

### **Purpose of Strategic Planning:**

To faithfully adhere to a process that produces a plan characterized by originality, vision, and realism that arrives at the dynamic components of identified change and improvements and aims to determine the means by which an organization constantly recreates itself.

The essence of a strategic plan is the identification of specific desired results to which all the effort and activity of the organization will be dedicated. The success of the strategic plan is ONLY determined by the results it produces.

Newport Independent School District provided an open, unrestricted examination of issues and a collective people of good will from every constituency of the district. The process enabled all stakeholders to gain a voice on priorities and partnership that will be fostered for sustainability and ultimately lead to success for all NISD students.

### **Who is our Strategic Team at Newport Independent Schools?**

We have solicited membership of the community partners and leaders, alumni, parents, staff that includes teachers, principals, and district leadership. There was a great effort to recruit a diverse and interested group of individuals to impact, influence, and lift the voices of other stakeholders of the NISD Community.

**Names Here:**

### **Core Values and Belief Statements:**

Core Values and Beliefs are the most logical and necessary beginning of any strategic plan. It is the formal expression of the NISD fundamental values: our ethical code, our overriding convictions and moral commitments. These words represent the character of our organization.

*Statements of Beliefs are always a part of the published plan.*

**Equity:** is an ethical and moral imperative that ensures access, fairness and social justice.

**We believe** it is essential that every student at NISD is ensured equal access to challenging and personally meaningful curriculum and participates in a learning environment that is culturally responsive.

**Integrity:** to act with honesty and adhere to the highest standards of moral and ethical values as demonstrated in personal professional behaviors.

**We believe** that all staff members shall be committed to honesty, fairness and justice that ensure equitable treatment of others and will adhere to the highest standards of moral and ethical values in personal and professional behaviors.

**Relationships:** is a connection or involvement between people built on trust and commitment that fosters meaningful communication.

**We believe** that developing caring and supportive relationships between and among stakeholders are central to effective schools where students, staff and families connect, trust, and meaningfully communicate.

**Accountability:** clear responsibility for actions and decisions aligned to organizational purpose and public trust.

**We believe** that staff, students and families are accountable to the mission and vision of NISD and will illuminate the mission and vision in actions and decision making.

**Achievement:** an accomplishment that is obtained through great effort, courage, or skill

**We believe** that it is our responsibility to develop courage, effort, and skills that will allow our students to achieve at their highest potential.

**Excellence:** is the defined standard of highest quality

**We believe** that fostering a culture of excellence prepares students to be successful in every aspect of their lives.

## **Mission**

The mission statement is a clear and concise expression of the district's purpose and function. Mission redefines a new reality.

*The Newport Independent School District will partner with families and the community to nurture, educate, and instill core values in all students to ensure they reach their fullest potential.*

## **Vision**

The vision statement is the expression of what the futuristic desired state of NISD will be and is the benchmark to measure all progress moving forward.

*We envision a day when every student in Newport Independent Schools engages and thrives in educational excellence.*

- *Educational excellence imparts a perpetual thirst for learning*
- *Excellence is defined as the condition of being superior and outstanding*

## **Parameters**

**NISD has identified limitations and boundaries that the organization will place upon itself to operate; these are identified things the organization either will never do or will always do and positions ourselves in terms of our mission.**

### **WE will always:**

We will ensure all students will have access to what they need , when they need, in order to be successful and learn.

WE will always own our mistakes.

We will always take responsibility for our actions or lack of actions.

We will always maintain high standards for ourselves and others.

We will always lead by example and be positive role models.

We will always evaluate new programs and activities with a cost benefit analysis and defined evaluation process that ensures alignment to mission and vision of NISD.

WE will employ and retain staff who subscribe to our core values pertaining to student care and success.

We will always place the K-12 Instructional Program as the priority in decision making.

We will always be empathetic and be “human kind.”

We will always follow the Golden Rule.

### **We will not:**

We will not allow procedures or behaviors that impede student success.

We will not ever lie, cheat, or condone any unethical behaviors.

We will not make excuses.

We will not tolerate any action or circumstances that degrades any person.

## **External and Internal Analysis**

**NISD conducted various external and internal analysis that were thorough . We made great attempt to create unbiased, examination of the organization: specifically , strengths, weaknesses, opportunities and potential threats that include political, environmental and budgeting factors.  
(See attached links to documents)**

**Strengths  
Weakness  
Opportunities  
Threats**

### **Internal Analysis**

**Strengths  
Weakness  
Opportunities  
Threats**

### **External Analysis**

**Environmental Factors  
Political  
Budgeting**

## **Strategic Pillars and Anchor Goals: (See full plan)**

**NISD identified through the discipline and process of strategic planning the critical priorities of our organization. These critical issues must be embraced and dealt with if we are to recreate ourselves in the context or our own mission and vision for student success.**

### **Strategic Pillar I: Teaching and Student Achievement**

- **Anchor Goal: NISD students thrive in a learning environment that ensures successful transition through all levels of learning and ultimately college, career, and life.**

### **Strategic Pillar II: Cultivate a Culture of Growth and Capacity**

- Anchor Goal: Maximize the capacity of staff, teachers, and leaders to provide high quality learning opportunities by cultivating a culture of continuous improvement, collaboration, and professional learning while holding each other accountable to a growth mindset and a culture of equity and excellence.

#### Strategic Pillar III: Integrating Systems of Support and Activating Partnerships

- Anchor Goal: Target and prioritize critical resources (physical, instructional, human) to ensure safe, well equipped and supported staff, students and schools.

### Identified Critical Priorities:

#### Pillar I:

- Develop a district-wide balanced assessment system
- Establish leadership capacity
- Develop Data-Driven Systems
- Execution of Core Instruction

#### Pillar II:

- Systemic Growth
- Accountability
- Excellence of Expectations
- Collective Impact
- Recruitment and Sustainable On-Boarding

#### Pillar III:

- Goal Setting and Action Planning
- Resource Management
- Alignment of Budget to Plan
- Build and Manage Professional Relationships
- Stakeholder Communication

### Strategies (See full plan)

- *Quality and rigor of curriculum and instructional planning*
- *Consistency and quality of instructional practice, specific strategies, and classroom routines*
- *Use of data and assessments to improve instruction*
- *Quality of the the Instructional Core, Critical Shifts of Instruction, and Interventions to meet the needs of all students*
- Recruits, retains, and develops talent that demonstrates skills, knowledge and values necessary to serve and improve Newport Independent students, families, and community.

- Ensures highly trained and supported staff will be highly engaged in caring for our students and families.
- Ensures a cultivation of a growth mindset for all district and school stakeholders, (staff, teachers and leaders and students), to increase capacity for teaching and engagement in content to maximize learning.
- Supports and holds district and school leaders accountable for creating inclusive, equitable, high performing school communities for teachers, students, and the families they serve.
- Improves district, school, and classroom culture to ensure all students and staff serve and learn in a safe and respectful environment.
- Develops high performing collaborative teams that foster communication, continuous improvement, and professional learning.
- Goal Setting and Action Planning
- Assessing and Aligning Use of Time to Make Progress Toward Goals- assess how time allocated and used and maximize instructional time with master schedule and access to rigorous content
- Aligning Budget and Resources
- Create and Maintain External Partnerships that support goal and priorities
- Manage Facilities to maximize safety and conducive to learning
- Build and Manage Relationships
- Stakeholder Communication and Engagement