

## **Forest Grove Community School Strategic Plan 2009-2014**

### **Vision**

We believe that all individuals have the responsibility to use their unique skills and talents to improve their communities and the environment. Forest Grove Community School will challenge students to achieve their highest academic and personal potential through hands-on learning rooted in the local community. FGCS will provide a dynamic learning environment that fosters the development of mutually beneficial connections among school, family, community and environment so that students can take their places as engaged scholars, stewards and citizens in a changing world.

### **Mission**

Forest Grove Community School is a small, caring public charter school that fosters scholarship, stewardship and citizenship with the goal of educating for sustainability. Our multi-age classrooms support diverse learning styles and our curriculum provides academic and real-world experiences that help create self-motivated, actively involved learners who contribute to and enhance the world.

### **Strategic Plan Components**

**Goals: Broad statements of what we hope to achieve in the next 3-5 years. Goals focus on outcomes or results and are qualitative in nature.**

**Strategies:** *Statements of major approach or method (the means) for attaining broad goals and resolving specific issues.*

**Action Items**--Specific, concrete, measurable statements of what will be done to achieve the indicated goal.

### **Prioritization**

**Strategies were prioritized into two categories to focus the limited resources on the items that were found to be most critical by parents, teachers, founders and board members. This prioritization is not intended to assess the importance of the strategies, because all strategies within the plan are important to the schools success.**

PHASE #1: Strategies to be completed within a 2 year period as prioritized through feedback from parents, teachers, founders and board members.

PHASE #2: Strategies to be completed year period as prioritized through feedback from parents, teachers, founders and board members.

### **Oversight:**

The Board of Directors will oversee the implementation of the strategic plan and evaluate the plan annually, updating as needed. Administrative staff, faculty and members of the community will be identified and will implement various elements of the Strategic Plan including participation in taskforces and committees. There will be a state-of-the-school meeting for the entire Forest Grove School community at which the board will present a report on the progress of the plan and seek feedback.

### **Task Forces/Committees:**

Ecoliteracy/Sustainability Curriculum Committee  
Professional Development Committee  
Strategic Partnership Committee  
Communication Taskforce  
Facilities Taskforce

Assessment Taskforce

## PROGRAMS

**Goal #1** Ecoliteracy will be the foundation for learning throughout the school.

**PHASE #1:**

**Strategy 1.1** *The FGCS curriculum will ensure students meet ecoliteracy/sustainability standards.*

**Curriculum Committee**

**Committee Members: Susan Winterbourne (Facilitator)**

Action Items	Owners
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Establish a <b>Curriculum Committee</b> of educators, ecoliteracy/sustainability experts, and core stakeholders to establish FGCS ecoliteracy/sustainability educational outcomes.	Board
Define ecoliteracy/sustainability core outcome concepts using established published literature / reference material including ecology, systems thinking, and relationship/connectedness/ context.	Curriculum Committee
Define the framework for delivery of those core concepts by level - Examples include: Level I Neighborhood/Backyard, Level II Migration, and Level III Endangered Species.	Curriculum Committee Curriculum Committee Board & Admin
Gather data and research on multi-age level instruction and grouping options – through review of literature and evaluation of current FGCS multi-age and looping configuration.	Board & Admin Administration
Make recommendation for FGCS multi-age grouping and looping plan.	Administration
Plan & implement strategy & recommendations of Curriculum Committee.	
Make adjustments as necessary to level system or looping system.	
Evaluate progress made after implementation by measuring sustained growth towards ecoliteracy/sustainability outcomes.	
Enhance ecoliteracy/sustainability curriculum through mentor teachers to assist lesson to allow students to continue growth.	

## PHASE #2

**Strategy 1.2** *Instructional framework will support Project-based and Place-based learning*

**Strategy 1.3** *FGCS will model sustainability throughout the school.*

**Goal #2: FGCS will create an environment that honors the individual.**

**PHASE #1**

**Strategy 2.1** *Students and staff will have a Personal Learning Plan that fosters a passion for informed involvement and action in a changing world in the areas of Scholarship, Stewardship and Citizenship.*

**Facilitator: Vanessa Gray**

Action Item	Owner
Define objectives of PLP and identify ways to apply and measure application at each level. PLP should ensure that students meet state/ecoliteracy standards; ensure they understand their responsibilities to the earth and their community; and help them identify and develop skills, aptitudes, and potential required to fulfill those responsibilities. They need a passion for informed involvement and action in a changing world.	Administration
Create a usable PLP form and process for students and staff to use during school year.	Administration
Develop and deliver training on purpose, objective, and process of PLP to students, staff.	Administration
Educate parents on purpose, objective and process of PLP.	Administration
Augment PLP to align with assessment strategy.	Administration
Evaluate effectiveness of PLP by assessing goal completion across levels and sample feedback from students.	
Collect best know practices and incorporate into next school year's PLP process.	

**Strategy 2.2:** *FGCS will have a student assessment program that honors individual learning while providing regular feedback on progress to established standards.*

**Assessment Taskforce: Vanessa Gray (Facilitator)**

Action Item	Owner
Form <b>Assessment Taskforce.</b>	Board
Define school assessment objectives & research best known methods for student assessment.	Taskforce
Define and create assessment and tracking tools.	Taskforce
Define and create annual parent feedback mechanism on individual and group performance.	Taskforce & Teachers Administration
Implement assessment and feedback tools.	Board
Track student progress to assessment methods.	Taskforce
Evaluate effectiveness of assessment tool and adjust as appropriate.	
Track and evaluate progress of former & existing students and alumni.	

## PHASE #2

**Strategy 2.3** *FGCS will develop the whole student through physical activities, the arts and involvement in community events.*

**Strategy 2.4:** *FGCS will have a school governance system that honors the individual and promotes a community.*

**Strategy 2.5:** *FGCS will sustain and enhance a culture that celebrates and showcases the individual.*

## **Goal #3 Forest Grove Community School will focus on continuous improvement of staff effectiveness and learning methodologies.**

## PHASE #1

**Strategy 3.1** *FGCS will develop and support personnel to maximize effectiveness to meet the goals of Scholarship, Citizenship, Stewardship.*

**Professional Development Committee: Anita Zijdemans-Bourdreau**  
**(Facilitator)**

Action Item	Owner
<p>Form <b>Professional Development Committee</b>            We support teachers who have a voice and are able to integrate their thoughts into curriculum that directly tie to the charter. In addition, the environment supports risk taking and provides a feedback loop for continuous improvement.</p>	<p>Board  PD Committee</p>
<p>Develop &amp; implement Professional Development model for school staff that incorporates school mission/goals.</p>	<p>PD Committee  PD Committee</p>
<p>Develop “new teacher” integration program that includes in-service training and mentorship.</p>	<p>PD Committee</p>
<p>Create process to identify training / development needs for the Committee.</p>	<p>PD Committee</p>
<p>Identify sources &amp; work with fundraising to apply for 1-2 grants/funding sources to support professional development.</p>	
<p>Implement a peer feedback/sharing forum.</p>	
<p>Evaluate and modify if necessary Professional Development activities and model including new staff integration.</p>	

**Goal #4 The FGCS community will be one in which all students and families are fully, engaged, active, and healthy members.**

**PHASE #2**

**Strategy 4.1** *FGCS will promote opportunities for students of all ages and adults to work and learn together.*

**Strategy 4.2** *FGCS will promote wellness by incorporating healthy living practices.*

## **COMMUNITY**

**Goal #5 FGCS will develop strong partnerships to deliver scholarship, stewardship, and citizenship.**

### **PHASE #1**

**Strategy 5.1** *FGCS will form lasting strategic partnerships that enhance school programs, generate grants and leverage funding resources, and contribute to overall school goals.*

**Strategic Partnership Committee: Jon Stagnitti, Vanessa Gray, Karen Torry**

Action Item	Owner
<p>Create a <b>Strategic Partnership Committee</b> to function as an on-going resource dedicated to cultivating and establishing partnerships.</p>	<p>Board  Committee</p>
<p>Define a set of criteria to be used to prioritize and help focus strategic partnerships – including potential for future opportunity.</p>	<p>Committee</p>
<p>Implement criteria by assessing current partnerships against criteria and identifying future strategic opportunities.</p>	<p>Administration  Administration</p>
<p>Successfully partner with one outside group to obtain grant funding.</p>	<p>Administration</p>
<p>Successfully partner with one outside group to bring a new project-based opportunity to the school. (see 1.2.3).</p>	<p>Committee</p>
<p>Each teacher to develop one community partnership that contributes to their curriculum across their level. (see 1.2.3).</p>	
<p>Implement Strategic Partnership strategy by identifying 1-3 key partnerships per year to add to the schools “partnership” list.</p>	



**Strategy 5.2** FGCS will establish strong and open communication channels that promote scholarship, stewardship and citizenship.

**Communication Taskforce: Karen Torry (Facilitator)**

Action Item	Owner
Communicate Strategic Plan to parents, community members and FG school board to develop continued support and commitment to schools mission and charter.	Board  Administration
Create a <b>Communication Taskforce</b> with objective to bring awareness to parent-involvement opportunities and help make parent involvement fun and rewarding.	Board & Admin
Identify and coordinate 2-3 key events during the school year to connect the school community and provide forums for natural communication. Example – cider press activity, end of year celebration, community herb garden	Administration
Learning celebrations – hosted by taskforce and provide information to new parents to get involved. Make it fun and inviting.	Administration
Revise existing and create new parent communication packages: New parent / student orientation package / information Student Handbook (see 2.4.5 – perhaps hold off with so much going on or target for fall 2010) Home visit material / impact Newsletter (start)	Administration
<i>Develop on-line technology infrastructure to support communication and information requirements.</i>	
Start brownbag lunches to increase sharing between staff & classroom observing opportunities.	

**PHASE #2**

**Strategy 5.3** *FGCS will have an available resource pool of experts that can be used to supplement classroom and school needs.*

## FACILITIES

**Goal #6** Create an aesthetically inspiring, environmentally & financially sustainable, and functional learning environment.

### PHASE #1

**Strategy 6.1** FGCS will develop the current facilities to meet school needs in the short-term (1-3 years)

**Facilities Committee: Jon Stagnitti (Facilitator)**

<b>Action Item</b>	<b>Owner</b>
Form <b>Facilities Committee</b> to determine short and long-term needs.	Board
Identify current needs and alignment to mission, including contingent planning.	Taskforce
Inventory current local facilities and identify potential new facilities available in the community.	Taskforce
Identify funding for short-term plans.	Administration
Develop playground.	Board & Admin
Develop the school garden site & support model to meet school curriculum needs.	Taskforce
Create an outside classroom.	

**Strategy 6.2** FGCS will secure facilities to meet school needs in the long-term (4+ years)

<b>Action Item</b>	<b>Owner</b>
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<i>Identify future needs &amp; requirement and alignment to mission &amp; sustainable principles (Food Prep/Lunchroom).</i>	<i>Taskforce</i>
<i>Identify facility opportunities within walking distance of current leased space.</i>	<i>Taskforce</i>
<i>Identify funding needs for building (purchase, lease, remodel, operation).</i>	<i>Taskforce</i>

## STEWARDSHIP

### **Goal #7 The FGCS Board will steward the school.**

#### **PHASE #1**

**Strategy 7.1** *The Board will have sustainable administrative & fiscal policies and procedures.*

**Facilitator: Sonia Reyes**

<b>Action Item</b>	<b>Owner</b>
<i>Develop process to annually evaluate teachers, administration, staff, and board.</i>	Board Board
<i>Create central location (website) for board materials, policies and procedures.</i>	Board
<i>Develop an annual evaluation and work plan which includes regular review of policies, procedures and board work.</i>	Board Chair Board
<i>Maintain a fully staffed board.</i>	Board
<i>Place all school board policies and procedures on school website.</i>	Board
<i>Board to determine the oversight of the strategic plan and how to manage the progress.</i>	Board
<i>Conduct one board development activity per year.</i>	
<i>Develop a procedure that supports strong and open communication.</i>	

#### **PHASE #2**

**Strategy 7.2** *FGCS will have an on-going and effective relationship with the FG School Board*

