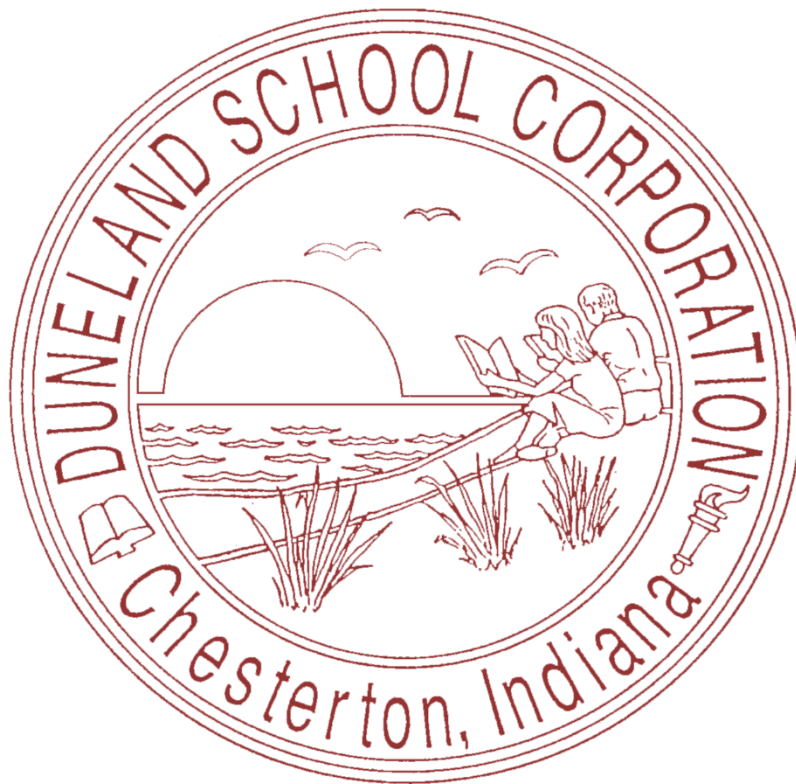


**Duneland School Corporation
Strategic Initiatives for 2018-2022**



The Duneland School Corporation is dedicated to quality education and committed to developing lifelong learners who demonstrate responsibility, contribute to their community, and succeed in a changing world.

Goal Area: Student Success

Goal 1: Duneland School Corporation will continue to improve upon our current academic excellence in all programs while supporting the social and emotional well-being of students.

- Develop a process to study and implement research-based learning strategies.
- Systemize the regular adjustment of curriculum maps, which will include common assessments for each grade level and content area. Continually analyze data to inform instruction.
- Evaluate programs to determine which are positively affecting students; eliminate programs that have no positive impact on student learning or well-being or do not align with corporation goals.
- Review all character education programming and develop a K-12 aligned character education and soft-skills program, which fosters an inclusive learning environment for all students.
- Create meaningful transitions at each school building transition time.
- Develop a comprehensive K-12 college and career counseling model to support each student's career interests and academic, social and emotional growth.

Goal 2: Duneland School Corporation will consider additional academic programs for students.

- Research and implement personalized learning practices for students.
- Identify and offer courses to complete the Statewide Transfer General Education Core (STGEC) and develop high-wage, high-demand career pathways.
- Explore the expansion of the International Baccalaureate (IB) program K-12.
- Research and implement pre-AP courses at Chesterton Middle School.
- Offer world language classes for high school credit at Chesterton Middle School.
- Offer SAT and ACT Preparation Classes at Chesterton High School.
- Develop an aligned K-12 STEM program.

Goal Area: Highly Qualified Staff and Professional Development

Goal 1: Duneland School Corporation will develop an equitable and attractive hiring, evaluation, and employee improvement processes to build a culture of excellence, integrity, and support for all employees.

- All employees will understand the valid and comprehensive hiring process and procedures for new hires and transfers.
- We will empower administrators to make excellent hiring decisions.
- We will create an organizational chart that supports positions in the changing landscape of learning.
- Develop recognition programs that reward our excellent employees.
- Structure pay scales to be among the most competitive in our state.
- Establish a coaching culture to support employees.
- Develop, celebrate and support a culture of creativity in all work areas.

Goal 2: Duneland School Corporation will create a comprehensive, district-wide professional development program.

- Create a data-driven, culture of change to implement research-based practices in all content and support areas.
- Develop training to prepare faculty and staff for the 1:1 implementation and collaborative learning spaces.
- Investigate and establish e-Learning for students, which creates professional development time for faculty.
- Consider alternative delivery methods for training and professional development including online, Saturday, and summer opportunities.
- Create learning opportunities to improve the skills and knowledge of classified staff for the efficient function of all auxiliary areas.

Goal Area: Technology Integration and College and Career Readiness

Goal 1: Support the implementation of STEAM initiatives, programs, and courses to allow our students to compete in the global arena.

- Develop a technology curriculum for all grade levels.
- Develop collaborative learning spaces that promote student learning and creativity.
- Implement 1:1 devices and supporting curriculum for k-12.
- Curate online learning that develops 21st Century Learning skills (collaboration, communication, creativity, critical thinking).

Goal Area: Operational Integrity

Goal 1: Develop a systemic culture of efficiency and effectiveness for all district auxiliary services.

- Implement data-driven strategies for all auxiliary departments.
- Create a process for all employees and departments to analyze data for more efficient and effective operations.
- Develop System-to-System accountability with all district level leaders.
- Create a district marketing plan, which will include an update to our website.
- Establish and promote a positive and progressive culture to support student success.
- Identify and address external factors that influence our operations (New housing developments, enrollment trends, transportation requests, etc.).

Goal Area: Collaborative Environment

Goal 1: We will support, celebrate, and build upon the current collaborative environment shared by teachers, administrators, Board members, and our community to ensure continued improvement in all academic and support areas.

- Board members will participate as members of district-level committees.
- We will contact community members to help organize, promote, and lead our referendum outreach.
- We will continue to maintain our current partnership and seek to develop new community partnerships with local businesses, industries, and non-profit organizations.

Acknowledgement and Appreciation

This plan is designed to honor the goal areas established by our students, school employees and community members while developing each goal into action items to improve our programming and processes. We appreciate the comments and suggestions, which helped shape this document for our school corporation. Thank you for your dedication to our students and your support of our schools.

School Board Members

John Marshall, President
Brandon Kroft, Vice President
Ron Stone, Secretary
Kristin Kroeger, Member
Mike Trout, Member

Dr. Ginger Bolinger, Superintendent

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