



**Riverview Community School District
2017-2022 Long-Range Strategic Plan
June 2018 Review**

*Home of the
Pirates*

Mission Statement

The mission of the Riverview Community School District is to provide every student with college and career readiness and the skills necessary to be productive citizens in society by instilling and fostering the traits of Academics, Responsibility, Respect, Growth and Honor.

ARRGH!

Academics, Responsibility, Respect, Growth, Honor.

Strategic Planning Process

Strategic Planning is the process of determining what an organization wants to be at some point in the future, and how it will get there. In the current environment where schools are challenged to do more with scarce resources, planning for the future is more important than ever. An effective strategic planning process results in stakeholders focusing on critical priorities that will meet the mission of a quality educational program for all students.

The Riverview Community School District receives District Accreditation through AdvancEd. As part of the accreditation system, the district must undergo an outside visitation in which visiting educators from around the country evaluate the systems of the district by interviewing stakeholders, reviewing internal procedures and educational practices including the review of various national, state and local assessments. The recommendations from this external review, along with annual AdvancEd stakeholder surveys, and the Comprehensive needs assessment created by Eidex, form the foundation and justification for this strategic plan.

This strategic plan is a living document. It will serve as a 'road map' to future planning, resource allocation, staff development and decision-making over the next several years.

Board of Education

President	Gary O'Brien
Vice-President	Amy Laura-Frazier
Treasurer	Tim Bohr
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Target Goal – Student Support Services

Design and implement a documented practice whereby each student is known by an adult advocate who provides support and assistance through the establishment of a long-term relationship.

Strategic Action

- Provide, coordinate, and evaluate the effectiveness of support systems to meet the physical, social, and emotional needs of the student population being served.
 - Design teacher mentor system for elementary, middle and high school that provides an adult mentor/advocate for each student for the duration of attendance at that building for the 2018-2019 school year.
 - Devise system of assignment.
 - Devise programming to document appropriate tasks and communication.
 - Review Code of Conduct for all levels in alignment with MDE restorative justice guidelines.
 - Continue to train trainers for restorative justice programs. (Appendix A-1)
- Formulate and implement a comprehensive guidance and counseling continuum of services that is focused on the development and preparation of each learner for college and/or careers.
 - Purchased and implemented Naviance system for middle school and high school for 2017-2018 school year.
 - Implement College and Career Readiness Standards for reporting standards for all grade levels during 2017-2018 school year.
 - Revise reporting standards for ELA and Math as recommended by ELA and Math committees for 2018-2019 school year.
 - Signed MOU for providing an Early/Middle college program for 2018-2019 school year.
- Provide, coordinate, and evaluate the effectiveness of services that support the counseling, assessment, referral, educational, and career planning needs of all students.
 - District purchased and implemented Marsha Brenner Module to coordinate with PowerSchool to record behavior incidents and interventions in 2017-2018.
 - District will implement EdPlan to coordinate with PowerSchool to track special education accommodations, 504 plans and RTI initiative for each individual student for 2018-2019 school year.
 - All counseling services will be recorded and logged beginning in the 2018-2019 school year.

Target Goal - Teaching and Assessing for Learning

Develop and implement a systematic process for collecting, analyzing and using data from various assessments that focus on improving curriculum and instruction through professional development to increase student achievement.

Strategic Action

- Provide and coordinate learning support services to meet the unique learning needs of students.
 - Added an elementary counselor in 2017-2018 school year.
 - Increased social worker services by ½ FTE for 2017-2018 School year.
 - Implemented *Espark* program for all students k-3 for 2017-2018 school year.
 - Implemented Riverview Virtual Academy for 2017-2018 school year.
 - Program changed from Pearson Connexus to Edmentum and Odysseyware for 2018-2019 school year.
- The Board will ensure that the leadership at all levels has the autonomy to meet goals for achievement and instruction and to manage day-to-day operations effectively.
 - District provided PLC training for Trainers during summer of 2017. Over 40 administrators and Teacher leaders were trained.
 - PLC model implemented during 2017-2018 school year. Will be refined and continued over the next four years.
 - PLC meetings were scheduled for forty-five minutes per month outside of the school day.
 - ELA and Math committee formed to align ELA and Math curriculum. (Appendix B-1)
 - Science and Social Studies committees will be established to perform similar tasks during the 2018-2019 school year.
- Provide mentoring, coaching, and induction programs to support instructional improvement consistent with the district's values and beliefs about teaching and learning.
 - K-3 ELA and RTI coach provided for 2017-2018 school year.
 - Summer enrichment program added for the 2017-2018 school year.
 - Provide data coaching and instructional technology integration coaching for teachers for the 2018-2019 school year.
- Ensure all staff members participate in a continuous program of professional learning.
 - All employees participate in a professional growth program. EdCamp model implemented in one daily session to personalize professional development.
 - Partnerships for professional development opportunities with Flat Rock, Trenton, and Woodhaven-Brownstown School Districts for 2017-2018 school year and will continue in the future.
 - District provides teacher leader and aspiring administrative academies for interested and qualified staff through Wayne-RESA .
 - All teaching staff provided two days of professional development on all aspects of the Danielson Model of evaluation.
 - Create and provide employee and teacher handbook to all appropriate personnel for beginning of 2018-2019 school year.
 - ALICE training provide for all staff in 2018-2019 school year.
- Ensure professional and support staff continuously collect, analyze and apply learning from a range of data sources, including comparison and trend data about student learning, instruction, program evaluation, and organizational conditions that support learning.
 - Eidex used to provide data reports to district.

- District will implement Schoology to form folders for grade level content and assessments for each subject area in 2018-2019 school year.
- Provide data coaching for teachers for the 2018-2019 school year.
- Train professional and support staff throughout the system in the interpretation and use of data.
 - Training provided for elementary teachers in interpretation of NWEA data by district personnel.
 - Data coach position will be added to the staff for 2018-2019 school year to work with PLC's in interpreting data and formulating action plans.
- School leaders will monitor and communicate comprehensive information about student learning, school performance, and the achievement of system and school improvement goals to stakeholders.
 - Schoology implemented at high school for 2017-2018 school year. Unified Classroom implemented K-8 to increase parent communication.
 - Schoology implemented K-12 to increase parent communication for 2018-2019 school year. (Appendix B-2)

Target Goal – Facilities and Operations

Create, implement, document and revisit a systemic long-range strategic plan for facilities renovation, which promotes a 21st century learning environment.

Strategic Action

- The district will maintain facilities, services, and equipment to provide a safe, clean, and healthy environment for all students and staff.
 - Renovations and equipment upgrades made to High School media center and High School cafeteria during 2017-2018 school year.
 - Classroom furniture has been replaced in seven classrooms in 2017-2018 school year.
 - Flooring has been replaced in seven classrooms in 2017-2018 school year. With another seven rooms scheduled to be replaced in 2018-2019
 - WiFi clocks are being installed in all buildings to ensure accurate time throughout the district.
 - Classroom unit heaters are in the process of being replaced. This has been an ongoing project replacing two to four a year since 2006.
 - Hallway drinking fountains are being replaced with water-cooled units. Select units will have water bottle fill stations.
 - The obsolete and badly damaged metal pan ceilings at Seitz are being replaced. This has been a seven (7) year project. The tech wing hallway is scheduled to be replaced during the summer of 2018-2019
 - Lighting occupancy sensors are being installed throughout the district.
 - The high school dry rotted drapes are being replaced with new updated roller shades. This ongoing project will be completed during the summer of 2018-2019.
 - Indoor and outdoor lighting is being upgraded to LED lighting.

- The district air compressors that are responsible for the pneumatic heating controls have all been replaced. This has been a five (5) year project.
- Obsolete electrical panels are in the process of being replaced throughout the district.
- Classroom chalkboards are being resurfaced with porcelain coated metal whiteboards.
- Water closet and urinal Sloan valves are being replaced with low flow units.

Attached is a fluid five (5) year project list (Appendix C-1) and a building by building project list for 2018-2019 (Appendix C-2).

- The district will demonstrate strategic resource management that includes long-range planning in support of the purpose and direction of the system.
 - District held community meetings to formulate plans for a voter bond and sinking fund during the 2017-2018 school year.

Attached is November 2018 bond project list (Appendix C-3).

Target Goal - Technology and Instructional Technology Systems

Create, implement, and revisit a systemic long-range strategic plan for information resources and technology which promotes the integration of technology as a comprehensive component of learning and teaching throughout the district.

Strategic Action

- The district will provide, coordinate, and evaluate the effectiveness of information resources and related personnel to support educational programs throughout the district.
 - District implemented PowerSchool in place of MiStarr to provide a more flexible and robust system for student information. PowerSchool's learning management system, Unified Classroom was also added to combine with SIS, student assessment, gradebook, and parent portal for the 2017-2018 school year.
 - One addition tech support person hired 2017-2018 school year.
 - District will replace the learning management, gradebook, parent portal and the student assessment system of unified classroom with Schoology and Illuminate for the 2018-2019 school year.
- The district will provide a technology infrastructure and equipment to support the system's teaching, learning, and operational needs.
 - District began converting from Dells to IMacs beginning with high school media center, k-3 teachers, office staff, includes classroom set of ten iPads for k-3 classrooms during 2017-2018 school year.
 - District will converge 4-6. Classroom teachers with classroom sets of Chromebooks during 2018-2019 school year.
 - Total implementation will take four years.
 - Wireless service analysis performed, and system upgraded during 2017-2018 school year.
 - Servers replaced and updated during 2017-2018 school year.

District Improvement Team

Armstrong, Lisa, RCHS School Improvement Chair (English, French Teacher)
Barlage, Tim, Huntington School Principal
Berlin, Howard, Director of Special Education
Crowley, Christina, Memorial Elementary School Improvement Chair
Curry, Nicole, Forest Elementary School Improvement Co-Chair (Grade 4 Math Teacher)
DiBranco, Derrick Seitz Middle School Improvement Chair (Grade 8 History Teacher)
Flint, Rod, RCHS Lead Counselor
Frattarelli, Azita, District Media Specialist
Gribble, Jason, Forest School Principal
Hatzl, JJ, RCHS Principal
Holloway, Nancy, Curriculum and Grants
Kissel, Ann, Forest School Improvement Co-Chair (Grade 3 ELA Teacher)
Kuderik, Tracie, Huntington Parent
Mattern, Mallory, Huntington School Improvement Team
Maxon, Angie, Memorial Elementary School Principal
McCliment, Mary, Huntington/Seitz Parent
Meli, Gianina, Seitz Middle School Assistant Principal
Munoz, Nicole, Seitz Middle School Principal
Orosz, Karen, Community Member
Pickell, Russ, RCSD Superintendent
Polgar, Crissy, Huntington School Improvement Chair (Grade 2 Teacher)
Rogers, Phil, Memorial Parent
Said-Wright, Brenda, Elementary Literacy Coach
Salaz-Martin, Pilar, Forest Parent
Shaul, Jenni, Huntington/Seitz Parent
Snyder, Todd, Memorial School Grade 5 Teacher, Technology Chair
Thomas, Doug, RCHS Parent
Zulewski, Andy, RCHS Assistant Principal

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