

## FY 2018-FY 2019 STRATEGIC PLAN

**MISSION:** To provide quality education and training for young people (birth through age twenty-one) who are visually impaired so that they possess the required skills to become personally productive and self-sufficient citizens.

**VISION:** ASBVI will be a high performing school that is made up of life-long learners who are well equipped to succeed beyond high school and contribute actively to the community and be productive global citizens.

**CORE VALUES:** Service, Education, Excellence, Advocacy, and Innovation

**GOAL 1: Rigorous and specialized academic programs for blind and visually impaired students statewide**

**This references the Governor's goal on Education**

**Measurable Objective 1:** 10% growth on state assessment for grades 3-10 as evidenced by percentage of students scoring at the Ready level on state assessment.

**Strategy 1:** State periodic and interim assessments

- While the assessments are not a practice test they help identify strengths and weaknesses in student skills.
- Assessments are given throughout the school year.

**Strategy 2:** Student support and services

This strategy will implement a wide range of student support and services including:

- Remediation
- Tutoring
- Counseling
- Special education related services

**Strategy 3:** Teacher effectiveness

We will implement instructional effectiveness in all teaching staff through:

- Teacher professional growth
- Classroom observations
- Professional Learning Communities
- Mentoring

We will utilize:

- Teacher Professional Growth Plans
- Administrative observations
- Peer-to-peer observations
- District resources
- Arch Ford Educational Cooperative
- Resources specializing in the education and training of students with visual impairments

**Strategy 4:** Teacher observations

- Our teachers will have formal classroom observations done by their principals each year. Their performance will be rated by an evaluation tool that was created at ASBVI for the direct purpose of evaluating teachers of the blind and visually impaired. This tool has been approved by leadership at the ADE and Office of Personnel Management.

**Strategy 5:** Implement curriculum that reflects current trends in education

- Our teachers will be trained to use 21<sup>st</sup> century learning tools (technology based learning tools) in their classrooms.
- We will continue to offer career and technical skills to our students through a partnership we have with the Little Rock School District, which allows our students to participate in classes at the Metropolitan Career and Technical Education Center, as well as classes through the Career and Technical Department we have at ASBVI.
- Beginning this fiscal year we will be adding an EAST (Environmental and Spatial Technology) Program to our existing programs at the School.

**Strategy 6:** Data driven educational planning

- Beginning this year we will provide professional development to teachers in how to look at data and use it in their daily educational planning.

**Strategy 7:** Promote growth performance for all students

- During the 2017-2018 school year there will be a wall in our main hallway specifically set aside as a data assessment wall. This wall will give teachers and

administrators a snapshot of where each student is so that teachers and administrators alike will be able to quickly spot problem areas and have the ability to collaborate on ways to improve student growth.

## **GOAL 2: Parents to become primary stakeholders at ASBVI**

### **This references the Governor's goal on Education**

**Measurable Objective 1:** To have an increase of 20% in parental attendance at school sponsored activities and meetings by the end of the 2019 school year.

**Strategy 1:** Identify and reduce barriers to parental participation at school sponsored activities and meetings

It can be cost prohibitive and/or difficult for some parents to attend functions at ASBVI since our students come from all over the state, and because some of our parents are blind or visually impaired.

- During the 2017-2018 school year we will begin to assist parents with transportation needs.
- We will provide childcare for parents who need it so that they are able to attend functions at ASBVI.
- We will provide remote conferencing services for all meetings.

**Strategy 2:** Provide meal options for parents

- We will provide family members that are on campus for a school sponsored activity or meeting during a meal time the opportunity to eat on campus.

**Strategy 3:** Provide parent training sessions that will help parents understand and connect with their visually impaired children

- We will continue to offer Braille Bootcamp after our Parent/Teacher Association meetings.

**Strategy 4:** Increase parental understanding and involvement in writing their child's Individual Educational Plan (IEP)

- Parents will be offered one on one teaching by their child's IEP team in order to empower them to become a more central decision maker along with the school. This will ensure a more meaningful education for their child.

**Measurable Objective 2:** By the end of the 2019 school year to have 80% of parents indicate, as evidenced by a parent survey, that they feel involved or strongly involved in the ASBVI community.

**Strategy 1:** Increase communication between parents and school staff

- Elementary teachers and secondary advocates will correspond with their student's parents on a weekly basis through classroom letter, email, phone call, text, or a personal meeting.
- Principals will have bi-quarterly correspondence with parents and will be available to meet with them as needed.
- The Superintendent will correspond with parents three times a year through letters mailed to their places of residence.

**Strategy 2:** Provide more opportunities for parents to be involved in school sponsored activities

- There will be a list of volunteer opportunities for all school sponsored activities listed on the website, along with contact information, so that parents will be aware of how they can be involved.

**Goal 3: To offer relevant transition programs and services that will promote life-long learning, self-sufficiency, and personal productivity in our students**

**This references the Governor's goals on Education and Growth**

**Measurable Objective 1:** By the end of the 2019 school year to have meaningful post high school options available for all of our future graduates in the areas of college enrollment, job training, community service programs, career programs, vocational programs and technical programs.

**Strategy 1:** Increase the number of our identified stakeholders and community partnerships so that we have more viable options for our students

- Local business owners and agency heads will be canvassed through letters of invitation to see who would be willing to partner with us to provide work-based skills for our students.

**Strategy 2:** Educate our students on the options available to them in the areas of college enrollment, job training, community service programs, career programs, vocational programs and technical programs

Students will be provided information through our counseling center regarding:

- College enrollment
- Job training
- Community service programs
- Career programs

- Vocational programs
- Technical programs

Students will also be offered the opportunity to visit:

- Campuses
- Community Service Centers
- Job training sites

In order to do this we will canvass the different program sites available, through letters of introduction, to see who would be willing to let our students tour their facilities.

**Strategy 3:** Increase inter-agency communication so that we can use a variety of agencies' strengths and connections to make meaningful post high school options for our graduates

We will set up monthly collaboration meetings with other agencies that will include, but not be limited to:

- The Division of Services for the Blind
- Industries for the Blind
- World Services for the Blind

#### **Goal 4: Ensure efficient operations and accountability for responsible use of state resources**

**This references the Governor's goal on Efficiency and Responsiveness**

**Measurable Objective 1:** Ensure compliance with federal, state, and local requirements, including financial principles and best practices.

**Strategy 1:** Update agency Risk Assessment every two years

- Ensure effective internal controls for school purposes through a Biennial Risk Assessment process. Update every two years, review on an ongoing basis for compliance.

**Strategy 2:** Review the Legislative Audit Internal Control and Compliance Assessments upon completion for each fiscal year

- Timeline is dependent upon the Legislative Audit cycle.
- Make changes to policies and procedures as needed when the assessment becomes available.

**Strategy 3:** Recognize appropriate revenue and assure timely payment of authorized expenditures on an ongoing basis

- Continuous review and improvement on an ongoing basis.

**Strategy 4:** A property control process will be established to ensure proper accountability of physical assets by June 30, 2018

- Safeguard and accurately record assets on an ongoing basis.

**Measurable Objective 2:** Develop an updated comprehensive facilities plan and budget for facilities and maintenance for school needs including future program identification

**Strategy 1:** Propose an Executive and Legislative facility agenda to the Board of Trustees by June 30, 2018

- Assessment of current condition and usage of School facilities.
- Conduct facilities and grounds needs assessment and continue upgrading facilities, specifically upgrades to the oldest facilities.

**Strategy 2:** Develop and implement a short term and long range facilities improvement and maintenance plan by June 30, 2019

- Focus on preventive maintenance instead of reactive maintenance to prevent overall degradation of facilities.

**Measurable Objective 3:** Identify targeted efficiencies, cost reductions, cost avoidances, and possible alternative revenues annually in the development of a balanced budget.

**Strategy 1:** Complete an Annual Operations Plan annually and Biennial Budget request every two years that is strategic and in alignment with the goals and objectives of the agency

- Align resources with strategic priorities, goals and objectives.
- Align and manage financial, human, and technology resources to support the schools goals and objectives.
- Support financial decisions that will lead to fiscal sustainability.

**Strategy 2:** Increase grant, donation, and cash revenue by 10% by the end of Fiscal Year 2020

- Pursue grants, donations, and other funds to support goals and objectives.

**Measurable Objective 4:** Improve internal and external stakeholder perceptions of the value of district services for tax dollars spent.

**Strategy 1:** Complete a stakeholder assessment by June 30, 2018

- Build an understanding of the school's education community, including all stakeholders (staff, parents, community members, and students).
- Conduct self-examination to identify and clarify community beliefs, values, expectations, strengths, and priorities.

**Strategy 2:** Increase positive communication with stakeholders through a new website, social media, and a downloadable app that will be completed by June 30, 2018

- Systematically engage the community to raise awareness of student needs and resources needed.
- Support proactive and transparent communication with all stakeholders to foster trust and collaboration.
- Strengthen and build upon strategic partnerships with the community, civic, business and faith-based stakeholders.
- The School will maintain an up-to-date website to promote positive communication with parents, community members, and other stakeholders.

**Strategy 3:** Develop and implement a school, family and community partnership plan by June 30, 2020

- Build partnerships among students, families, staff, labor partners and the community to foster organizational support.