

Manzanita Elementary School District **Strategic Plan**

2001 - 2006

Mission

The mission of Manzanita Elementary, a K-8 single school district set in a rural, agricultural community, is to graduate responsible and productive citizens, with critical thinking and strong academic skills, by providing a rigorous, dynamic, comprehensive curriculum delivered in partnership with community, family and a competent, qualified staff in a safe and caring environment.

Beliefs

- 1. High expectations yield greater results.*
- 2. Consistent personal accountability results in responsible citizenship.*
- 3. The family is the primary influence in the development of the person.*
- 4. Learning is a lifelong process.*
- 5. Hard work and perseverance develop character and success.*
- 6. Tolerance and respect of diversity is essential for a healthy, cohesive society.*
- 7. Learning is maximized when instruction is personalized.*

Objectives

By the year 2006:

- 1. All students will be tolerant and respectful of a diverse population of fellow students.*
- 2. All students will be responsible and productive citizens.*
- 3. All students will demonstrate critical thinking skills.*
- 4. 100% of our:*
 - a. English Only (EO) students will be above the 60th percentile in language arts and math as measured on a standardized test,*
 - b. English Language Learners (ELL) will demonstrate one year growth each year as measured by a standardized test, and*
 - c. Special Education students will achieve their annual goals and objectives.*

Parameters

- 1. Nothing will take precedence over the K-8 instructional program.*
- 2. We will never compromise the dignity or honor of any person.*
- 3. We will maintain a positive fund balance.*
- 4. We will not tolerate ineffective employees / staff.*
- 5. No new program or services will be accepted unless it is consistent with the Strategic Plan, benefits clearly exceed costs, and provisions are made for staff development and program evaluation.*
- 6. There will be an annual, reflective review, analysis, and responsive planning through the Strategic Planning process to ensure that Manzanita Elementary remains a dynamic organization.*

Manzanita Elementary School District – Strategic Planning Team

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Strategies and Specific Results Annual - Goals 2003/04

Strategy #1

Curriculum Development, Alignment And Staff Development

Curriculum development, alignment and staff development will be provided to ensure all students will master academic standards in English, mathematics and critical thinking skills.

Specific Results

1. *We will adopt the California State Curricular Standards as the Manzanita Elementary Curricular Standards.*
2. *We will update our resources (texts, maps, supplementary books, supplies), in addition to technology, to align effectively to the state standards.*
3. *We will provide all certificated and instructional aides staff development opportunities (school visitations, inservices, workshops, etc) to help them align grade level programs to state standards and the instructional delivery needed to teach the standards.*
4. **We will develop an English Language Learners (ELL) Program aligned with state standards, with clear benchmarks and assessments and with appropriate student support and instruction to meet the ELL benchmarks.**
5. *We will train all certificated and instructional aides to meet the educational needs of the English Language Learners (ELL) and state compliance.*
6. *We will develop a critical thinking curriculum and assessment to develop and provide the mega life skills needed to develop our students into responsible citizens.*
7. *We will develop a departmentalized middle school curriculum to take advantage of the strengths of our staff.*
8. *We will inservice instructional aides and certificated staff to work more efficiently together to meet the specific needs of each student.*

Strategy #2

Safe And Caring Environment

We will provide a safe and caring environment for students, parents, and staff.

Specific Results

9. **We will develop a safety committee to review, upgrade and implement Manzanita's safety plan.**
10. *We will develop and implement a plan to improve the design of Manzanita's parking lot area to ensure the safety of students at all times.*
11. *We will aggressively seek resources to modernize and improve the facilities, including but not limited to, classrooms, gymnasium, office area, sewer, storage space, bus barn and library.*
12. *We will develop and implement a positive, schoolwide behavior plan that has clear expectations, consequences and rewards and incorporates the areas of the classrooms, cafeteria and playgrounds.*
13. *We will promote academic and responsible behaviors with a positive reward system and assemblies.*
14. *We will develop a program for teaching tolerance and respect of diversity, including assemblies.*
15. *We will develop assembly programs and classroom activities to celebrate various ethnic, racial and religious beliefs.*

Strategy #3

Student Assessment And Support Programs

Student assessment and support programs will be provided to ensure that all students will master high academic standards and critical thinking skills and become responsible and productive citizens.

Specific Results

16. *We will develop an effective student study team (SST) process to identify and support students with academic and behavioral concerns.*
17. *We will develop a retention/promotion policy with clear criteria needed for children to be promoted and/or retained at each grade level.*
18. **We will develop district assessments for the area of reading, writing and math.**
19. **We will develop intervention programs in the area of reading, writing and math for students performing below grade level.**
20. *We will develop a process to assess the responsibility and productivity of our students.*
21. **We will develop various after-school programs to address working with various levels of student abilities (GATE, academic interventions, study hall, etc.).**
22. *We will recruit volunteers (family, high school students, grandparents, etc.) to participate and support educational activities.*
23. *We will develop a network of community members and businesses to support our school programs, such as career infusion and citizenship.*
24. *We will develop parent/staff training activities to involve parents and staff in curricular activities to enable the parents to support their children at home.*
25. *We will establish a schoolwide technology plan to address student academic outcomes and critical thinking skills, update in hardware and software, technology curriculum at each grade level, staff training and support necessary office and administrative needs and functions.*

*Completed Goals
(Italicized)*

**2003/04 Annual Goals
(Bold)**