Greenville Public Schools will...

Be known as an educationally progressive leader by ensuring rigorous individualized academic achievement for all students,

By September 2023, Greenville Public Schools will have a collective commitment to rigorous individualized academic achievement through a Multi-Tiered System of Supports (MTSS), as measured by a blend of growth and proficiency on state summative assessments.

- Implement Developmental Kindergarten
- Own all students’ success through a structured and consistent PLC process

Through community partnerships and globally diverse cultural and career opportunities,

By September 2020, Greenville Public Schools will collaborate and communicate effectively with community partners and provide rich cultural and career opportunities, as measured by annual stakeholder perception surveys.

- Expand CTE offerings
- Employ and utilize a K-12 Career Navigator
- Create and sustain school and parent relationships
- Enhance student teacher relationships
- Explore globally diverse programming through task force

In a safe and caring environment.

By September 2021, Greenville Public Schools will ensure a safe and caring environment through the implementation of a Positive Behavior Intervention Supports (PBIS)/Positive School Climate (PSC) system, as measured by reaching and maintaining 70% fidelity on the PBIS-Tiered Fidelity Inventory and 80% on the District Capacity Assessment.

- Explore option of elementary counseling
- Implement Restorative Practices K-12

*This plan will be monitored through a strategic system dashboard and reported out three (3) times a year.
AWARENESS GOALS: PRE-K - 5TH GRADES
“individualized academic achievement for all students”
  ● Career Interest
    By the 2020-2021 school year, Greenville Public Schools will have activities in place that will allow staff to identify individual career interests of students as measured by career activities from the career awareness outline (see attached).

“educationally progressive leader by ensuring rigorous individualized academic achievement for all students”
  ● Engaging Students in Authentic Work
    By the 2021-2022 school year, Greenville Public Schools will establish expectations for engaging students in authentic work that supports collaborative cultural opportunities as documented through PLCs.

The district will provide a staff development pilot in facilitating authentic engagement with students. Job embedded on-going professional development.

“through community partnerships and globally diverse cultural and career opportunities”
  ● Career Opportunities
    By the 2021-2022 school year, Greenville Public Schools will provide a variety of experiences determined by grade level that will allow for exposure to career opportunities as measured by the list of activities (examples: field trips to businesses, after-school activities, high school visit, college visits, peer to peer supports, career days, etc.).

EXPLORATION GOALS: 6TH - 8TH GRADES
“globally diverse cultural and career opportunities”
  ● Expand Activities Focused on Career Pathways
    By 2021-2022, Greenville Public Schools will survey middle school students and based on the survey, will expand extracurricular activities that help focus on career pathways for middle school students as measured by a list of new activities.

“through community partnerships and globally diverse cultural and career
opportunities”

- **Job and Career Exploration**
  By 2021-2022, all GPS middle school students will experience a job/career exploration activity through either a specific job presentation, job shadowing or career-based field trip, as measured by an ongoing document that outlines each experience (ideas could include: 6th grade - speakers, 7th grade - field trips and 8th grade - job shadowing).

“rigorous individualized academic achievement for all students”

**CHOICE GOALS: 9TH - 12TH GRADES**
“Globally diverse cultural and career opportunities”

- **Digital Talent Portfolio**
  By 2021-2022, all GPS high school students will exit GHS with a digital talent portfolio that is centered around the career trees and include a job shadowing reflection opportunity as measured by actual student portfolios.

- **Expand CTE Opportunities**
  By August 2023, Greenville Public Schools will expand the Career and Technical Education (CTE) opportunities by increasing the number of students who attend the Montcalm Area Career Center (MACC) and offering more CTE programs at GHS as measured by the number of students enrolled.
  - Recruiting certified teaching staff will be important.

- **Vocational Millage**
  By 2022-2023, Greenville Public Schools will investigate and consider a community vocational millage in order to support additional CTE classes and opportunities. A communication plan will be developed that focuses on opportunity to educate the community on the need and the costs.

- **Flexible Scheduling Opportunities**
  By 2024, Greenville Public Schools will offer flexible scheduling opportunities to include zero hour and evening classes for extended training and credentialing for upperclassmen as measured by a list of classes with alternative schedules.
  - Developing key core partnerships with local employees
  - Expanding new curriculum
  - Gathering student input and expressed interests in determining what programs should be offered

*This plan will be monitored through a strategic system dashboard and reported out three (3) times a year.*
<table>
<thead>
<tr>
<th>Grade Level</th>
<th>Lesson</th>
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| DK          | Students identify careers from the *10 Little Community Helper* story.  
- Whole group discussion on how these careers help the community.  
- Students choose one career of interest and color a printout |
| K           | Students identify careers from the *Community Helpers Save the Day!* story.  
- Whole group discussion on how these careers help the community.  
- Students choose one of the careers that interest them  
- Whole group interest graph on the board |
| 1st         | Students identify community helpers in the story, *Community Helpers Save the Day….Again!*  
- Whole group discussion on how these careers help the community.  
- Students choose career and explain why it is of interest to them  
- Whole group interest graph on the board |
| 2nd         | Students will match six careers to the proper job description, location or interest in an interactive treasure map activity |
| 3rd         | Students will complete a career survey to identify their career zone area of interest  
- Students will identify at least three careers/career fields that are of interest to him/her |
| 4th         | Students will identify at least two potential careers of interest after completing an interactive activity |
| 5th         | Students will complete My Career Exploration book by researching a career of choice online  
- Students will identify education needed to obtain the career  
- Students will identify at least three skills and abilities of the career of interest |
Greenville Public Schools will...

Be known as an educationally progressive leader by ensuring rigorous individualized academic achievement for all students,

- **Telling Our Story**
  
  In order to assure our community understands who GPS is and what we have to offer, the following will take place:

- By May 2020, Greenville Public Schools will establish a marketing plan that will contain the following:
  - Marketing the GPS district message through an increase in using social media
  - Identifying consistent messaging, GPS logos and consistent colors for the logos
  - Establishing visible GPS marketing signage in the community
  - Investigate redesigning the district web page

Through community partnerships and globally diverse cultural and career opportunities,

- **Changing Negative Perceptions**
  
  In order to change negative perceptions about GPS in our community, the following will take place:

  - By May 2020, Greenville Public Schools will establish a communication plan to consistently communicate positive things happening in our school district by:
    - Identifying student, alumni and champions for education success stories
    - Promoting graduation rates
    - Communicating district events frequently
    - Recognizing employees who “Inspire Excellence”
    - Engage parents through frequent communication and involvement with the schools
  
  This will be measured by a documented communication plan.

By December 2019, Greenville Public Schools will establish a guide for buildings regarding communication expectations and a social media plan for promoting
events and points of pride in their buildings as measured by documented guidelines.

- Greenville Public Schools will establish a consistent marketing message that can be communicated across the community through a communication plan as measured by an established message.

**In a safe and caring environment.**

- **Retain and Recruit Quality Staff and Students**
  
  In order to retain and recruit quality students and staff at GPS, the following will take place:

  For the 2020-2021 school year, Greenville Public Schools will make decisions on an applicant screening tool to assist administrators in the hiring process as measured by a documented screening tool.

  By February 2020, Greenville Public Schools will revise/establish a staff survey/exit survey to gather input on their needs which will allow GPS to continue to provide quality support to them as measured by the survey results.

*This plan will be monitored through a strategic system dashboard and reported out three (3) times a year.*
SAFETY AND SECURITY
GOAL: Greenville Public Schools will implement standardized district security practices across all buildings which are consistent with best practice security standards.

In order to assure our community that GPS is committed to providing a safe learning environment the following will take place:

By September 2021, Greenville Public Schools will establish a kiosk that will standardize and centralize the process for volunteer background checks.

By August 2022, Greenville Public Schools will investigate a student electronic ID system for:

- Food Service – for matching transactions to correct student and maintaining accurate records
- Transportation – identifies students on buses allowing for timely communications with parents and school officials

By August 2020, Greenville Public Schools will purchase additional radios to standardize equipment being used and ensure reliable communication throughout the district.

INNOVATIVE LEARNING ENVIRONMENT
GOAL: Greenville Public Schools will provide innovative learning environments for all stakeholders to support student achievement.

Provide innovative learning environments, which are updated as necessary in a timely manner.

SUSTAINABLE INFRASTRUCTURE
GOAL: Greenville Public Schools will create a sustainable plan for maintaining, updating, replacing and keeping our district infrastructure in excellent condition (including an adequate asset management system).
The district will update the capital outlay schedule on at least an annual basis. This schedule will be reviewed by the Director of Facilities and the Director of Finance for prioritization and utilized to project out budgetary requirements.

The district will review district-wide long-term needs assessment on an annual basis.

The district will have an energy audit of the district completed by June 2020.

The district will engage in an energy efficiency “best practices” document completed and communicated with district employees and students by June 2020.

By December 2020, the district will investigate costs associated with a conversion of district lighting from conventional to LED.

By December 2020, the district will research alternative energy sources that will not only reduce utility costs but will also reduce the district’s carbon footprint – ongoing.

Investigate a funding source (sinking fund) and timeline with the Board of Education to determine support, and election cycle (initiate September 2019, complete December 2022). These funds will be used to maintain and update district infrastructure as well as district technology. In addition, a communication plan will be developed that focuses on opportunities to educate the community on the need and the costs.

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