

### Goal 3: Culture & Environment of NCS

**We believe all stakeholders are valuable and can make an impact at Napoleon Community Schools. We will reevaluate and rebuild the culture, community and environment at Napoleon Community Schools (at all levels) to be inclusive as well as physically, emotionally and socially healthy for all stakeholders so that academic learning and our core quality values are taught, modeled, practiced and present in all contexts.**

*Goal 3 Strategy 1: Administration, teachers & students co-construct a coherent and meaningful K12 system of social and emotional intelligence (creating healthy, tolerant productive citizens) including the revision and enforcement of already crafted policies, bullying, accountability of admin, teachers and students no matter what sports they play, who their parents are or their current standing in the community (no special treatment). More transparent decision-making. (Example systems... Leader in me: <http://www.theleaderinme.org/whatistheleaderinme/> & Pirate Education)*

<b>Task with Description</b>	<b>Person(s) Responsible</b>	<b>Date Range (Beginning/End)</b>	<b>Fiscal and Other Resources Needed</b>	<b>Evidence of Completion</b>
<i>Sub strategy 1: Revisit and re-introduce the anti-bully policy to the school community</i>	Angy Elliott	<i>Introduce by August 23, 2016 to be presented to staff for input and feedback (to establish buy-in)</i>	Original documents input from building administrators.	Completed Policy *which applies equally to staff/student, student/student, staff/staff, admin/staff & admin/student situations.
Task 1: Hold PD on policy in all buildings	Angy Elliott/Shawn Murphy/ Administrators	Sept 2016 PD	N/A	Professional Development Held
Task 2: Educate the parents, families, community about the policy.	Angy Elliott	No later than Jan 1 2017.	Original documents	Messenger--- meeting, TBD after meeting with staff

<i>Sub strategy 2:: Research a relationship building approach, Leader in Me, and look at feasibility of expanding Pirate Education.</i>	Research Leader in Me & Pirate Education: Angy Elliott & Geri Phelps Include visits to area schools using Leader in Me (GL & JPS). Assure the program selected includes wellness of the whole child (health).	Shared with Goal 3 committee by Jan 1 2017, after feedback share with entire Strategic planning committee electronically for feedback within 4 wks.	Pat Marvin for Pirate Education curriculum Approval for 1 day sub for Angy to visit schools to observe Cooperation of other schools, time	Shared with Strategic Planning committee
Task 1: Present approach to staff for feedback.	Angy Elliott Administrators of all buildings	TBD after share with Strategic planning committee	N/A	Chosen approach is presented and feedback compiled.
<i>Task 2: Adopt approach. Including training all staff (stakeholders).</i>	TBD after share with Strategic planning committee	Roll out by August 2018	Varies depending on chosen approach.	Training held Approach implemented in all buildings.
<i>Substrategy 3: Craft and implement policy to deal with transparency with decision making,</i>	Angy Elliott Shawn Murphy	February 2016	N/A	Policy approved, implemented and shared with all staff and administrators on time.
<i>Task 1: Craft draft of Transparency in decision making policy to include a minimum of requiring face to face meeting with all parties who will be directly impacted for discussion and feedback PRIOR to other staff members, etc. being informed.</i>	Angy Elliott Shawn Murphy Jim Graham Building Administrators	First Draft of policy by November 2016	Time Cooperation/Input from Jim & building admin	Draft presented to Jim, building admin and Group 3 committee by Nov 30, 2016.

Task 2: <i>Policy approved, implemented and shared with all staff and administrators.</i>	School Board? Jim Graham Angy Elliott Shawn Murphy Building Admin.	February 2016	N/A	Policy approved, implemented and shared with all staff and administrators on time.
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**Evidence of Success for Strategy 1:** We will demonstrate all stakeholders are using the anti-bullying policy and rubrics, etc as shown in student records and other documentation. Pirate Education expansion or Leader in Me program has been adopted, all stakeholders have been trained and program has been implemented. New Transparency in Decision Making Policy is approved, shared, implemented and being used.

**Goal 3 Strategy 2: Emphasize the value of becoming a lifelong learner.**

<b>Task with Description</b>	<b>Person(s) Responsible</b>	<b>Date Range (Beginning/End)</b>	<b>Fiscal and Other Resources Needed</b>	<b>Evidence of Completion</b>
<i>SPECIAL EVENTS</i> Bring in Community Members who fit the ideal of lifelong learners to talk about how it has contributed to their success.	<i>Ethan Smith: *Schedule started for second half of the year for high school special events (at least 1- for high school juniors seniors including Ackerson Lake***to be expanded to younger grades -- 8-11 for 2017-2018 school year) *Attend and network with job fair being held in October at Onsted High School.</i>	<i>October-November 1, 2016.</i>	People, time-scheduling Can coordinate with Goal 1 Strategy 1 as well	Completed Schedule submitted to Strategic Planning Committee
Job Shadowing Program/CEO Academy in HS or MS <i>Could be run as part of Career Cruising in MS, a class in MS or HS OR as a special event for non testing HS students at MS during PSAT and</i>	Dale Roberts in cooperation with HS or MS staff members and administrators <i>(Elliott can help organize at MS level--Ethan at HS?--should we get</i>	TBD after talking with Dale.	N/A	TBD

<i>other standardized testing where certain grades are not required to attend school.</i>	<i>elementary involved as well--JA?)</i>			
<p><b><i>Sub Strategy: *Shift focus from mastery of information in the form of letter grade to application of skills learned, progress made, ability to use information for decision making. RESEARCH: STANDARDS BASED GRADING &amp; other grading systems that separate mastery of information from skills, progress &amp; non-academic skills.</i></b></p>				
<p><i>Task 1: Put together a grading committee comprised of teachers and some administrators who will put forth surveys and begin to gain an understanding of current practices within the district. Committee will also send out readings and information to staff and collect feedback, including information from visits and communication from schools currently using standards based grading.</i></p>	<p>Angy Elliott Ethan Smith as members of and putting together the committee.</p>	<p>By Aug. 2017</p>	<p>Google drive file from Tovah, Thomas Guskey, Tovah Sheldon</p>	<p>Completed survey and compiled data. Enough to begin crafting a policy and practices to be implemented</p>
<p>Task 2: Craft policy and practices to be implemented. Including creating report cards including both academic and non academic language so that personal responsibility is tracked and communicated etc. To be part of limited pilot by teachers who are members of the committee which will be communicated to district staff.</p>	<p>Standards based grading committee</p>	<p>August 2018</p>	<p>Thomas Guskey, Tovah Sheldon other experts in the field.</p>	<p>Draft of policy and report card</p>
<p>Task 3: Communicate to</p>	<p>Standards based grading committee</p>	<p>August 2019</p>	<p>ISD support for powerschool,</p>	<p>All teachers are using new</p>

community and ALL other stakeholders and begin dual (no risk) implementation or pilot of the new policy, district wide.			PD time for all buildings, Means of communicating information to community	policy and report card
Task 4: Full Implementation of new Grading system	All	August 2020		Complete changeover of grading system.

**Evidence of Success for Strategy 2:** Schedule set for Special Events and Job Shadowing/CEO Academy set and plans for future years are in place, the new grading system generated and beginning to be implemented as well as tracked for effectiveness.

**Final Evidence of Success for Goal 3: Through a decrease in bullying instances, an increase in community and student perceptions of the safety and quality of Napoleon Community Schools and better, documented academic practices including grading the culture and environment of NCS will be improved.**