

Grand Rapids Area Schools

Operational Plan

Our Operational Plan document is made up of 5 components:

Strategic Direction:	the overarching aims set by an organization to guide its activities over an extended period
Rationale:	why we believe this strategic direction is important to our district and community
End-in-View:	what it looks like when we are succeeding in our strategic direction
Objectives:	actions the district intends to take to make progress towards our directions
Goals:	measurable tasks that will enable us to accomplish objectives

Strategic Direction #1: Equitable Access, Representation and Outcomes

Rationale:	Ensuring <u>all</u> students can succeed is our moral and ethical responsibility as a district and community
End-in-View:	<i>The district will provide a range of high-quality programs, services and experiences that are available and accessible to all, ensuring that access and success are not predictable by demographic measures. Barriers will be identified and eliminated so systems, processes, and opportunities for engagement are designed and made available in ways that ensure equitable access, representation, and outcomes for all.</i>
Objectives:	<i>Objective 1.1</i> Review and improve processes to ensure accurate baseline data.
	<i>Objective 1.2</i> Identify areas with disparities that will be targeted.
	<i>Objective 1.3</i> The district will provide comprehensive professional development aimed at addressing disparities in student outcomes and creating a supportive and inclusive school climate

Strategic Direction #2: A Culture of Trust, Engagement, and Belonging

Rationale:	A strong culture founded on trusting relationships will increase student success, create a positive working environment, and build community confidence and pride in our school district.
End-in-View:	<i>Students, families, and staff will feel safe, known, and connected here. Our culture will be one that accepts, respects, and seeks to understand others and our differences. We will build strong relationships within our schools and with our families by listening, intentional outreach, and an attitude of service.</i>
Objectives:	<i>Objective 2.1</i> The district will utilize a comprehensive social emotional screening process to gather data that will inform school-wide and individualized interventions for students.
	<i>Objective 2.2</i> The district wellness team will create an ongoing system for identifying current levels of staff trust, engagement, and well-being.

Strategic Direction #3: Evidence-Based Practices and Student-Centered Learning

Rationale:	As education, society, and learners change, it is our responsibility to adjust our practices and be responsive with our approaches so we can meet the needs of all learners	
End-in-View:	<i>High quality instruction, informed by evidence-based practices, culturally responsive curriculum and approaches, and effective professional development, will enable staff to meet the unique social, emotional and academic needs of learners. Students will learn academic standards and life-long skills through a learning experience that takes into account student voice, student needs, and the unique interests, talents, skills, and abilities of each learner.</i>	
Objectives:	Objective 3.1	Specific instructional strategies, practices, and expectations are identified and staff are supported in implementation.
	Objective 3.2	Science of Literacy curriculum and practices are implemented with fidelity across classrooms.
	Objective 3.3	A system for monitoring fidelity will be developed and implemented.
	Objective 3.4	A curriculum cycle and review process, aligned with the MDE standards review cycle and best practices, is developed and implemented.
	Objective 3.5	Multi-tiered systems of support (MTSS) systems, processes, and approaches are implemented with fidelity.

Strategic Direction #4: Partnerships & Collaboration

Rationale:	The education of our society's next generation is too important and large a task to accomplish alone.	
End-in-View:	<i>High levels of collaboration and cooperation within the school district will balance individual needs with collective success. Intentional efforts to engage families and the community as partners in schools and learning will lead to improved outcomes for all students. We will maintain and enhance our current community partnerships while examining new ways to collaborate with other organizations to support students and families and increase efficiency and effectiveness.</i>	
Objectives:	Objective 4.1	District & Building teams will share accountability for implementing the strategic direction objectives and monitoring their progress.
	Objective 4.2	Collaboration between employee groups, administration, and the school board leads to efficient and effective progress toward strategic directions.
	Objective 4.3	Grand Rapids Area Schools will continue to engage in IASC and other regional collaboration opportunities to improve outcomes and opportunities for students.

Strategic Direction #5: Clear and Consistent Communication

Rationale:	Effective communication is crucial to building trust, strong relationships, and effectiveness.	
End-in-View:	<i>We will communicate internally and externally in ways that are consistent, transparent, accurate, and clear, increasing engagement and trust at the classroom, school, and district levels with our families and community. Communication will start with listening and a commitment to seeking feedback.</i>	
Objectives:	Objective 5.1	The district communication plan is operationalized.
	Objective 5.2	Common expectations around school-to-home communications are developed, communicated, and implemented.
	Objective 5.3	The district Operational Plan is updated and shared with stakeholders.
	Objective 5.4	Community outreach efforts will be used to increase family engagement.

Strategic Direction #6: Stewardship of Resources

Rationale:	It is the district's responsibility to wisely use entrusted resources to effectively meet the needs of students.	
End-in-View:	<i>The students, staff, administration, and school board will strategically utilize time, money, facilities, and human resources to support the district mission, vision, and strategic directions. We will be transparent in sharing information regarding district finances with internal and external stakeholders and take the steps necessary to be financially strong.</i>	
Objectives:	Objective 6.1	The school board will adopt a balanced general fund budget.
	Objective 6.2	The district will maintain a general fund balance in accordance with board policy.
	Objective 6.3	The district will build community awareness, trust and confidence regarding district finances.
	Objective 6.4	School safety processes and procedures will be improved.

District Strategy Team Goals in the service of Objectives, 2024-25