

2020 – 2024 STRATEGIC PRIORITIES

Strategic priority statements were developed for each of the critical issue areas:

EQUITY

PRIORITY 1: Utilize critical areas identified in the Strategic Plan to update the ongoing work, evolution and comprehensive integration of the district's Equity Plan.

Objectives:

- Implement priorities within the Instruction and Learning critical area that align to areas of focus in the Equity plan.
- Implement priorities within the Social Emotional critical area that support and align to areas of focus in the Equity plan.
- Implement priorities within the Organizational Capacity critical area that support and align to areas of focus in the Equity plan.
- Implement priorities within the Facilities critical area that support and align to areas of focus in the Equity plan.

PRIORITY 2: Utilize the district's Equity Plan areas of focus to further drive actions within the Strategic Plan.

Objectives:

- Continue to implement goals within Authentic Selves and Relationships to support Strategic Plan critical areas (social emotional, instruction, organizational capacity).
- Continue to implement goals within Cultural Competence to support Strategic Plan critical areas (social emotional, instruction, organizational capacity).
- Continue to implement goals within Instruction, Curriculum and Assessments to support Strategic Plan critical areas (social emotional, instruction, organizational capacity, facilities).
- Continue to implement goals within Policies, Practices and Procedures to support Strategic Plan critical areas (social emotional, instruction, organizational capacity, facilities).

INSTRUCTION AND LEARNING

PRIORITY 3: Through strong district and building leadership, deepen implementation of high-quality practices and programming.

Objectives:

- Enhance core instructional programming PK-12.
- Enhance core instructional practices PK-12.
- Align and enhance supplemental instructional supports PK-12 to meet the needs of each student.

PRIORITY 4: Further explore and implement child-centered models (environmental, programming, etc.).

Objectives:

- Enhance learning opportunities PK-12 to ensure learning outcomes match future demands.
- Enhance learning environments to support each student in meeting learning outcomes.
- Enhance learning and instruction through purposeful usage and incorporation of technology.
- Value the individual growth and achievement of each child by redefining success for the whole child, academically and behaviorally.
- Implement models that promote post-graduation pathways to meet academic and personal goals for each student.
- Explore initiatives and programs to increase environmental awareness and responsible action PreK-12th.

SOCIAL EMOTIONAL LEARNING

PRIORITY 5: Increase understanding, awareness, and acceptance of visible and invisible social/emotional health and related matters.

Objectives:

- Define and communicate common language to frame our work around social emotional health, trauma and mental health issues.
- Implement learning opportunities for students, staff, and parent/guardians to proactively address social emotional awareness and learning.

PRIORITY 6: Further identify and develop policies, procedures, and practices that promote healthy students and staff, safe schools, and a strong culture of understanding and inclusiveness for all.

Objectives:

- Enhance a healthy school environment for students.
- Enhance a healthy professional work environment for staff.
- Partner with families to promote healthy choices and balance for students.
- Further enhance education for healthy self and mental care skills in students and staff.

PRIORITY 7: Implement additional proactive strategies to assist students, families, and staff in accessing school social emotional supports and outside mental health services.

Objectives:

- Identify and utilize community services to support students, families and staff.
- Enhance school based supports for students, families and staff.

ORGANIZATIONAL CAPACITY

PRIORITY 8: Establish system for attracting and retaining a highly qualified and diverse staff reflective of our school community.

Objectives:

- Attract highly qualified, diverse staff to Okemos Public Schools.
- Retain highly qualified, diverse staff in Okemos Public Schools.

PRIORITY 9: Secure staff to meet changing student and family needs based on enrollment and demographic trends.

Objectives:

- Establish building and program staffing levels.
- Establish comprehensive professional development for all staff.

FACILITIES

PRIORITY 10: Provide high quality and equitable facilities and learning environments for students, staff and community.

Objectives:

- Provide safe, secure and well maintained learning environments.
- Provide high quality learning environments to match future needs.

PRIORITY 11: Provide efficient and effective use of facilities and grounds.

Objectives:

- Provide configurations that optimize learning and use of district resources.
- Explore and implement systems to increase responsible environmental actions and impact.