

HANOVER SCHOOL DISTRICT #28



STRATEGIC PLAN 2017-2022



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SUPERINTENDENT'S WELCOME



Dear Hanover Learning Community,

The Hanover School District Strategic Plan 2017-2022 is the result of 18-months of work by our community, educators, students, district administration and the Board of Education. As you read through this document you will find the Strategic Plan is all about acting on our agreed upon vision, mission and core beliefs. Strategic planning is a best practice recognized for accelerating and organization and keeping it on an upward trajectory.

Moving forward over the next five years the Strategic Plan will provide us with focus and direction and position us to make continued progress into the future. This will be critical given our decreasing resources in the face of increasing academic performance of our students. The components of our Strategic Plan are innovative, aggressive and bold. We can all work together to implement the action steps of the Strategic Plan to graduate all of our students on-time prepared for college, career and life.

The Strategic Plan is focused on hitting non-moving targets keeping our system on-track and focused. The commitment of the Strategic Plan allows all of us to work together for positive outcomes through positive interactions for the sake of continuous improvement. Thank you for partnering with the rest of the Hanover Learning Community!

Educationally Yours,

Dr. Grant E. Schmidt

Superintendent

HANOVER SD#28 leadership

Board of Directors

Mark McPherson	President	Randy Underwood	Vice President
Mike Lawson	Secretary	Ed Sweazy	Treasurer
	Tag Allen	Member	

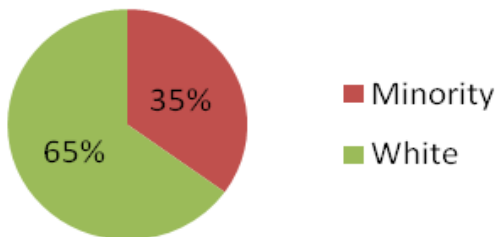


District Administration

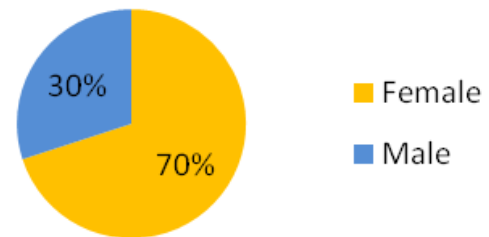
Dr. Grant Schmidt	Superintendent and Elementary Principal
Danielle Van Esselstine	Principal, Junior/Senior High School Principal, Hanover Online Academy
Tambra Bernal	Business Manager/ Human Resources Director
TJ Lippert	Transportation and Maintenance Director
Cindy Hinojos	Nutrition Services Director
Irene Owens	Administrative Assistant to the Elementary Principal

HANOVER SD#28 basic data

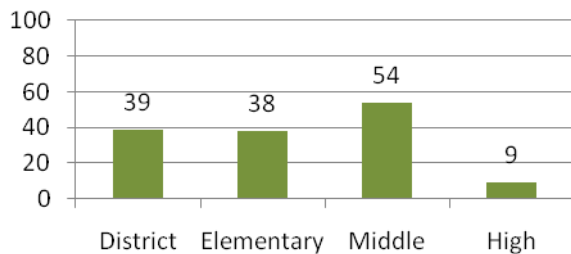
Student Enrollment



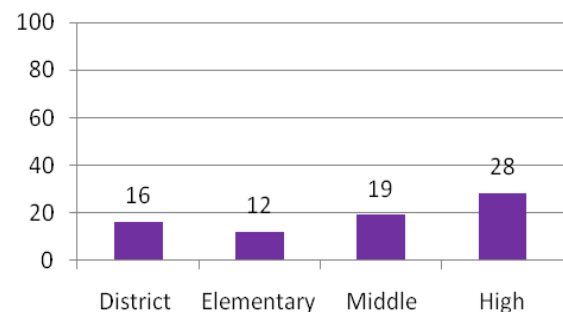
Staff (100% White)



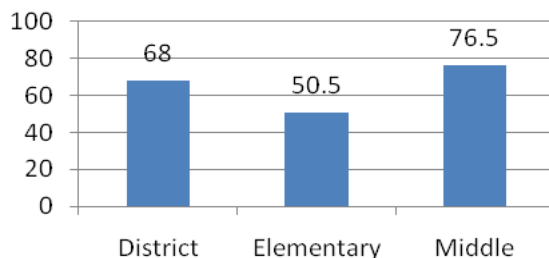
Academic Achievement English Language Arts Percentile Rank



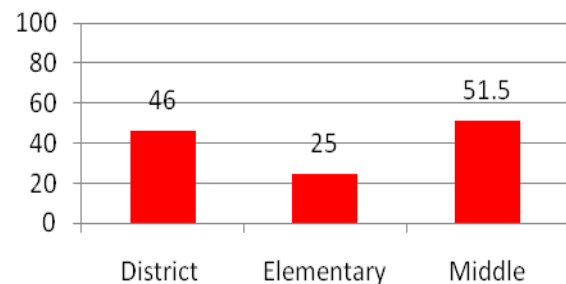
Academic Achievement Math Percentile Rank



Academic Growth English Language Arts Median Growth Percentile



Academic Growth Math Median Growth Percentile



STRATEGIC PLAN development



Hanover School District # 28 began work on a new strategic plan in the fall of 2015 after the new Superintendent (Dr. Grant Schmidt) was hired. An independent consultant was hired to facilitate the process. An online survey was deployed/ disseminated to community members and parents, students, and staff in October 2015 to gather input on strategic plan priorities. This input helped inform the Superintendent's Administrative Team (A-Team), consisting of the district administration and principals, and a Strategic Planning Committee consisting of 27 stakeholders, including parents, community members, business owners, board members, teachers, principals, and district administrators.

The independent consultant facilitated nine focus group meetings with staff, students and parents/ community members in November 2015. Survey results and focus group summaries were reviewed with the A-Team in November 2015 and priority areas were identified.

In January and February 2016, The Strategic Planning Committee developed preliminary goals and objectives, tasks, strategies, and timelines related to the four identified priority areas. The A-Team then reconvened to review the work of the Strategic Planning Committee and to make recommendations for edits. The edited draft was presented to the Board of Education in September 2016, and a final format for the Strategic Plan was determined.

Additionally, from November 2016 to April 2017, stakeholders engaged in the process of reviewing and updating the District's vision and mission statements, core values and beliefs to drive the next phase of the strategic planning process. The Strategic Planning Committee utilized the updated vision and mission statements, core values and beliefs to identify specific performance indicators and actions steps related to each commitment to include for measurement on the Strategic Plan Scorecard. The final Strategic Plan was disseminated to all district staff, sent to all district families, and posted on the district website.

This Strategic Plan combines the work of the Board, the A-Team, the Strategic Planning Committee and district stakeholders to form a cohesive strategic plan. The plan includes a five year implementation structure which provides commitments, strategies, and key action steps that will drive the work of the Superintendent, administration, and staff over the next five years.

STRATEGIC PLAN implementation



Communication to all stakeholders is critical to the implementation of the strategic plan and must be the first step in the implementation process. Communication is also the first step in gaining mutual commitments and expectations which are necessary to ensure successful implementation of the strategic plan. Many avenues of communication will be tapped to ensure that stakeholders are informed, acknowledge and understand the

implications of the strategic plan including the actions, commitments and responsibilities therein. The strategic plan and related information will be housed on the Hanover School District #28 website: www.hanoverhorns.org and also available in print form upon request.

All employees of the district will receive information providing them with online access to the strategic plan. Additionally, all employees will receive an email from the superintendent with a message asking them to become familiar with the plan and to identify how it will affect their work. Information on the strategic plan will also be included in new employee orientation and in the Employee Handbook. It will also be reviewed for all district staff at the beginning of the school year. The strategic plan will be presented to the parents and community during community meetings held at both campuses and a series of newsletter articles will be written explaining the various components of the strategic plan to be included in monthly parent newsletters.

Annual School Improvement plans written by each campus will include alignments to the strategic plan and will include school commitments to implementing the strategic plan. At the district level, offices assigned responsibility for Key Action steps in the strategic plan will provide periodic status reports to the Board of Education and Administration. Additionally, the annual district budget will be specifically aligned to the strategic plan and the preliminary budget and recommended budget will reflect such alignments with the strategic plan.

Each year, the Superintendent will lead a review of the strategic plan to ensure that it remains current, aligned with the annual district budget, and strongly focused on the needs of the district. This review will include a presentation of the scorecard results report to the Board of Education. The Board in conjunction with the district administration will reaffirm the Strategic Plan Framework and Scorecard or make revisions as needed.

STRATEGIC PLAN framework



VISION Statement

Hanover School District provides dynamic, relevant educational and creative opportunities and experiences for all students and fosters a close-knit culture where all students succeed, families are welcome, and the community is engaged.

MISSION Statement

The mission of Hanover School District is to foster a safe school environment that promotes positive relationships, individualism and collaboration, caring and acceptance, respect and responsibility, sensitivity and honesty, while developing the academic skills and character that will serve students throughout their lives.

Core Beliefs:

We will ...

- ⇒ embrace a growth mindset to help create a successful learning environment.
- ⇒ engage in positive behavior support to increase accountability.
- ⇒ demonstrate respect and encourage acceptance of all to create a safe environment.
- ⇒ value every child as they are worthy of a good education.
- ⇒ provide greater athletic and creative opportunities that are conducive to higher academic achievement.
- ⇒ continue to be flexible in order to provide opportunity for growth.
- ⇒ optimize class sizes for social and academic success.
- ⇒ create an approachable environment gained through casual, yet professional demeanor where strong relationships are built.
- ⇒ provide high quality education utilizing a four day week.
- ⇒ maintain a caring staff willing to help students succeed.



"A belief is not merely an idea that the mind possesses. It is an idea that possesses the mind."

- Robert Oxton Bolton

Core Belief One:

We will embrace a growth mindset to help create a successful learning environment.

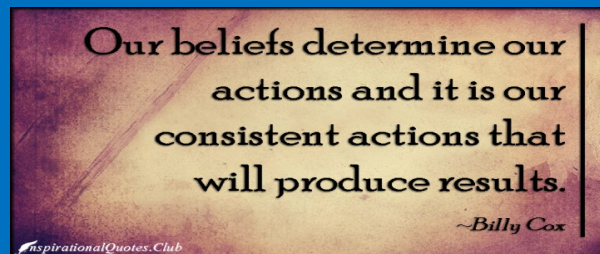
As part of this, we commit ourselves to:

- Sharing the vision of what growth looks like
- Developing the potential of all students
- Empowering the students and teachers to reach their potential
- Promoting limitless expectations
- Inspiring growth through positive reinforcement
- Unleashing the potential and passion of students

Core Belief Two:

We will engage in positive behavior support to increase accountability. As part of this, we commit ourselves to:

- Developing and implementing a restorative approach to positive behavior support
- Developing a positive behavior plan and implementing it consistently and equitably
- Communicating the behavior plan to all stakeholders.
- Making the commitment to holding all stakeholders accountable for positive behavior support
- Establishing clear classroom expectations on the first day of school and reviewing as necessary.
- Enforcing rules fairly without favoritism, and enforcing consequences as warranted
- Providing students with consistency
- Monitoring professional practices and student learning to ensure accountability



Core Belief Three:

We will demonstrate respect and encourage acceptance of all to create a safe environment. As part of this, we commit ourselves to:

- Committing to a culturally diverse and respectful environment
- Ensuring that respect permeates the schools including classroom and common areas
- Ensuring that students and staff express themselves respectfully
- Accepting the responsibility for teachers to demonstrate and teach respect first.

Core Belief Four:

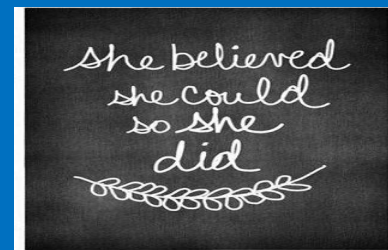
Every child is valued and worthy of a good education. As part of this, we commit ourselves to:

- Ensuring that all students are heard, listened to, cared for and understood.
- Ensuring that students are not judged, but supported.
- Meeting the needs of each student to reach their potential and goals.

Core Belief Five:

We will provide greater athletic and creative opportunities that are conducive to higher academic achievement. As part of this, we commit ourselves to:

- Providing a variety of athletic opportunities for students
- Providing a variety of creative opportunities for students.
- Encouraging and expecting students to participate in extra-curricular and creative activities
- Expanding course offerings



Core Belief Six:

We will continue to be flexible in order to provide opportunity for growth. As part of this, we commit ourselves to:

- Providing alternative methods for students to participate in classes not offered at the school.
- Increasing course offerings for the various pathways students may take to graduate.
- Ensuring the flexibility to teach the curriculum in the manner that is most effective for the students
- Providing individualized learning that is adapted to students' skills and needs.

Core Belief Seven:

Class size will be optimized for social and academic success. As part of this, we commit ourselves to:

- Teachers truly getting to know their students
- Providing opportunities for students to work in collaboration in small groups
- Ensuring that students have the opportunity to work with the teacher one on one more often.
- Providing a small school culture that is family orientated and close knit
- Maintaining the small school atmosphere even as we grow

Core Belief Eight:

An approachable environment will be gained through casual, yet professional demeanor where strong relationships are built. As part of this, we commit ourselves to:

- Being consistently approachable, while pushing students to succeed at their highest potential
- Fostering respectful relationships and open communication with students, families, and community

CORE BELIEFS

"Belief creates
the actual fact"

Uploaded On CoolSmart.com

- Showing passion for teaching through demonstrating and interacting with students and engaging with students throughout the teaching and learning process.
- Relating and connecting with students at their level and through their interests

Core Belief Nine:

We will provide high quality education utilizing a four day week. As part of this, we commit ourselves to:

- Teaching bell to bell
- Providing rigorous, high impact instruction with no time wasted
- Providing highly structured lessons with objectives, goals/learning targets and specific outcomes
- Providing students with extra support outside of regular school time
- Increasing technology access and effectiveness
- Effectively utilizing technology in instruction
- Providing students with extra support outside of regular school time
- Increasing technology access and effectiveness
- Effectively utilizing technology in instruction

Core Belief Ten:

Caring staff is willing to help students succeed. As part of this, we commit ourselves to:

- Consistently going the extra mile for our students
- Ensuring that all students will feel that they are cared about
- Building relationships; getting to know the students and their interests
- Ensuring that students have what they need to succeed

STRATEGIC PLAN scorecard

During the implementation of the strategic plan progress will be displayed using the concept of a 'scorecard'. Each of the four commitments has a set of strategies and action steps. Each action step will receive a score for progress using a color coding system.

- Red** = not started
- Orange** = just started
- Yellow** = in progress
- Green** = completed
- Blue** = sustaining



Additionally, each strategy and commitment will receive a color designation for progress to green or blue. Related to each commitment are a set of critical success factors (aka, key performance indicators). The indicators for each commitment are has a base (baseline) data point and the 5-year target. Each year the data for each indicator will be recorded to demonstrate progress toward the target.



As with any change effort, the goal is not to simply complete the action steps. Rather, the goal is to sustain the action steps to where it is a part of the culture of the organization. This is called building the momentum to then maintain the momentum.

Each action step will follow the eight steps in the change process. Different members of the organization will be responsible for different action steps to provide opportunities for as many employees to be leaders in the change process. Building capacity internally will further develop the strength of the organization to be capable to adapt and change in the future.

The scorecard is essentially the real-time monitor of the overall change process as the strategic plan is implemented. Once all action items, strategies and commitments are coded blue the momentum is being and will continue to be maintained.

COMMITMENT 1: Education Program and Achievement

STRATEGY	KEY ACTION STEPS
1.A Student opportunities will be increased by additional course options. The district has a defined menu of learning opportunities for all students that are designed to broaden learners' horizons and aspirations, provide enrichment or support, extend curriculum beyond the classroom and enrich students' understanding of themselves, their community and the world beyond.	a. Refine school policies to reflect capability/ performance standard aligned with opportunities.
	b. District will provide a broad array of course selections to meet students interests and goals. (ie: advanced placement, Concurrent, Vocational, Technical, Language, Online)
	c. Create course catalog to reflect various courses and individual pathway requirements and options.
	d. Actively engage students in their individual learning to include academic as well as social emotional strengths.
	e. Require community service hours and assist with opportunities to expand student's connections with community and understanding of the global community.
	f. Ensure that all high school students have multiple pathways to obtain career aspirations.
	g. Align staff professional development with learning opportunities and district expected outcomes.

STRATEGY	KEY ACTION STEPS
1.B Utilize internal and external resources to meet the spectrum of need of all learners. All students will experience a rigorous and engaging curriculum that is designed for mastery of all relevant standards and embeds the core skills students need to develop to be effective learners.	a. District will have an aligned and articulated curriculum to guide rigorous instructional practices.
	b. Survey analysis of staff, students and community to obtain expectations as well as outcome to monitor implementation.
	c. Create a system designed to encourage and support business and community partnerships to include work study programs, internships, enhancing academic programs, and engaging student in real world application.
	d. Increase opportunities both internally and externally for staff professional development aligned with engagement, instructional strategies, social-emotional learning and different learners.
	e. Pursue grant opportunities to support and enhance educational and enrichment programs, 21 st Century skills and post-secondary readiness.



COMMITMENT 1: Education Program and Achievement

STRATEGY	KEY ACTION STEPS
1.C Develop and implement systems and structures to support improved/increased learning for all students including those at-risk. All teachers consistently deliver lessons that reflect explicit planning and instruction to address students' differing levels, skills and learning styles, while incorporating technology.	a. Provide a safe, caring and a positive learning culture that reflects understanding of all types of learners.
	b. Identify and engage students with special needs or life circumstances to ensure adequate and appropriate services and supports.
	c. Build educational and community partnerships to meet the individual needs of all students.
	d. Utilize partnerships and professional development to adequately train staff in differentiation, Multi-Tiered System of Support (MTSS), Special Education, and Gifted.
	e. Establish consistent observation, discussion and reflections of planning and instruction to meet learning styles, needs and student strengths.
	f. Develop an intervention process that includes summer programming/supports.
	g. Educate all teachers on students enrolled in their class(es) with an Individual Education Plan.

STRATEGY	KEY ACTION STEPS
1.D Promote district through hiring and retaining quality staff. Recruit and retain highly qualified staff in a timely manner to maximize academic excellence for all students. (All school staff are intentional in developing the essential skills for student success in learning and are adept in utilizing strategies to support students in developing these skills across the curriculum.)	a. Create a professional development plan of action that ensures data analysis, dialog and instructional practices are driven by student results.
	b. Implement designated time periods for staff to engage in assessment reviews and student plans.
	c. Create a timely and effective student monitoring system to support struggling student development.
	d. Train on and implement formative assessment practices to guide immediate instructional practices and modifications.
	e. Create a learning environment which utilizes bell to bell instruction to maximize teaching and learning.





Goal 1 Education Program and Achievement

The district will provide a coherent, aligned curriculum that enables students to successfully achieve local, state, national, and federal academic achievement and graduation requirements and that will enable students to compete in a global society. OR Increase the academic achievement of all students.

Indicator	BASE	2017	2018	2019	2020	2021	TARGET
Median growth percentile on PARCC: English Language Arts	62						75%
Median growth percentile on PARCC: Math	47						75%
Increase PARCC achievement level annually by no less than 30% in math	13.5						85%
Increase PARCC achievement level annually by no less than 20% in English	36.5%						85%
Increase CMAS achievement levels annually by no less than 30% in science	14.6%						75%
Percent of K-11 students at or above the 65th percentile on EOY NWEA Math will be no less than 75%	33%						75%
Percent of 2-11 students at or above the 65th percentile on EOY NWEA Language Usage will be no less than 75%	38%						75%
Percent of K-11 students at or above the 65th percentile on EOY NWEA Reading will be no less than 75%	32%						75%
Percent of 2-11 students at or above the 65th percentile on EOY NWEA Science will be no less than 75%	36%						75%
Graduation rate will be 95% or higher	80%						95%
Foreign Language passing rate (students on the 1-year Traditional or 2-year Honors diploma path)	80%						100%
Attendance Rate (K-12)	94%						98%
ACCESS growth of no less than 1 rating in a year	80%						100%
Students reading at or above grade level in third grade	70%						100%
Preschool program's Qualistar rating	2	3					5

COMMITMENT 2: Positive Culture

STRATEGY	KEY ACTION STEPS
2.A Increase consistency and effectiveness of communication (through a variety of methods). Develop and implement an effective communication plan and process. The district will ensure that intentional communication systems are in place and that all members of the school community can articulate what needs to be done, how it will be accomplished, and their specific role in the implementation process.	a. Implement a variety of communication resource tools (district/ school to community, community to district/ school) to be used for timely announcements and reminders of school/ district events.
	b. Develop and implement a district communication plan.

STRATEGY	KEY ACTION STEPS
2.B Improve awareness and consistency in implementation of corrective action system. Schoolwide positive behavior systems/ community codes explicitly connected to a set of shared values will be developed, intentionally implemented, and will result in positive language, attitudes, and behavior within the schools.	a. Incorporate adults into hallway supervision during school hours to increase safety and efficiency during transitions.
	b. Seek grant funding for equipment to provide increased safety of our schools.
	c. Every school event will have adequate staff supervision.
	d. Develop a code of conduct for adults to include dress code implemented and monitored during all school and district events.

STRATEGY	KEY ACTION STEPS
2.C Cultivate positive school/district image.	a. Utilize posted signs around the community at key street interchanges identifying the district, possibly upcoming events, welcome, etc.
	b. Develop and implement a marketing plan for schools and the district.



COMMITMENT 2: Positive Culture

STRATEGY	KEY ACTION STEPS
2.D Provide clear expectations for our learning community. The district has a culture of high expectations that are clearly communicated and understood by all stakeholders.	a. Develop a statement for student rights, parent rights, staff rights and community rights.
	b. The Board of Education will update all goals and expectations through policy.

STRATEGY	KEY ACTION STEPS
2.E Continuously develop and refine school safety plans and structures.	a. All guests entering a school will sign-in/-out and be given a lanyard to be worn while visiting the school.
	b. Develop, implement and monitor a student social-emotional support system with necessary staffing.
	c. Implement a district wide emergency operations plan.
	d. Implement programs to build student and parent awareness of the various components of the safety of all students.
	e. Students must possess a student identification (ID) at all times when on school/ district grounds.
	f. Install sufficient surveillance cameras in district facilities and on school vehicles, avoiding blank spots.





Goal 2 Positive Culture

The district will establish and maintain a positive culture that promotes and fosters environments to support high levels of learning and motivation.

Indicator	BASE	2017	2018	2019	2020	2021	TARGET
SEL Survey Data	0%	100					100%
Parent Satisfaction Survey	85%	85					100%
Student Satisfaction Survey	85%	85					100%
Staff Satisfaction Survey	85%	85					100%
Office Referrals							50
In-School Suspensions							10
Out-of-School Suspensions							5
Independent Financial Audit Rating	Clean	Clean					Clean
Enrollment (in/out data) difference	-60	-60					0
Full coverage surveillance in all buildings	75%	80					100%
Full coverage surveillance in all transportation vehicles	30%	30					100%
Communication Plan developed and implemented	0%	100					100%
Marketing Plan developed and implemented	0%	80					100%
District signage at every district entry location	0%	0					100%
Implementation of social-emotional program	0%	100					
Develop and implement emergency operations plan	60%	90					100%
Board will revise and write policy demonstrating high expectations of all stakeholders	90%	90					100%

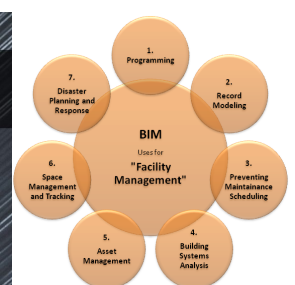
COMMITMENT 3: Utilization of Facilities

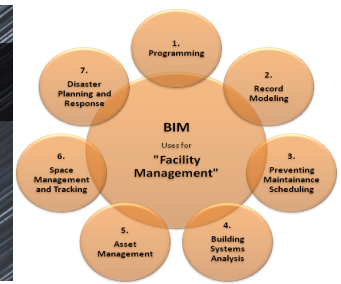
STRATEGY	KEY ACTION STEPS
3.A Develop and implement Fire Mitigation schedule.	a. Continue to lease district property to cattle ranchers or other agricultural activities.
	b. Continue to mow on a regular basis to keep weeds down around all facilities.
	c. Work with Hanover Fire Department during high fire danger months to ensure proper mitigation is being conducted.

STRATEGY	KEY ACTION STEPS
3.B Ensure that all district facilities and grounds are safe, up to code, appealing, and utilized effectively. Assess playgrounds to determine needs and compliance issues. Develop and implement a plan and schedule for upgrading playgrounds and activity spaces.	a. Monitor the always changing playground safety rules.
	b. Stay in contact with playground vendors and keep abreast of pricing and upcoming sales.
	c. Inspect existing structures weekly for any worn or broken pieces.

STRATEGY	KEY ACTION STEPS
3.C Ensure that all district facilities and grounds communicate a positive image and entice potential students and families to our schools.	a. Develop and follow a facilities and grounds cleaning schedule.
	b. Research low maintenance plants that can increase eye appeal and assist with xeroscaping.
	c. Work with community on the upkeep and expansion of Kirk Hanna Park.

STRATEGY	KEY ACTION STEPS
3.D Research the feasibility of creating a Hanover Community Center facility.	a. Coordinate with the community to develop a community center committee to develop a purpose, plan, financing, and activities for a center.
	b. Seek business partnerships to assist in the financing of a community center.
	c. Monitor potential grants to fund the design, development and equipping of a community center.





Goal 3 Utilization of Facilities

Utilize all available spaces within the district to their optimal potential for the community, students, and staff. Ensure that all district facilities are equitable, well planned, and maintained so that all students can learn in a healthy and safe environment.

Indicator	BASE	2017	2018	2019	2020	2021	TARGET
Continue to lease district property to cattle ranchers or other agricultural activities	YES	YES					YES
Continue to mow on a regular basis to keep weeds down around all facilities	75%	90					75%
Work with Hanover Fire Department during high fire danger months to ensure proper mitigation is being conducted	0%	0					100%
Monitor and adjust to the always changing playground safety rules	50%	100					100%
Stay in contact with playground vendors and keep abreast of pricing and upcoming sales.	40%	50					100%
Inspect existing structures weekly for any worn or broken pieces on an annual basis	40%	0					100%
Develop and follow a facilities and grounds cleaning schedule	75%	75					100%
Research low maintenance plants that can increase eye appeal and assist with xeroscaping	50%	50					100%
Work with community on the upkeep and expansion of Kirk Hanna Park	50%	50					100%
Coordinate with the community to develop a community center committee to develop a purpose, plan, financing, and activities for a center.	10%	10					100%
Seek business partnerships to assist in the financing of a community center	10%	10					100%
Monitor potential grants to fund the design, development and equipping of a community center	10%	10					100%
Pass mill levy override to fund transportation and facility needs	NO	NO					YES

COMMITMENT 4: Education Technology and Workforce Efficiencies

STRATEGY	KEY ACTION STEPS
4.A Form Committee – Identify technology needs of the district for staff and students (including hardware, software, infrastructure, curriculum) in order to provide current and/or cutting edge technology.	a. Form committee of stakeholders.
	b. Inventory all technology equipment in the district by location, year purchased and cost/value
	c. Assist the Board in a mill levy election to generate revenue to fully implement the technology section of this strategic plan.

STRATEGY	KEY ACTION STEPS
4.B Write a technology plan, determine professional development needs of staff, and create tiered training opportunities for staff to increase skill levels in using technology in instruction.	a. The technology committee will write a technology plan.
	b. Update the technology plan on an annual basis.
	c. Generate a technology acquisition and replacement cycle.
	e. Develop a technology professional development plan for the next 3-school years.
	f. Implement the professional development calendar

STRATEGY	KEY ACTION STEPS
4.D Seek additional outside funding or set of partnerships for the ability to acquire additional technology equipment	a. Identify grant sources which align with the technology plan.
	b. The committee will write 1-3 grants per year to fund as much of the technology plan as possible.
	c. Encourage staff to write a grant to support the technology plan.

STRATEGY	KEY ACTION STEPS
4.E Prepare students for a world where technology will continue to evolve through a one-to-one device program.	a. Review and revise the technology curriculum on an annual basis.
	b. Purchase one-to-one devices across all grades with tablets in grades K-3, laptops for grades 4-12.
	c. Develop a refresh program for the one-to-one device program.
	d. Technology committee will remain informed of technology trends for schools in order to revise the program over time.
	e. Offer CTE courses in the technology pathway, and utilize technology in all other CTE courses offered.





Goal 4 Education Technology and Workforce Efficiencies

Provide staff and students with up to date and cutting edge technology that enhances their educational and instructional experiences and leads to increased academic achievement.

Indicator	BASE	2017	2018	2019	2020	2021	TARGET
SmartBoards in every classroom	90%	100					100%
Tablets for all students K-3	25%	25					100%
Laptops for all students grades 4-12	0%	0					100%
Laptops for all teaching staff	5%	5					100%
Form Technology Committee	YES	YES					YES
Pass Mill Levy Override to fund technology plan	NO	NO					YES
Develop a technology plan and revise annually	YES	YES					YES
Write 1-3 grants for technology plan components	NO	NO					YES
Implement one-to-one device program	0%	0					100%
Update and maintain necessary technology infrastructure	0%	0					100%
Implement CTE Pathway in Technology	0%	100					100%