

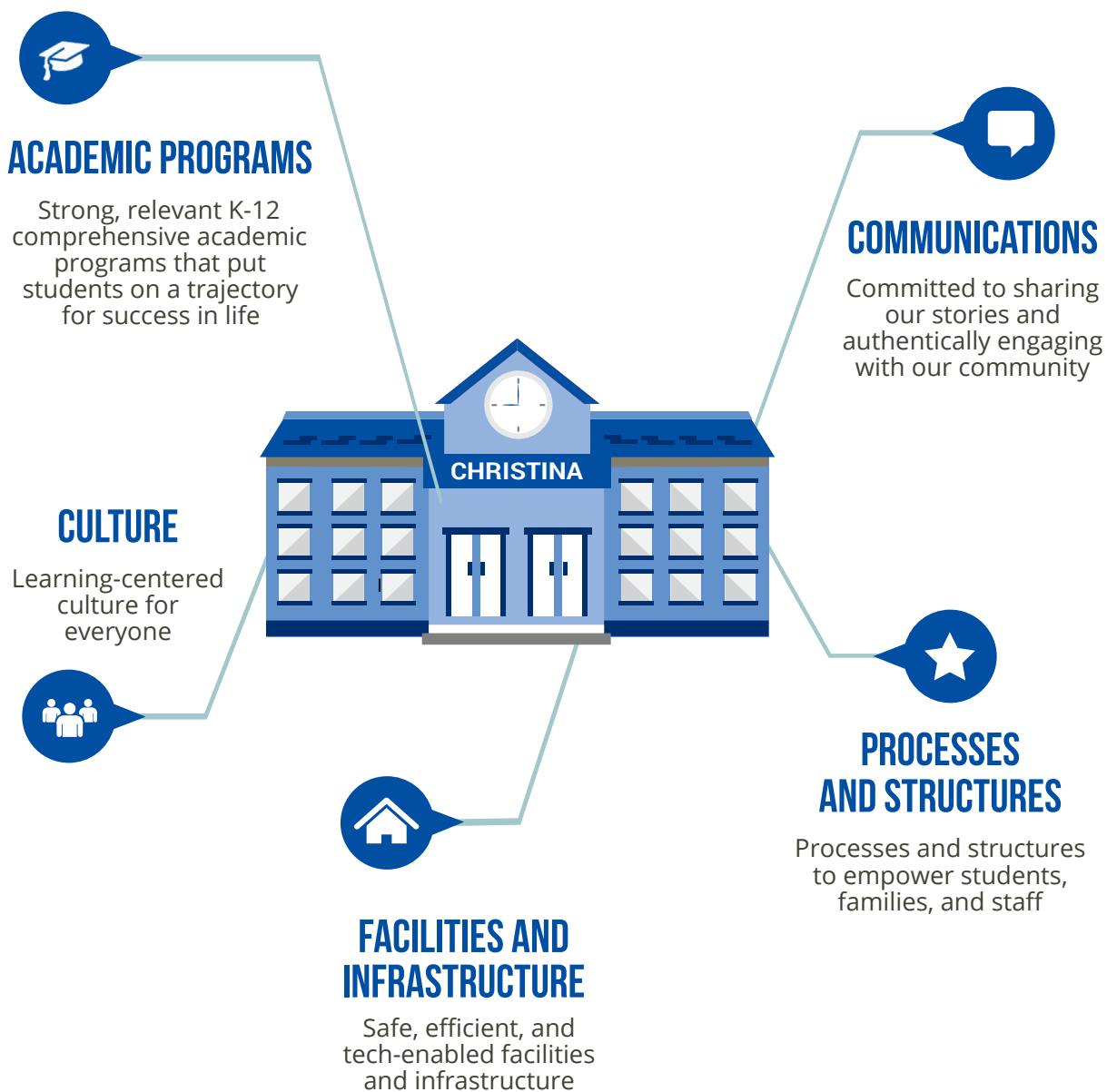


STRATEGIC PLAN

Together, educating every student for excellence
2018-2021

OUR STRATEGIC PLAN

AT A GLANCE



Our Strategic Plan reflects two central tasks: attracting and retaining students by providing the educational experiences they and their families want, and creating a culture where outstanding teaching and leadership is valued and supported.

This plan is supported by three pillars: academic programs, a learning-centered culture, and processes to empower people. These pillars sit on a foundation of facilities and infrastructure, and are shared using communications that engage us and our community.

ACADEMIC PROGRAMS

Strategic Plan Focus #1



The academic achievement and success of students is our most important goal and is the ultimate reason that families and students enroll and stay in our schools. Our academic programming plan is designed to help students reach their aspirations and close academic performance gaps in all schools in the district.

CURRICULUM

Curriculum review and adoption in all core subject areas, K-8

TECHNOLOGY INTEGRATION

Using technology to support learning

STUDENT SUPPORT

Supports for all students:

- Trauma-informed instruction
- Culturally appropriate teaching and curricula
- Early learning
- Afterschool and wrap-around services
- English learners

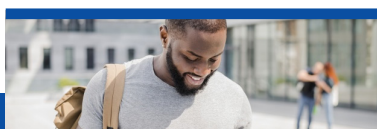
SCHOOL TIMES & CLASS SIZES

Time and class size:

- Secondary school start times
- More time in school for students
- Review of class size K-8

Strong relevant, K-12 comprehensive academic programs that put students on a trajectory for success in life

ADVANCED ACADEMICS



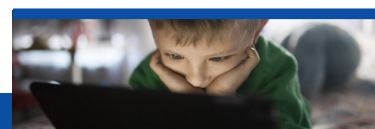
- Advanced Placement courses
- Dual college/high school enrollment
- Enhanced honors programs
- Gifted and talented programming K-12
- World languages

COLLEGE & CAREER READINESS



- Rigorous standards for all students
- Career academies specialized by high school
- Middle school programs aligned to high school career academies
- Career exploration and work-based learning

SPECIAL EDUCATION SERVICES



- Special education function and organizational structure
- Professional education
- Education service identification and process
- Inclusion
- Resources

CULTURE

Strategic Plan Focus #2



The culture of our district influences learning and growth and shapes the relationships families, students, and staff have with one another and with the district itself. Most importantly, students' social-emotional health must be fostered and developed for them to be successful learners. For all these reasons, building a culture for students and adults that supports learning is a priority part of our plan.

SUPPORTING STUDENTS

- Social-emotional learning integrated into our definition of student success
- Culturally relevant and easily accessible student and family engagement
- Consistent, progressive intervention and discipline procedures
- Coaching, feedback, and modeling effective learning for students

SUPPORTING ADULTS

- Training and resources to develop individual learning plans to foster employees' professional growth
- Coaching and modeling effective instruction
- District Professional Learning Plan that is ongoing, aligned with academic programs, and provides sufficient time to achieve mastery
- Professional education for academic and non-academic staff and board members focused on student needs and leadership development
- Growth opportunities for prospective principals and lead teachers



Learning-
centered
culture for
everyone

PROCESSES AND STRUCTURES

Strategic Plan Focus #3



The most efficient processes streamline service and leverage technology so that users are empowered, technology is available to all, and data is accessible. Our plan improves operations to support academics with a focus on students, families, and staff. We are also investing in a change management and project management function to oversee the implementation of the strategic plan.

Processes
and
structures
to empower
students,
families,
and staff

MANAGEMENT

Change management and project management to effectively implement the plan

HUMAN RESOURCES

Human Resources processes and structure

CUSTOMER SERVICE

Customer service training and supports

OPERATIONS

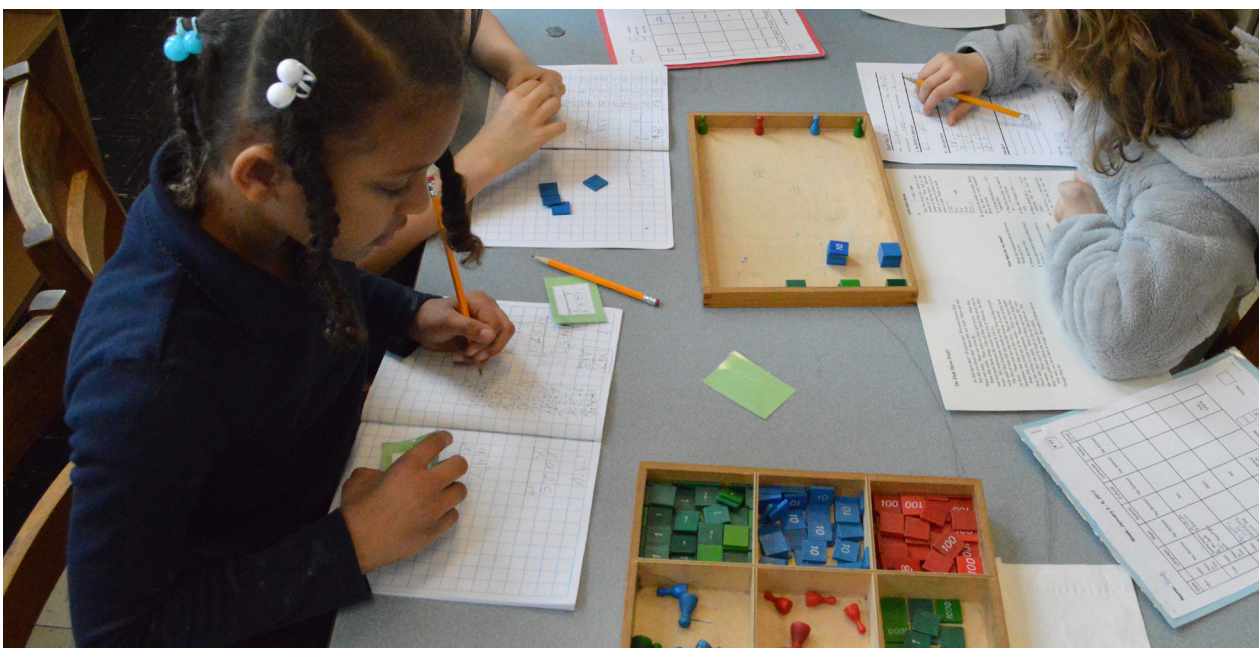
Improvements to operational efficiency

TRANSPORTATION

Transportation needs assessment and planning

TECHNOLOGY

Technologies to empower students, families, and staff



FACILITIES AND INFRASTRUCTURE

Strategic Plan Focus #4



Our plan for facilities prioritizes safety, instruction, and aesthetics, in that order. Parents and educators agree that first and foremost our schools must be safe places. They must also be places that foster learning, instill pride in our community, and reflect our investment in our children.

SAFETY AND SECURITY

School and student safety and security

FACILITIES PLAN

10-year District facilities plan

WELCOMING FACILITIES

Facilities reflecting pride in our schools and creating welcoming places of learning

MAINTENANCE PLANS

Maintenance integrated with facilities planning

FUNDING ADVOCATES

Advocacy for funding policies to meet facilities needs

Safe,
efficient,
and
tech-enabled
facilities
and
infrastructure



COMMUNICATIONS

Strategic Plan Focus #5



Our brand—how we define ourselves and what we communicate—is a vital part of building our culture and celebrating our successes. Our goals for communication reflect the importance of connecting children and adults within schools while also connecting us externally and across the community through multiple channels and media.

We are
committed
to sharing
our stories and
authentically
engaging with
our community

BRANDING

Christina School District brand clearly defined and communicated with strong districtwide roll-out

COMMUNICATIONS

District communications plan that effectively addresses parent communications, internal communications, media strategies, crisis communications, government relations, and public relations

MARKETING TECHNOLOGIES

Technology and social/new media communications platforms to engage families, students, and staff



STRATEGIC PLAN

PARTICIPANTS

The Christina School District would like to thank all students, faculty, staff, and community members who participated and contributed to this Plan through committees, workshops, focus groups, web input, and planning meetings. In addition, appreciation is extended to the following groups for their active and continued participation throughout the process:

PLANNING GROUP

The Strategic Plan Planning Group was comprised of Christina Superintendent Richard Gregg, 2017-2018 Board President George Evans, members of the senior leadership team, and the leader of each of the seven Working Groups. The Working Groups included:

- Professional Education - Curtis Bedford
- Teaching/Learning Pre-K through Grade 12 - Vilicia Cade
- Special Education Services - Ledonnis Hernandez
- Facilities - Harold "Butch" Ingram
- School Climate/Culture - Dean Ivory
- Communications, Branding and Marketing - Wendy Lapham
- District Support Services - Robert Vacca

Consultant: Rex Varner, BVE Strategy

WORKING GROUPS

Deirdra Aikens	Ty Curles	Ann Hlabangana-Clay	Harrie Ellen	Jessica Smeigh
Raushann Austin	Jody Dallas	Katie Hughes	Minnehan	Celeste Sosa-Vann
Edward Avinger	Kristin DeGregory	Devon Hynson	Angela Mitchell	Eric Stephens
Linda Bacon	Kathy Demarest	Elaine Jefferson	Alyssa Moore	Michelle Suchyj
James Baustert	Ruth Ann Disabatino	LaTasha Johnson	Sean Mulrine	Lori Taraschi
Curtis Bedford	Marilyn Dollard	Joe Jones	Tara Needham	Alison Taylor Levine
Katherine Bin-Yusif	Bart Dryden	Sharon Keeler	Tracy Novack	Josette Tucker
Charleshah Boggs	Nakia Fambro	Lori Kellogg	Kirsten Olsen	Darren Tyson
Jeffers Brown	Penni Foster	Mike Kempinski	Mary Pieri	Nancy Ventresca
Eve Buckley	Daisy Fuentes	Dolores "Deejay"	Nigel Pokoy	Joanne Wachter
Khannie Butler	Jeanette Garc	Kingery	Fred Polaski	Betty Walker
Vilicia Cade	Joanne Gardner	David Kohan	Mary Jean Polaski	Meghan Wallace
Victoir Cahoon	Jamett Garlick	Rolanda Lang	Alvin Pope	Tyra Washington
Shevena Cale	Garcia Garnett	Ellen Latronico	Kelli Racca	Davis
Dave Campbell	Christine Getugi	Debra Lewkowitz	Susan Reazor	Stephanie Weekes
Elizabeth Campbell	Kane Gomez	Laura Lewonas	Angela Ringgold	Daphne Werner
Paige	Krystal Greenfield	Porsha Lopez	Kristen Roberts	George Wicks
Margaret Campbell	Joan Gregory	Samantha Lopez	Shelley Rouser	Alice Williams
Erin Cassel	Meredith Griffin	Kristina MacBury	Rebecca Ryan	Katie Wisniewski
Jamie Catalano	June Griffith-Stepp	Evelyn MacPhee	Shirley Saffer	John Woodruff
(Hertsenberg)	Rod Harden	Maritza Marin	Michele Savage	Michelle Wyatt
Ronald Clay	Taren Harmon	Edward Mayfield	Jill Scannel	John Young
Ernest Congo	Melissa Henry	Christine McCarl	Mary Schorse	Brittany Zehr
Donya Crichlow	Ledonnis Hernandez	Cindy McGhee	Michael Scott	
Mario Cromartie	Jamie Hertsenberg	Kerry McGinnis	Aaron Selekmann	
Dana Crumlish	Sharon Hill-Flournoy	Margaret McNutt	Scott Selheimer	

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Christina School District
600 North Lombard Street
Wilmington, Delaware 19801
(302) 552-2600
www.ChristinaK12.org