

**RSU 9 Strategic Planning Committee**  
**Major Work for the Plan**  
**April 7, 2012**

**Community: Our Students**

| <b>KEEP</b>   | <b>CHANGE</b>  |
|---|--|
| Safe space<br>Healthy relationships<br>Keep inventing and innovating anti bullying work:<br>Goal should be...our “students are appreciated FOR their differences”<br>Continue to provide free breakfast and lunch | Revision student governance..voice<br>Early and continued interventions of all sorts to increase graduation rate<br>Our st....? student support resources (abuse, addiction)<br>More mental health supports<br>More links to extra curricular and child care<br>More extraco curricular programs |
| <b>DELETE</b>   | <b>CREATE</b>  |
|   |  |

**Community: Our Staff**

| <b>KEEP</b>  | <b>CHANGE</b>   |
|--|---|
| Caring, hardworking professional staff<br>Highly qualified teachers<br>Time for collaboration<br>Strong leaders<br>Joyful, dedicated teachers<br>Caring hardworking professionals = high standards for staff | Increase support and appreciation for staff<br>Diverse staff<br>Review staff evaluation structures<br>Formalize a P/S planning process...rigorous process of identifying staff learning needs & providing resources to provide it<br>P/D on differentiation<br>Engagement with/knowledge of community resources<br>Volunteering opportunities<br>Appreciation for ALL who work in district to support the M/V<br>Targeted PD for individual teachers; needs are varied, not one size fits all<br>increase teacher retention //<br>Training on diversity, trauma resp....? |
| <b>DELETE</b>  | <b>CREATE</b>   |

| KEEP | CHANGE   |
|------|--|
|      | Build support for staff<br>Structured staff 'best practices' sharing opportunities<br>Instructional coaching<br>Plan to hire diverse teachers<br>Increased P/D<br>Supports that enhance experience - retention |

### Community: Our District

| KEEP  | CHANGE  |
|---|---|
| Communication with the community<br>Community involvement<br>Strong community partnerships<br>Open communication..keep current<br>Relationships<br>Budgets that balance impact to communities, student and staff supports<br>Support of arts, music, theater, athletics, robotics | Stronger connections w/community (businesses, non-profits)<br>Collaborate w/families<br>Improve communication w/families (methods, and frequency)<br>Strengthen student/family/school triangle<br>Connections w/community for resources, \$, guest speakers, internships, volunteers<br>Invest in social workers, guidance counselors; other safety net systems |
| DELETE  | CREATE  |
|   | Do better at true parental engagement without barriers<br>Family advisory board, not a PTO.. district voice //<br>More parental engagement<br>Addressing family concerns<br>Create a vibrant school/business & non-profit org. partnership organization<br>Develop an aggressive & comprehensive district/school communication plan                             |