



Transformative actions for 2012-2014

Below are those pieces of the Long-Range Plan that have the power to transform us; we'll implement them in alignment with our commitment to long-term financial sustainability.

Goal #1: Transformative actions for 21st century learning

1. Children learn best when they connect learning to their lives; we'll make learning relevant and rigorous using real-world problems needing real-world solutions (Problem-Based Learning).
2. Learning "sticks" best when children make connections among subjects; we'll integrate subjects and use a STEAM (Science, Technology, Engineering, Art and Math) approach to help children strengthen their Learner Characteristics, master New Common Core standards and understand the relationships among subjects.
3. Specific feedback on learning is a powerful tool for improvement; we'll assess students on the Learner Characteristics (just as we assess on subject matter) so students know how to improve in these areas.
4. One size does NOT fit all; we'll create dynamic learning using both traditional and non-traditional student groupings, depending on student needs.
5. School is getting harder! We'll consider full-day kindergarten to help ready our young learners for the increased rigor they'll meet in first grade and beyond.
6. Our students' world is expanding! We'll ready students for a global environment by providing elementary foreign language, we hope as soon as 2013-2014. (Note: in addition to the district-wide elementary foreign language program, Churchill will also have a small dual language program for bilingual students and a limited number of native English speakers.)

Goal #2: Transformative actions to develop our staff and support professional learning communities

1. Students learn better when they feel—and see—that they belong; our hiring practices will result in a staff that more closely reflects student demographics.

2. Students learn better when adults actively model the Learner Characteristics; we'll adjust hiring practices to identify candidates whose Learner Characteristics are strong.
3. Staff are more successful when they understand expectations, have the right skills and build strong professional relationships; we'll create induction and mentoring programs to connect employees personally and professionally, promote the Learner Characteristics and focus on staff expectations in the Long-Range Plan.
4. Everyone contributes to the success of our Long-Range Plan; our professional development will help employees meet the plan's expectations by strengthening collaboration skills, promoting continuous improvement and honoring the culture of a professional learning community.

Goal #3: Transformative actions for 21st century learning through technology

1. Technology has become central to learning; we'll make sure that each student has access to a technology device during every school day.
2. Learning shouldn't stop at dismissal; we'll make sure all students can access technology beyond the school day, regardless of what their home environment provides.
3. We must stay on top of new and emerging technologies; we'll build an infrastructure that can adapt to changing platforms.

Goal #4: Transformative actions to build ambassadorship (beliefs and behaviors)

1. To be an effective ambassador, you must know the district's story; we'll identify our Positive Core and communicate it as a foundation of that story.
2. Ambassadorship involves specific skills; we'll embed these skills in our organization and in our induction, mentoring and professional development plans.

3. Students learn best when their families are involved in their learning; we'll make family engagement a priority and plan for transportation, translation and other family-engagement supports.

Goal #5: Transformative actions to strengthen communication (specific actions to acquire and share information)

1. Our Long-Range Plan is what makes it all happen; we'll brand the LRP to help build broad knowledge and a sense of ownership in the plan among all stakeholders.
2. We want to eliminate barriers and obstacles that may keep families from being involved and engaged; we'll address second language communication needs more comprehensively to help all families become connected.
3. We want to minimize gaps in understanding and foster timely feedback from stakeholders; we'll make sure we have effective written communication plans in place for key initiatives.

Goal #6: Transformative actions to strengthen 21st century finances and facilities

1. The transformative actions for all goal areas require time, money and skill; we'll make sure that we've identified all the costs (human and financial) involved in the LRP.
2. Our business practices must keep up with current and emerging best practices; we'll systematically replace 20th century business practices with 21st century business practices (such as paperless office, knowledge capture and sharing, and operational efficiencies).
3. Our schools must provide adequate space that suits the way we learn today and in the future; we'll create a plan to build and/or retrofit our facilities to support 21st century learning, eliminate overcrowding and bring all students under roof.