



District: Poland School District

Project Title: Strategic Plan

Date: February 1, 2017

AGENDA

6:00-6:15pm	Dr. Chordas	<ul style="list-style-type: none"> • Purpose of Meeting <ul style="list-style-type: none"> A. Review Initial Input B. Develop Planning Teams C. Brainstorm and Develop Goals
6:15-6:30pm	Dr. Chordas	<ul style="list-style-type: none"> • Review Workshop Input • Assign Planning Teams
6:30-6:45pm	Dr. Chordas	<ul style="list-style-type: none"> • Review Brainstorm Worksheets
6:45-7:45pm	Dr. Chordas Dr. Maraffa	<ul style="list-style-type: none"> • Planning Team Process
7:45-8:00pm		<ul style="list-style-type: none"> • Report Out Goals

Situation Analysis

Strategic Vision

The groups were asked to describe the components of their vision for the district in the next 3 to 5 years and responded as follows:

- Improve curriculum, more AP courses, up-to-date materials, STEM, technology 21st century programs to meet the needs of all learners from highest to the lowest
- Curriculum, gifted, special-needs, nontraditional learners, whole child, all aspects; emotional, social, academic, mental health.
- Innovative
- facilities safe, healthy, updated, maintain traditions.
- Technology 21st-century innovative, modern, varied
- facilities custom-built and tailor-made to meet the needs of the students
- Improved communication with the community, communication within buildings
- Finances, stable, a fiscally sound district, staying within our changing budget.
- A district that students choose to attend
- providing tools and experiences to be successful in the 21st century
- providing positive learning opportunities for all students every day
- a district that all students will feel connected to, including the history and traditions.
- Maintain tradition and Poland pride
- nutrition and safety with educational opportunities
- collaboration, inclusive, high level autonomous teaming with key stakeholders .
- Leadership plus thriving movement
- Sustainability.



Situation Analysis

Identify Opportunities and Challenges

The groups were asked to assess the opportunities and challenges for the district in relationship to external factors and responded as follows:

Opportunities

Social: communication, tradition, how do we stand out? Attract?

Schools reaching out to the community, accessible to the community
reaching out using technology, connecting students to the community.
Reaching out to elderly (emails of those picking up passes)
alumni day
many opportunities through sporting events/pride and tradition

Political: our community will rise to the occasion for a cause/vision

finding positives and pride in the schools, willingness to reach out, get involved, tap into
local resources.

Economics: open enrollment, additional nontraditional funding opportunities

housing values sustaining
possible grants, focus on grant writing
stable population base, develop donor base (donations, wills)
emphasize board efforts, savings and communication.

Technology: accessibility, not enough computers, connectivity, expenses

cheaper technology, potential grants funding
improved technology in the last three years
done what we could with what we've got.



Situation Analysis

Challenges

Social: changing student demographics SES/have more opportunities to involve parents/ community.

Aging population, school choice issues, declining enrollment, holding on to the tradition.

Average age of community members, fewer starter homes available, older citizens remaining in single-family homes (stronger financial planning

Political: low voter turnout, taxes unpopular,

more positive ways to communicate about the district

infrequent use of social media

Economic:

levy passage difficult, purchase of County ESC services, funding formula/people living longer, wealth???

Small business tax base

contract out auxiliary services, lower levels of state funding, athletic spending

how to generate additional funding, aging infrastructure

Technology:

old cabling/using refurbished computers/sustaining what we have over time.

Old buildings, lack of funding, older population not engaged in social media, accessibility, not enough computers, connectivity, expenses.



Situation Analysis

Strengths and Shortcomings

The groups were asked to identify the internal strengths and weaknesses within the district and responded as follows:

Strengths

- prepare students well, 3+ million in scholarships in 2016
- wise use of financial resources
- opportunities for a variety of students and extracurricular opportunities
- strong faculty – quality/nurturing
- parent/community support
- Elementary technology
- local alumni base
- preschool/afterschool programs
- guidance - career base/character building
- strong sports program/stadium
- redistricting - school building placement in community
- students and staff love to learn
- student involvement in clubs, athletics and academic organizations
- parent/community involvement; boosters, foundation, PTO
- feeling of safety
- innovative and forward thinking - willingness to change
- all staff work to meet the needs of students
- community tradition and support
- security and safety for students and staff
- best interest of the students
- teachers collaborate on curriculum and alignment
- provide teachers with opportunities for professional development



Situation Analysis

Strengths Continued

- good communication between parents and staff
- strong movement into 21st century learning skills
- efficient student/money ratio
- strength in students academics and character
- increase educational opportunities for students through staff training
- staff encouragement to students
- current school locations create a community affect - walking environment
- parents have a vested interest in their children's education
- majority of educators are viewed as caring and onboard



Situation Analysis

Weaknesses

- Facilities, lack of building maintenance
- hamster wheel - state/federal mandates lead to too many initiatives to complete implementation
- communication - internal/external, transparency
- technological ceiling
- financial vision/planning
- enrollment/demographics
- declining enrollment
- age /condition of buildings/security/technology infrastructure
- communication/community education
- alumni engagement
- lack of gifted services - elementary/middle
- instability of state/local funding
- misinformation causing community divisions and tension
- declining enrollment forcing budgetary cuts
- financial planning has been irresponsible
- poor long-term management and short-term planning
- perceptions of Poland schools is declining in reality
- lacking compelling advantage
- lacking clear communication, especially with elderly
- technology improving at a slow pace, building limitations



Situation Analysis

Critical Issues

The Groups agreed the following Critical Issues be addressed in the Plan:

1. Fiscally Sound
2. 21st Century Program / Curriculum
3. Facilities
4. Communication / Collaboration
5. Technology
6. Enrollment
7. Vision
8. Community Perception / Marketing & PR
 - Community Education / Pride & Tradition



Situation Analysis

Mission Review

Present Mission or Purpose:

Why doe the District exsist?

What makes the District unique?

What would the community lose if the District ceased to exist?

