



# Clare Public Schools Long Range Plan

2006-2011

Developed by:  
Long Range Planning Advisory Committee

August 23, 2006

## Foreword

During the spring of 2006, the Clare Board of Education authorized the forming of a Long Range Planning Committee. During the summer the committee met to develop a set of goals and strategies that will serve as a road map for the future of Clare Schools.

The committee focused on nine challenges facing the school district and established goals for each of them. Staff members, parents, students, community leaders and administrators were involved in this visionary process for determining our road map for the next five years.

I encourage each of you to read the document that follows. As you review our Long Range Plan, I hope you will experience the excitement of those who wrote the plan and catch a glimpse of the future we are creating together.

The Plan includes the following:

- The mission statement of the Clare Public Schools
- Eight vision statements that reflect the shared vision of the Long Range Planning Committee
- Nine goals that should be helpful in achieving our vision
- Strategies that are essential to implement if our goals are to be achieved

Respectfully,

Greg McMillan, Superintendent  
Clare Public Schools

**Clare School District**  
**Mission Statement**

The mission of Clare Public Schools is to provide a quality education for all students with the skills necessary to be a competent, productive, and contributing member of society.

**Vision Statement**  
**Clare Public Schools**

In the year 2011, we will see a school district that continues to be committed to excellence by:

- Focusing on student achievement using a variety of innovative and data driven strategies which are based on best practices to meet the individual needs of the students.
- Collaborating with businesses and the community to bridge ideas and create student activities that develop interests and skills for all students in support of the school district's mission.
- Being supported by a Board and staff that perform together as a team, that has a shared vision, is a strong advocate for children, and has a positive role within the community.
- Providing an optimal number of highly qualified staff to meet individual student needs and interests.
- Affording every student and staff member access to current technologies that support the curriculum.
- Encouraging positive relationships and interaction between home and school.
- Promoting acceptance and sensitivity to the academic, social, and emotional well-being of all students.
- Pursuing funding to support strong and competitive curricular and co-curricular educational programs for the students of Clare Public Schools.
- Maintaining the on-going investment in school facilities by developing a process to identify and prioritize the needs for maintaining and improving school facilities.

## **GOAL #1: STUDENT ACHIEVEMENT**

To focus on student achievement by using a variety of innovative and data driven strategies which are based on best practices to meet the individual needs of the students.

### **Current Status**

Clare continues to use Michigan standards, district and building level school improvement strategies, including those recommended by North Central Accreditation and district technology committees.

Clare participates in the Freedom to Learn Grant Program, offers adult and alternative education programs, Junior Achievement, career pathways, job shadowing, and others.

Offers co-curricular activities that continues to meet the needs of students

### **Gap**

Not all children are achieving at a proficient level in the core academic programs and not all teachers are utilizing new and/or innovative strategies to reach all children.

### **Strategies**

1. Create funding sources for innovative programs (i.e. job shadowing, Junior Achievement, family literacy. etc.)
2. Utilize professional development to train all staff in the "best practices."
3. Secure interest and keep community informed about programs creating opportunities for volunteering and funding.
4. Create and monitor common assessments for content areas and review annually
5. Use and share strengths of Clare school district personnel.

### **Timeline**

Ongoing from 2006 to 2011.

## **GOAL #2: BUSINESS & COMMUNITY COLLABORATION**

To collaborate with businesses and the community to bridge ideas and create student activities that develop interests and skills for all students in support of the schools' mission.

### **Current Status**

Students have access to multiple extra curricular activities.

Students have limited opportunities to participate in co-op, Junior Achievement, work study, job shadowing, and intern positions.

Career Technology Education and dual enrollment opportunities are available at area colleges.

### **Gap**

There is a lack of coordination and communication with businesses and agencies. There is a need to continue to promote business sponsorships and participation.

### **Strategies**

1. Create a bridge between the community and the school through communication.
2. Develop a coordinator position to recruit and maintain business partnerships.
3. Secure interest and keep community informed about programs creating opportunities for volunteering and funding.
4. Maintain and develop extra curricular activities.
5. Form a Task Force to pursue collaborations and partnerships with various stakeholders including, but not limited to, the following:
  - Industry and businesses in the Clare area
  - Civic Clubs and service agencies
  - Mid-Michigan Regional Medical Center
  - Pere-Marquette District Library
  - Parents, senior citizens and other residents

### **Timeline**

- Task Force organized, fall 2006
- Implementation the spring and fall 2007

### **Goal #3: BOARD & STAFF SUPPORT**

To be supported by a Board and staff that performs together as a team, that has a shared vision, is a strong advocate for children and has a positive role within the community.

#### **Current Status**

There appears to be both positive and negative perceptions of the board and staff in the community.

#### **Gap**

While most agree that the Board and staff care about the students; perceptions are that they do not get along; there are no clear roles; there are numerous incidences of micromanagement and conflict; and, there is a lack of following a chain of command

#### **Strategies**

1. Ensure that all staff understand and abide by the "chain of command" process for conflict resolution.
2. Recruit quality team Board members and staff.
3. Display the vision and goals of the school district throughout the schools and the community.
4. Conduct a Board workshop to assess the current status relative to the role of the Board of Education in providing quality education for children enrolled in Clare Public Schools.
5. Understand that consensus should be a goal for Board philosophy and action.
6. Clearly define the role of the Board and staff in carrying out the mission of the school district.
7. Communicate these roles to the staff and community
8. Strives as a Board to be a model for democracy before students, staff and community.
9. Collectively the Board and staff will carry out the strategic action of Long Range Planning and provide support for each other.
10. Provide scheduled reports regarding the status of Long Range Planning.

### **Timeline**

The Board meets fall 2006 to determine roles.

A commitment to Long Range Planning is made by the Board in fall 2006.

The Board's energy and action supporting Long Range Planning is noticeable and ongoing.

The Board annually celebrates progress toward achieving their Long Range Plans.

### **GOAL #4: STAFFING**

To provide an optimal number of highly qualified staff to meet individual student needs and interests.

### **Current Status**

The components of staffing for Clare Public Schools is to have qualified and sufficient staff to meet the individual needs of the students.

Clare Public Schools staff are 100% highly qualified.

The current staffing offers limited supplemental services.

Clare provides special education, Title One services, alternative ed., Career Technology Education, Co-op, co-curricular, and 1-on-1 peer educators.

### **Strategies**

1. Continue to monitor, recruit and hire highly qualified staff.
2. Conduct on-going evaluation of teaching methods and strategies.
3. Secure funding to provide necessary support programs and services to meet the needs of all students.
4. Develop and implement an in-service plan for all district staff.
5. Encourage staff to participate in a variety of staff development activities.

### **Timeline**

An annual survey will be conducted for all staff members relative to needs of in-service during the fall 2006.

Implementation will be on-going 2007-2011.

## **GOAL #5: CURRENT TECHNOLOGIES**

To afford every student and staff member access to current technologies that support the curriculum.

### **Current Status**

The primary school has 3-4 computers per classroom and a library with updated computers and one mobile cart with 24 computers. The middle school has laptops for each student and 2 computer labs. The high school has 8 lap top carts, 1-2 computers per room and 5 computer labs with "decent to excellent" computers. Pioneer High School has 1 outdated computer per classroom and a computer lab with limited outdated equipment.

### **Gap**

The condition and availability of quality technology is limited at all grade levels in the primary, high school and Pioneer High School.

### **Strategies**

1. Create a system and/or class for students to become a part of maintaining and repairing computers.
2. Develop alternative funding for the purchase and maintenance of current technologies (grants, foundations, business partnerships).
3. Explore partnerships to repair, update and provide assistance in using current technologies.
4. Form a task force to:
  - Explore ways to fund increased technology for the school district by submitting requests to governmental agencies and private foundations.
  - Access the school district foundation revenue opportunities.
  - Offer ideas on how to find additional technical help in each school to assist teachers with their technology needs.

### **Timeline**

A Task Force formed late fall, 2006 with report during spring 2007.

Grant writing and requests for funding begin fall 2006 and is ongoing.

## **GOAL #6: HOME AND SCHOOL RELATIONSHIPS**

To encourage positive relationships and interaction between home and school.

### **Current Status**

Currently have parent/teacher conferences, primary school and alternative ed offer parenting classes, ability for parents of high school students to monitor grades through the Power School Program, report cards and notes mailed to parents, open houses, and others.

### **Gap**

Communication between home and school needs improvement. A system to identify "unique family" issues is needed. The vision of the school needs to be communicated to the home.

### **Strategies**

1. Create a bridge between the home and the school through a variety of communication tools in a timely manner.
2. Provide in-services for teachers on identifying and working with unique family needs, positive communication and relationship building.
3. Utilize available technology to identify "unique family" needs.
4. Develop and maintain a student newsletter.
5. Involve a variety of students in decision making.
6. Communicate the district vision statements to homes.
7. Develop a committee of parents and educators to create a plan to strengthen relationships and communications between home and school.

### **Timeline**

A committee formed in the fall 2006

Committee reports to the Board in the spring 2007

Implementation of recommendations in the fall 2007

## **GOAL #7: ACCEPTANCE OF STUDENTS**

To promote acceptance and sensitivity to the academic, social, and emotional well-being of all students.

### **Current Status**

Acceptance and sensitivity to students are currently demonstrated through Pioneer Period, Channel 1, personal thought writing, speakers, teacher presence, Quest, DARE, school liaison, support services for alternative education, freshman open house, CLEAR, teacher training, child support services, transition for children with special needs, support groups, the Michigan Model, etc.

### **Gap**

There is an increase in the diversity of the school population. There is relatively limited diversity among staff. Not all grades are covered by support services. There is a part-time social worker.

### **Strategies**

1. Continue and expand K-12 activities.
2. Recruit a diverse staff and encourage diversity in the student population.
3. Provide training in diversity and poverty issues.
4. Initiate a peer counseling program.
5. Initiate a character education curriculum.
6. Identify financial resources to support activities.
7. Use available knowledge and resources in the district.
8. Form a committee to develop a plan that will address the dimensions of diversity which include variations in social/economic status, physical and intellectual abilities, religious/ethnic background and family structures.

The plan should address the following areas:

- Appreciation of diversity be further infused into the existing curriculum
- Training needs of staff will be addressed
- Additional supports/processes/programs will be needed by both staff and students

## **Timeline**

Committee formed and convenes spring 2007

Report of plan fall 2007

Implementation on-going after report is adopted

## **GOAL #8: FUNDING**

To pursue funding to support strong and competitive curricular and co-curricular education programs for the students of Clare Public Schools.

### **Current Status**

We do not have the funding to do what we need. There are inconsistencies in funding. There is a need to reduce the budget. There is a decrease in student enrollment and an increase in costs (i.e. energy, gas, benefits, etc.).

### **Gap**

Money will still be tight and/or lacking. The community should expect education to be properly funded. School should be proactive versus reactive to funding issues and continue to be fiscally responsible.

### **Strategies**

1. Develop alternative funding sources and processes (i.e. grants, school endowment funds, grant application process).
2. Mobilize a parent and community advocacy group to advocate to legislators and other stakeholders on funding issues or other concerns.
3. Regularly review efficiency of current school operations ensuring fiscal responsibility.
4. Continue to market and promote the districts programs and successes.
5. Celebrate successes; learn from mistakes.
6. Work with other groups and professional organizations toward the common goal of promoting sufficient funding to allow the competitive educational programs.
7. Request that the Clare Board of Education appoint a Financial Priorities Committee to establish and recommend priorities for budget planning when there appears to be a significant revenue shortfall to meet expenses.

8. All stakeholders should be represented.
9. Form a Public School Foundation that will help support school programs

### **Timeline**

Parents Advocate Group formed the fall 2006

The Financial Priorities Committee formed late fall 2006

Begin a Public School Foundation during spring 2007

### **GOAL #9: MAINTAIN EXCELLENT FACILITIES**

To maintain the ongoing investment in school facilities by developing a process to identify and prioritize the needs for maintaining and improving school facilities.

### **Current Status**

Clare Public Schools are in the 3rd year of a 20 year bond. The facilities are used by students in grades K-12. Portable units located behind the athletic field are used by Pioneer High School.

### **Gap**

The district should conduct an ongoing review focused on maintaining and upgrading school facilities.

### **Strategic Action**

1. Form a task force to review all facilities used by the Clare Public Schools using available resources and community members to evaluate structures and their capacity to deliver educational programs housed in each facility.
2. Explore potential funding sources

### **Timeline**

A Task Force formed spring 2007

A report submitted to the Board spring 2008

## Long Range Planning Advisory Committee Members

Emmett Lippe, Consultant  
Lori Enos, Co-Facilitator  
Jill Sutton, Co-Facilitator  
Greg McMillan  
Forest Meek  
Betty Haggart  
Ken Chinavare  
Dennis Carmoney  
Tammy Chaffee  
Bruce Hales  
Leann Smith  
Gerald Schmiedicke  
Terry Bond  
Lynn Graham  
Lisa Gross  
Jeanie Mishler  
Lee Turner  
Davia Buccilli  
Libby Oldenberg

Sylvia Labrie  
Kim Kleinhardt  
Arlie Shepperly  
Pam Rzepecki  
Kim Birdsong  
Mark Weaver  
Steve Newkirk  
Tim Hughes  
George Bradley  
Char Swan  
Gwladys Austin  
Kirk Yats  
Tammy Myers  
Mona Seering  
Carol Santini  
Greg Roberts  
Dianne Moore  
Joe Calleja  
John Urghardt