

Ludlow/Black River Strategic Plan

Adopted 7/8/2004
2004-2008

Introduction

This is a strategic plan for the Ludlow/Black River School Districts – which includes Ludlow Elementary School and Black River High School/Middle School, educating students grades K-12.

In September 2003, the Ludlow Elementary School Board and the Union #39 School Board contracted with the Vermont School Boards Association to facilitate in developing this Strategic Plan. Community members were invited to participate in creating a long range Strategic Plan for the districts. Over 100 key opinion leaders of the Ludlow, Mount Holly, and Plymouth communities joined together at a Community Forum, held in January 2004. Topics such as Curriculum and Instruction, Administrative Structure, School/Community Communications, Facilities, Finance and Budget, Testing and Assessment, Technology, Life Skills Preparation, and Sports/Co-Curricular Activities were discussed. The input gathered shows a deep commitment of the community to strengthen our school system.

This process has helped to formulate and identify areas of strengths and needs and to articulate potential future goals. The information gathered at the Community Forum has guided the process of developing this Strategic Plan. Ideas expressed have been prioritized and incorporated into this plan.

Thank you to all those who have participated in this process. The Ludlow/Black River School Districts look forward to working with the members of the school and town communities to achieve our goals.

Ludlow/Black River Strategic Plan

Ludlow/Black River School Districts' Mission Statement



The Ludlow/Black River School Districts are dedicated to creating a positive and safe learning environment. We will provide students with an exceptional education that, while recognizing their individuality, challenges all levels of learners with high academic standards. We will encourage family and community involvement as a means for developing citizens with an appreciation for diverse ideas. Together we will empower students by fostering the academic, social and personal skills needed to prepare them for an increasingly complex society. With strong administrative leadership, a clear vision, and highly dedicated staff, we will nurture a respectful school community of healthy responsible lifelong learners.



Ludlow/Black River Strategic Plan

The following four premise statements further define the driving areas this plan is centered on improving, and also defines goals and objectives within these statements.

1. Life Skills Premise Statement

The Ludlow/Black River School Districts will prepare students by fostering social and personal skills needed to become life long learners and involved community members.

Goal 1- Provide opportunities that will assist students in becoming independent thinkers who are able to recognize options and make sound decisions.

Objective 1-

Continue to improve all K - 12 proactive guidance programs, which include skills that will promote successful employment and life-long learning.
(Guidance and Administration; ongoing)

Objective 2-

Increase student understanding and acceptance of a variety of cultural, economic and ethnic experiences.
(School Board, Administration, Guidance and Classroom teachers; ongoing)

Objective 3-

Develop a peer mentoring and support system.
(Guidance and Administration; Aug-'05)

Objective 4-

Foster citizenship through a wide variety of community service opportunities.
(Administration, Guidance and Classroom teachers; Beginning in Aug-'04 & ongoing)

Goal 2 - Foster opportunities that will assist students in making optimal life choices.

Objective 1-

Include in curricular planning career topics such as the realities of college, employment, military experience and the challenge of transitions.
(Administration, Guidance and Classroom teachers; Beginning School year '06-'07 & ongoing)

Objective 2-

Include in curricular planning inter-personal skills such as; building positive relationships, learning from mistakes and handling disappointments all while promoting healthy self esteem.
(Guidance and Classroom teachers; Beginning School year '06-'07 & ongoing)

Ludlow/Black River Strategic Plan

Objective 3-

Continue to collaborate with community efforts such as School-to-Work, Black River Area Community Coalition (BRACC), Drug Abuse Resistance Education (Dare), The Ludlow Parks and Recreation Department, and after school programs that will encourage positive and productive lifestyles.

(Administration, Guidance and Classroom teachers; ongoing)

Ludlow/Black River Strategic Plan

II. Testing/Assessment Premise Statement

The Ludlow/Black River School Districts believe that assessment of learning is formulated through a balance of evaluations and measurement methods that focuses on the whole development of each child.

Goal 1-Develop a comprehensive collection of work at each grade level in the core subjects to complement the testing program.

Objective 1-

Collect periodic samples of work that reflects each student's progress toward local and state developed grade level expectations. This may include but is not limited to teacher observations, video tapes, report cards, projects, reports, portfolios in writing and math, language arts profile, student records, and rubrics. (Administration and Classroom teachers; Jun-'05 & ongoing)

Objective 2-

Compilations of student work will be used in individual, annual, transition plans for the subsequent grade level. (Administration and Classroom teachers; Beginning Jun-'05 & annually Apr/May)

Goal 2-Increase community awareness of School performance.

Objective 1-

Develop an annual report to the school board and public the results of all testing and measurement assessments. (School Board and Administration; annually)

Goal 3-Create and maintain a professional development plan supporting local and state assessments in all subject areas.

Objective 1-

Establish K-12 professional development committees that will organize professional development opportunities. (Superintendent; Oct-'04)

Objective 2-

Create a professional development plan that will promote effective instructional practices, develop skills of assessment analysis and provide instructional strategies based on the individual learner. (Professional Development Committee and Superintendent; Jun-'05)

Goal 4-Use all testing/assessment results to monitor and adjust curricular and teaching strategies.

Objective 1-

Analyze yearly, the collection of work that will contribute to curricular refinement and evaluation of grade level expectations. (Administration and Classroom teachers; ongoing)

Ludlow/Black River Strategic Plan

III. Administrative Structure Premise Statement

The Ludlow/Black River School Districts governing structure and administration will serve the educational philosophy of the districts.

Goal 1-Ensure that the administration is visible and provides a collaborative environment of trust, leadership and continued learning through commitment and support.

Objective 1-

Increase communication, support, and empower the administration in their goal to raise academic standards so that measurable and quantifiable improvements are made in grade level assessments.

(School Board and Administration; Aug-'05 & ongoing)

Objective 2-

Bridge the gap between classrooms, schools, administrators, and community by ensuring an alignment of curriculum throughout the district whereby curriculum standards are met and a streamlined transition occurs from grade to grade, school to school.

(School Board, Administration, and Curriculum Committees; ongoing)

Objective 3-

Conduct ongoing, constructive evaluations for staff and each level of administration so that evaluation and professional development needs are met yearly. (School Board and Administration; Beginning School year '04-'05 & annually thereafter)

Goal 2-Improve the administrative operations of the school districts, recognizing that the school's administration provides leadership for the faculty, staff, and students and that it must be purposeful, organized, and efficient.

Objective 1-

Investigate the reorganization of the administrative structure to see what options we have and what the pros and cons are of each whereby investigation of various options allows recommendations on, and the merits of, the possible reorganization.

(School Boards and Superintendent; Jun-'06)

Objective 2-

Present a new Strategic Plan to succeed this one such that long-range planning and decision-making occur regarding future impacts.

(School Boards and Administration; Jun-'07)

Ludlow/Black River Strategic Plan

IV. School/Community Communications Premise Statement

The Ludlow/Black River School Districts recognize their responsibility to communicate in order to form an educational partnership with the community.

Goal 1-Communicate with the community. The community is a key partner. Encourage the entire community to be part of our mission.

Objective 1-

Increase school information through publication of school newsletters on a quarterly basis.
(Principals; Beginning School year '04-'05 & ongoing)

Objective 2-

Maintain individual school websites.
(Principals; ongoing)

Objective 3-

Make better use of the local Public-Educational-Governmental (PEG) Access Television Station, Ludlow-Plymouth-Cavendish Television.
(School Board, Administration, and Classroom teachers; Beginning School year '04-'05 & ongoing)

Objective 4-

Communicate through E-mail.
(School Board, Administration and Classroom teachers; Beginning School year '04-'05 & ongoing)

Goal 2-The Ludlow/Black River School Districts recognize the value in its Ludlow area businesses and community groups. These two groups will be integrated into our schools.

Objective 1-

Encourage business and community members and parents to share their expertise in the classroom.
(School Board, Administration, and Classroom teachers; Aug-'07 & ongoing)

Objective 2-

Develop opportunities for community members to take courses after school (for example: the distance learning network).
(Administration; Beginning School year '07-'08 & ongoing)

Objective 3-

Encourage community members to volunteer in the schools and be recognized for their contributions.
(Administration and Classroom teachers; annually)

Ludlow/Black River Strategic Plan

Objective 4-

Increase opportunities for students to volunteer in the community.
(Administration, Guidance and Classroom teachers; ongoing)

Goal 3-*The Ludlow/Black River School Districts realize the importance of fostering communication within the school community itself.*

Objective 1-

Increase communication among the four district schools.
(School Board, Administration, and Staff; Beginning Aug-'04 & ongoing)

Objective 2-

Improve communication among staff, school board, and school administration within each school.
(School Board, Administration, and staff; Beginning Aug-'04 & ongoing)

Objective 3-

Continue to improve communication among teachers and students.
(Classroom teachers; ongoing)