
Strategic Plan

The Pursuit of Excellence

Saline Area Schools • 200 N. Ann Arbor St. • Saline, MI 48176 • January, 2010



Vision

The Saline Area School District achieves world class status with staff and student performances based on the highest quality educational practices and human ideals.

Mission

We, the Saline Area Schools, will equip all students with the knowledge, technological proficiency, and personal skills necessary to succeed in an increasingly complex society. We expect that our students, staff, and the Saline community will share in these responsibilities.

Our ultimate goal is to instill in our students a desire for lifelong learning.

Goal # 1

All students will acquire the essential skills and knowledge to meet or exceed standards in reading, writing and mathematics by the end of Grade 3 .

Belief:

The key to success for a significant percentage of our students is the foundation provided by a strong literacy based curriculum at the PK-3 level. According to Dr. Connie Juel, Education Professor at Stanford University, “The probability of remaining a poor reader at the end of fourth grade, given a child was a poor reader at the end of first grade, was .88... the probability of remaining an average reader in fourth grade, given an average reading ability in first grade, was .87.” In addition, a five-year-old’s brain is most receptive to learning, and can be exposed to a broader curriculum that can be offered in a full-day program (Alber-Kelsay, 1998; Holmes & McConnell, 1990). According to recent research in early childhood development, this is the time in a child’s life when the brain is most receptive to learning. It is imperative that the child of five be given an education, which is developmentally appropriate, which will be immediately satisfying, and which will help to build good foundations from which to build his future education.

Action Steps:

- Review and Implement All Day, Every Day Kindergarten Program
- Review and Implement common Literacy approach (K-3)
- Continued review and enhancement of the Lucy Calkins Writing Curriculum
- Explore innovative instructional approaches (Multi-Age Classrooms, Looping, etc.)
- Develop consistent intervention model using Response to Intervention

Data Points:

- Enrollment in Pre-K programs
- Common Reading assessments (K-3)
- Common Writing assessments (K-3)
- MEAP in Grade 3
- NWEA in Grades 2 & 3
- Math Unit Assessments (K-3)

Goal #2

All students will acquire the essential skills to be learners and leaders in an ever changing 21st century global society.

Belief:

In the 21st century our students will be challenged to be productive citizens in a new and evolving global society. In his recent book, Harvard Professor Tony Wagner defines seven essential skills for the 21st century that all students should master. They are critical thinking and problem solving; collaboration across networks and leading by influence; agility and adaptability; initiative and entrepreneurship; effective oral and written communication; accessing and analyzing information; and curiosity and imagination.

Action Steps:

- Review and implement integrated science, technology, engineering & math programs (STEM)
- Explore and expand technology integration programs
- Enhance and support career and technical education programs
- Explore innovative instructional approaches using technology (1to1, PLTW, Hybrid courses, etc.)
- Implement senior capstone project
- Provide effective professional development to support faculty learning

Data Points:

- Enrollment in CTE and STEM programs
- Capstone project review and feedback
- Project Lead the Way assessments
- Parent, student & staff surveys

Goal #3

Strengthen family-school relationships and continue to expand civic, business, and community partnerships that support improved student achievement.

Belief:

Saline Area Schools draws its strength from the families, businesses and community members that value quality public education. Maintaining and enhancing two-way communication between the district and diverse segments of the community and promoting greater public engagement is a key to the long term success of Saline Area Schools.

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Action Steps:

- Collaborate with parent, student, civic, business, and community organizations to support student success.
- Communicate with parents regularly about the SAS' educational program and students' academic progress.
- Explore business partnerships to enhance alternative funding streams.
- Support the development of a district-wide parent network.
- Develop parent/volunteer program to support instruction (Bucket Brigade)

Data Points:

- Parent satisfaction survey results
- Attendance systemwide parent workshops and meetings
- Results from online surveys and other feedback opportunities
- Parent involvement & Volunteer data

Goal #4

Enhance a positive work environment that promotes employee well-being, satisfaction, and positive morale

Belief:

For organizations to achieve the greatest results all employees must be engaged in continuous improvement. An effective learning community for students and adults requires highly skilled administrators, teachers and supporting services staff working to support the achievement of all students. A collaborative process feedback that promotes open communication and common expectations in order to encourage personal and systemic growth in performance through continuous improvement is vital.

Action Steps:

- Focus on training and development programs aligned with the job functions.
- Develop a Superintendent Advisory Group.
- Provide high quality professional development for all staff.
- Recruit and retain a high quality and diverse workforce.
- Develop staff recognition program
- Provide leadership opportunities

Data Points:

- Staff satisfaction survey data
- Staff recognition data
- Staff retention data