

Oxford School District  
Strategic Plan  
2010 - 2015

**Our Mission**

The mission of the Oxford School District is to challenge every student to reach his or her maximum potential, thereby developing highly educated, responsible citizens who will take an active role in society.

**Our Vision**

First in Class – The Oxford Way

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**STATEMENT OF VALUES**

The District believes in providing.....

1. A foundation for students through a rigorous academic and vocational curricula, diverse extra-curricular activities, and comprehensive citizenship development. (Goals I, II, III, VI)
2. School environments that are safe, orderly, and secure. (Goals III, IV, V)
3. Support services that work in partnership with instructional services to nurture and promote the emotional and physical health of students. (Goals I, II, IV, V, VI)
4. Programs and services based upon an ongoing and results-oriented system of evaluation. (Goals I, II, IV, V, VI)
5. Mutual interactive relationships among staff, parents, and community members. (Goals II, IV, V)
6. School climates that are caring, supportive, and inviting and that value the diversity of our population. (Goals I, II, III, V, VI)
7. An academic atmosphere that values the individual, provides a variety of learning experiences, and focuses on the development of the whole child. (Goals I, II, IV, V, VI)
8. Schools with faculty and staff who build a positive relationship with each child. (Goals II, V)

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**GOALS**

Goal I: The District will utilize a data-driven process to ensure that each student receives exemplary instruction that will be measured by monitoring student progress. (Values 1, 3, 4, 6, 7)

Goal II: The District will provide an exceptional staff with high expectations for all students. (Values 1, 3, 4, 5, 6, 7, 8)

Goal III: The District will provide safe, secure, and drug-free campuses and efficient facilities that reflect environmentally conscious practices. (Values 1, 2, 6)

Goal IV: The District will ensure timely, open communication and collaboration to achieve continuity between schools. (Values 2, 3, 4, 5, 7)

Goal V: The District will cultivate a partnership with parents and community to maximize the support of every student. (Values 2, 3, 4, 5, 6, 7, 8)

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**OBJECTIVES**

Goal I: The District will utilize a data-driven process to ensure that each student receives exemplary instruction that will be measured by monitoring student progress.

1. Ensure that all students earn a high school diploma or acceptable alternative within four years of entering high school.
2. Ensure that all students meeting promotion standards in grades 3-8 achieve a language and math assessment level of proficient or advanced.
3. Ensure that all students will read at grade level by the end of grade 3.
4. Use various data to make decisions regarding budget, professional development, technology, curriculum, and student achievement.

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**OBJECTIVES**

Goal II: The District will provide an exceptional staff with high expectations for all students.

1. Develop and maintain a comprehensive and relevant professional development program that supports innovative and creative teaching methods, inspires teachers to grow professionally, and instills enthusiasm for teaching our students.
2. Create a hiring system that attracts and identifies highly qualified educators who focus on academic excellence and high expectations.
3. Recruit and employ highly qualified minority teachers to reflect the diversity that exists within the student body.
4. Induct, support, and retain faculty members so that high performance expectations may be maintained from year to year.

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**OBJECTIVES**

Goal III: The District will provide safe, secure, and drug-free campuses and efficient facilities that reflect environmentally conscious practices.

1. Develop short-term and long-term plans to address building and renovation issues associated with enrollment growth, energy efficiency standards, security, and landscaping.
2. Ensure safe, secure, and drug-free campuses by communicating clear expectations for staff and students and by developing a prevention-based approach to decrease the number of discipline incidents.
3. Create an atmosphere of trust with caring adults who provide opportunities for students to express their concerns and problems.

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**OBJECTIVES**

Goal IV: The District will ensure timely, open communication and collaboration to achieve continuity between schools.

1. Ensure that all teachers participate in vertical and horizontal planning meetings within and among schools annually.
2. Align administrative procedures to ensure consistency between schools in an effort to eliminate confusion among parents, students, faculty, and staff.
3. Create opportunities for faculty and staff to develop positive interpersonal relationships that will promote collaboration between schools.

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**OBJECTIVES**

Goal V: The District will cultivate a partnership with parents and community to maximize the support of every student.

1. Increase opportunities for parent and community involvement through partnerships that support school initiatives.
2. Expand ongoing communications with parents to increase parental participation.