria, stakeholder feedback, analytic data, and safety audit.