

RICHFIELD PUBLIC SCHOOLS

STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel

August 2015

Dear Richfield Community:

I am pleased to present our new Strategic Plan, which will guide our school district for the next five years. This plan is based on the hard work of our 60-member Strategic Planning Team and reflects the input of dozens more who attended community meetings around the district during our six-month planning process.

At the core of this plan is our commitment to inspire and empower each individual to learn, grow and excel. This commitment refers to our students of all ages, and also to our staff, who work tirelessly on behalf of the Richfield community.

Please engage with us on this exciting journey, as we work together as a community to support every learner – both young and old – within the Richfield Schools.



Steve Unowsky, Superintendent
Steven.Unowsky@rpsmn.org
612.798.6011



7001 Harriet Ave. So., Richfield, MN 55423
www.richfield.k12.mn.us

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Mission

Richfield Public Schools
inspires and *empowers*
each individual to learn,
grow and *excel*

We believe:

- in inspiring our students to grow, adapt and discover their place in the world
- all children have a right to a quality education, high standards, rigorous curriculum and powerful instruction
- in providing instruction that supports the different ways people learn
- that valuing our diverse backgrounds, experiences and perspectives fosters unity and empowers all
- the collective efforts of students, home, school and community form the foundation for excellence
- that core values of caring, honesty, respect and responsibility will be modeled, taught and nurtured
- it is everyone's responsibility to provide a safe, supportive and engaging environment

Goals:

- Provide a high quality, competitive educational system
- Accelerate achievement for ALL students
- Engage family and community members as partners
- Ensure an environment where ALL belong

Strategies:

- 1.** We will provide challenging, relevant and engaging educational opportunities for all students that will increase learning.
- 2.** We will positively promote Richfield Public Schools.
- 3.** We will provide a welcoming, healthy, supportive, safe and caring environment.
- 4.** We will acquire and align human, financial, operational and technology resources to maximize organizational goals.

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



STRATEGY 1

We will provide challenging, relevant and engaging educational opportunities for all students that will increase learning.

Action Statement 1A: Align pre-kindergarten through grade 12 curriculum and high school graduation requirements with the requirements for success in the 21st century's World's Best Workforce.

Activities

- ▶ Connect to real-world resources in STEM
- ▶ Increase student use of technology
- ▶ Create/procure curriculum and resources that are relevant, current and connect to students' lives
- ▶ Increase implementation of an integrated, thematic, project-based curriculum that requires students to make connections across disciplines, increasing higher-order thinking skills
- ▶ Create vertical alignment of content areas K-12
- ▶ Develop a task force to identify current and future graduation requirements
- ▶ Compare graduation requirements with state standards and what the standards are asking of the students
- ▶ Review surrounding districts' graduation requirements
- ▶ Add technology graduation requirements
- ▶ Add graduation requirements that reflect personal finance skills
- ▶ Calculate, share and emphasize with middle school students their cumulative grade point average grades 6-8

Result

- ▶ Students are more encouraged to pursue professions in STEM fields
- ▶ Students are more prepared to use technology found in the workplace
- ▶ Students are more prepared for today's workforce
- ▶ Students have a better understanding of graduation requirements
- ▶ Students and staff have a deeper understanding of state standards and requirements of courses
- ▶ Better understanding of surrounding districts' offerings

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



- ▶ Identification and understanding of what students need to know, understand and do
- ▶ More high school students enrolled in rigorous classes

Action Statement 1B: Develop grade-level benchmarks to measure student progress toward achievement of strategic plan learning goals.

Activities

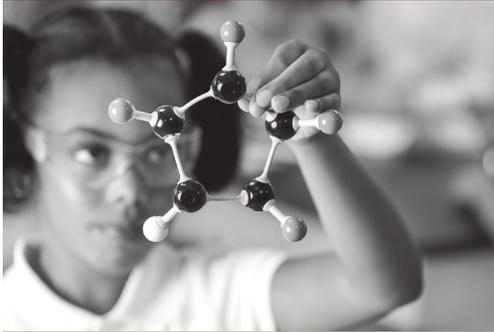
- ▶ Continued use of high-quality formative assessments to guide instruction
- ▶ Revisit prior trainings to ensure quality instruction, and implement train-the-trainer models
- ▶ Create benchmarks based on standards
- ▶ Provide more targeted interventions in elementary schools
- ▶ Implement Measures of Academic Progress (MAP) testing three times a year at elementary schools
- ▶ Implement MAP testing at least twice a year in secondary intervention courses
- ▶ Develop common formative assessments at each grade level and in each content area that are standards-based

Result

- ▶ Increased real-time decisions for instruction
- ▶ Instruction better aligned to student need
- ▶ Consistency of assessment implementation
- ▶ Focused conversations in Professional Learning Communities (PLCs)
- ▶ Greater use of Northwest Evaluation Association (NWEA) Learning Continuum for instructional planning and diagnostic purposes
- ▶ Analysis of growth differentiated using common formative assessments (CFAs)
- ▶ Increased use of CFAs across district and throughout school year
- ▶ Increased communication with families around student learning
- ▶ Areas identified for intervention to increase achievement

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Action Statement 1C: Provide multiple, supported college and career pathways for high school students.

Activities

- ▶ Offer inquiry-based, service-oriented learning opportunities
- ▶ Offer Advanced Placement (AP) and College in the Schools (CIS) courses beyond the four core areas and for non-honors students
- ▶ Increase number of AP/CIS courses for students
- ▶ Expand access to workplace certifications
- ▶ Increase exposure to college and career opportunities
- ▶ Increase college and career guidance for students and families
- ▶ Build partnerships with businesses and community
- ▶ Encourage students to stay connected to RPS/RHS after high school by inviting them back to talk with current students

Result

- ▶ Students receive on-the-job experience while in high school
- ▶ Greater offerings for electives that support college and career readiness
- ▶ More high school students take AP/CIS classes and receive college credit and experience with college-level rigor
- ▶ More students experience different career fields while in high school, increasing the motivation to do well in classes
- ▶ Creation of an ongoing system of evaluation of service providers to our students

Action Statement 1D: Expand preparation for and access to college-level coursework and workplace certifications while in high school.

Activities

- ▶ Increase number of workplace certifications offered in elective courses at Richfield High School (RHS)
- ▶ Implement Technical Skill Assessment exams in elective courses
- ▶ Develop organizational mindset valuing workplace certifications on par with college credit opportunities

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



- ▶ Develop/increase number of courses and pathways that represent 21st century career and workforce needs
- ▶ Build a seven-period schedule at RHS
- ▶ Increase talent development program at elementary level and integrate services into the core classroom
- ▶ Increase number of enrichment programs at elementary level
- ▶ Create multiple pathways for acceleration in English Language Arts (ELA), Math, Science, Technology, Engineering and expansion of STEM at middle school

Result

- ▶ More students accelerated and more talent tapped into at elementary level
- ▶ More students prepared for secondary advanced courses
- ▶ Improved and consistent attendance in courses for all pathways
- ▶ Increased opportunities to enroll in AP/CIS and elective workplace courses
- ▶ Increased number of students developing interest in career-specific learning
- ▶ Reduced time required for students to acquire high-wage/high-skill jobs or college degrees

Action Statement 1E: Provide a rigorous, standards-based learning environment.

Activities

- ▶ Provide professional learning opportunities for staff on standards-based instruction
- ▶ Create opportunities for thorough understanding of state standards at all levels and in all content areas
- ▶ Work as grade level teams on standards alignment
- ▶ Identify research-based best instructional practices
- ▶ Identify guaranteed viable curriculum
- ▶ Identify appropriate grade level rigor and communicate to students and families

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Result

- ▶ Units and lessons are tightly aligned to standards
- ▶ PLCs working on standards-based learning environment
- ▶ Increased teacher capacity in standards-based learning
- ▶ More purposeful vertical and horizontal alignment of instruction and curriculum
- ▶ Standards are integrated across school day and content areas
- ▶ Deeper understanding of grade level expectations by teachers, students and families

Action Statement 1F: Provide and expand early childhood academic opportunities to increase school readiness.

Activities

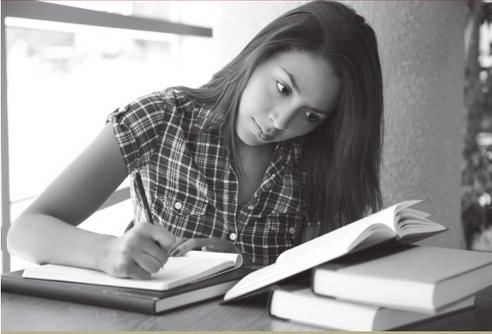
- ▶ Increase grant dollars for early education
- ▶ Summer school for pre-K students at the school they will attend
- ▶ “Step-Up to K” and “Step-Up to Grade 1” classes during the summer
- ▶ Full-day pre-K and kindergarten programs
- ▶ Offer more spaces for pre-K students
- ▶ Lower income guidelines so more students are eligible
- ▶ Include all students — not just those who are struggling learners
- ▶ Make access to transportation easier for families
- ▶ Create classes for families related to early childhood success
- ▶ Match diversity — train teachers and staff in strong cultural understanding
- ▶ Family education and increased parent training — give tools to help students, don’t assume families just “know”
- ▶ Gather information from other districts that have experience in dual immersion education

Result

- ▶ Higher enrollment of students from limited economic means in early childhood programming
- ▶ Greater enrollment of English Language Learners (ELLs)

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



- ▶ Increased readiness for kindergarten
- ▶ More students ready for kindergarten and grade 1
- ▶ Increased partnerships between school and home
- ▶ Stronger community partnerships
- ▶ Greater inclusion of parents
- ▶ Better system improvement

Action Statement 1G: Develop and implement K-12 digital and media curriculum.

Activities

- ▶ Develop K-12 digital & media literacy standards and align to current media literacy in state standards
- ▶ Adopt/develop digital & media literacy curriculum resources for core and elective courses
- ▶ Define the role of staff who implement the curriculum (e.g. elementary media specialist, content areas)
- ▶ Ensure equitable access to resources across schools

Result

- ▶ Increased student proficiency of necessary skills to be college and career ready upon graduation
- ▶ Better understanding of digital citizenship
- ▶ Increased student and family proficiency in use of online resources
- ▶ Resources reflect equitable support and funding

Action Statement 1H: Implement standard technology resources K-12.

Activities

- ▶ Create a consistent district-wide allocation of technology staffing and resources
- ▶ Identify and adopt a Learning Management System (LMS) that would best meet the learning needs of the students across the district and possibly integrate with the Student Management System (SMS)

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



- ▶ Create an evaluation process that identifies district wide digital resources
- ▶ Standardize a Student Management System (SMS)

Result

- ▶ Teachers/Parents/Students have common platforms for content delivery, records of learning and communication with ease of single sign-on
- ▶ Equitable access among all classrooms for sharing content and student learning

STRATEGY 2

We will positively promote Richfield Public Schools.

Action Statement 2A: Create and expand outreach and marketing efforts to attract new students.

Activities

- ▶ Identify, clarify and advertise what makes Richfield Public Schools unique
- ▶ Market events and opportunities
- ▶ Regularly send mailings to all Richfield families and community members
- ▶ Promote Richfield Public Schools at community events
- ▶ Improve how we house websites and their content
- ▶ Participate in school choice fairs and other marketing efforts
- ▶ Create transition events to support new students

Result

- ▶ Improved public image of Richfield Public Schools
- ▶ Increased enrollment

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Action Statement 2B: Implement specific efforts to retain current students.

Activities

- ▶ Promote enrichment and after school programs at every school
- ▶ Provide service learning opportunities for secondary students
- ▶ Create transition events to orient students to every new grade, with additional focus on kindergarten, 6th and 9th grades
- ▶ Communicate about and retain high-quality staff
- ▶ Effectively communicate our positive direction for the future and plans for improvement
- ▶ Ensure and promote high quality education at every grade level
- ▶ Strengthen and maintain relationships with students, families and staff

Result

- ▶ More students remain within Richfield Public Schools at all grade levels
- ▶ Improved retention rates at key transition grades

Action Statement 2C: Communicate about and market Richfield Public Schools by sharing our success and having a clear and refined brand.

Activities

- ▶ Provide specific and direct communication about referendums and levies
- ▶ Improve communication of positive outcomes through press coverage, publications and alumni-specific marketing
- ▶ Partner with community organizations and groups
- ▶ Use technology to share our message
- ▶ Create clear and attractive marketing products
- ▶ Update and ensure consistency of district and school websites
- ▶ Create clear district marketing message/branding and use on all materials
- ▶ Develop a districtwide style guide for communication and publication

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Result

- ▶ Successes are effectively shared with the public
- ▶ Increased positive image of Richfield Public Schools
- ▶ Families, employees and community members are fully aware and proud of the excellent work of Richfield Public Schools
- ▶ The mission statement is widely known by RPS constituents
- ▶ Improved reputation of Richfield Public Schools

Action Statement 2D: Remove barriers to communication for all Richfield families and citizens.

Activities

- ▶ Ensure strong internal communication systems
- ▶ Provide translated literature and outreach workers to support all family involvement and engagement
- ▶ Evaluate and refine communications efforts
- ▶ Work actively to connect students and families from different cultures

Result

- ▶ All families want to and can participate in school and district events
- ▶ Print materials are available in multiple languages

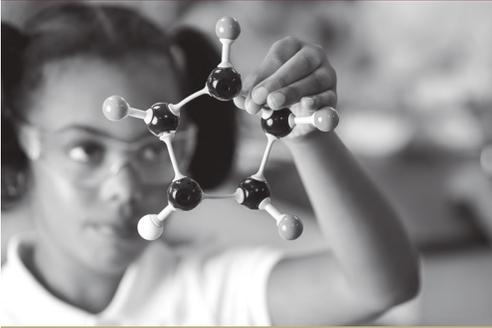
Action Statement 2E: Implement an easy way to navigate websites.

Activities

- ▶ Create websites that allow access to the K-12 standard technology resources
- ▶ Create websites that contain embedded videos promoting RPS
- ▶ Create clear standards for website/web pages
- ▶ Define roles and timelines for updating website
- ▶ Create purposeful re-organization of the website
- ▶ Create system for timely and frequent updates to websites by defining editors
- ▶ Embed links to parent/student portals, social media and district forms

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Result

- ▶ Enhanced communications to families and community members
- ▶ Empowered families who are actively engaged in their students' learning
- ▶ Communication that attracts new families to the district
- ▶ Communication that attracts highly qualified employees

STRATEGY 3

We will provide a welcoming, healthy, supportive, safe and caring environment.

Action Statement 3A: Create a school environment that represents and respects our diverse community.

Activities

- ▶ Ensure that diversity of staff mirrors the make-up of our student population
- ▶ Provide district publications and building signs in multiple languages
- ▶ Clarify outreach worker roles with a focus on communicating and building relationships with families and schools
- ▶ Provide in-service for staff on available resources — Language Line, roles of outreach workers
- ▶ Recruit involvement of our diverse parents to participate in PTO or other school and district events

Result

- ▶ Greater family access to district resources (e.g. completed free and reduced lunch forms)
- ▶ Translated district resources provide ease of use for all district families
- ▶ Increased diversity across all job categories through recruitment, mentoring and partnerships with colleges and universities
- ▶ Increased satisfaction with support from outreach workers
- ▶ Increased staff use of district resources

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Action Statement 3B: Promote the core values of respect, honesty, caring and responsibility throughout the Richfield Public Schools.

Activities

- ▶ Establish district and school-wide behavior program that teaches, models and reinforces core values
- ▶ Implement consistent classroom management practices
- ▶ Emphasize core values in the curriculum and in after-school activities
- ▶ Implement community building activities in each school
- ▶ Recognize good citizenship that exemplifies district core values
- ▶ Train front office staff and greeters in effective customer service practices

Result

- ▶ Significant reduction or elimination of bullying
- ▶ Consistent practices implemented in each building
- ▶ Increased opportunities to recognize students who exemplify core values
- ▶ Increased participation in service learning
- ▶ Each school has a team that ensures implementation of positive behavior system
- ▶ Ownership of and buy-in from administration, staff, students and families

Action Statement 3C: Improve the transition of students and families into and between our schools.

Activities

- ▶ Coordinate activities outside the school day among buildings
- ▶ Establish mentor/buddy programs to help students transition into and between schools
- ▶ Create a “Richfield” identity that makes all students and families want to be a SPARTAN
- ▶ Create consistent system for enrolling in RPS including school choice, accessing student records and testing upon entering the district if applicable

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



- ▶ Develop and implement a consistent kindergarten enrollment and registration system

Result

- ▶ Students remain in RPS as they transition across levels
- ▶ Parents and students have similar experiences across buildings

Action Statement 3D: Review, evaluate and improve school security initiatives and crisis intervention programs.

Activities

- ▶ Conduct a thorough transportation safety review (parent drop-off and pick-up, buses and school patrols)
- ▶ Update comprehensive district process for parent pick-up, photo ID and security measures for people entering the buildings
- ▶ Establish a process to inspect and maintain all district facilities and grounds to ensure safety and upkeep (e.g. playgrounds, adult and student bathrooms)
- ▶ Train all maintenance and custodial staff on safety and cleanliness
- ▶ Review annually district emergency preparedness plans to ensure they follow FEMA/ OSHA and other guidelines recommended by experts in public safety
- ▶ Work with public safety officials to maintain readiness and schedule practice drills as required and needed
- ▶ Train all staff members in appropriate emergency procedures
- ▶ Review crisis intervention plans to make sure they follow current recommendations by experts in the field of crisis intervention.
- ▶ Provide training for crisis intervention teams
- ▶ Provide picture IDs for parents who have no picture identification

Result

- ▶ Accessible school-based mental health services
- ▶ Consistent positive behavior support systems implemented district-wide
- ▶ Assurance of proper pick-up/drop-off procedures
- ▶ Increased safety of students and staff

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



- ▶ All visitor activity is monitored and accounted for
- ▶ All systems of student transportation remain safe and monitored
- ▶ Assurance of safe and clean facilities

Action Statement 3E: Promote healthy lifestyles through education, physical activity and nutrition initiatives.

Activities

- ▶ Implement a tiered system of support for social/emotional wellness, including mental health supports and healthy relationships
- ▶ Increase participation in extra-curricular activities and youth enrichment programs
- ▶ Implement adult-directed activities during recess or activity time
- ▶ Implement a fresh fruit and vegetable program
- ▶ Implement universal breakfast program for all students
- ▶ Expand after-school snack program
- ▶ Expand summer food services program

Result

- ▶ Improved physical and socio-emotional health for students

Action Statement 3F: Provide learning opportunities for parents and guardians to develop technology literacy skills.

Activities

- ▶ Provide/support outreach workers with training to support families with technology
- ▶ Provide classes/seminars/workshops for parents to increase technology literacy
- ▶ Create and promote learning opportunities through our district website
- ▶ Utilize community partnerships to provide learning opportunities and resources for families

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Result

- ▶ Parents/guardians feel competent to support their students' learning through available technology resources
- ▶ Technology support is more accessible to families
- ▶ Parents/guardians feel a greater connection to their students' learning

Action Statement 3G: Provide support opportunities for families with limited technology access.

Activities

- ▶ Promote Comcast Internet Essentials program and educate the community about its opportunities
- ▶ Connect with community partners that could support access outside of school
- ▶ Provide in-school resources that support technology/internet access outside of school hours

Result

- ▶ Families have internet/technology access necessary for student academic success
- ▶ Greater family involvement in student learning

STRATEGY 4

We will acquire and align human, financial, operational, and technology resources to maximize organizational goals.

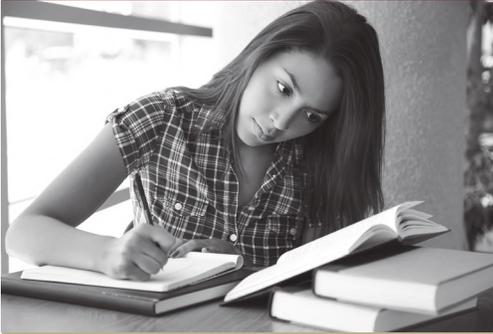
Action Statement 4A: Implement a comprehensive recruitment and selection process that increases organizational effectiveness.

Activities

- ▶ Establish partnerships with local colleges and universities for pre-service and teacher placement and development
- ▶ Pursue opportunities to attract a more diverse, highly-qualified workforce
- ▶ Ensure a rigorous selection process that effectively predicts performance and is respectful of candidates

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



- ▶ Develop a comprehensive mentor/onboarding program that provides ongoing support for new staff

Result

- ▶ Richfield Public Schools identified as a preferred employer for new teachers
- ▶ Staff are more reflective of our student population to foster high quality relationships and role models
- ▶ High quality staff are hired, resulting in optimal organizational performance
- ▶ Staff are supported and quickly become engaged in and aligned with organizational goals

Action Statement 4B: Ensure aligned professional growth opportunities for all staff to achieve individual and organizational success

Activities

- ▶ Ensure all staff have ongoing performance feedback, annual evaluations and opportunities to develop/participate in professional growth
- ▶ Identify and offer ongoing professional development opportunities that enhance and support personal and organizational goals
- ▶ Provide more learning opportunities for staff related to technology use in the classroom
- ▶ Provide technology integration support through media specialists and instructional coaches
- ▶ Provide technology training opportunities for support staff to assist teachers
- ▶ Provide ongoing training opportunities to support all staff with technology in a variety of formats
- ▶ Communicate learning opportunities in a variety of formats via a district-wide clearinghouse

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Result

- ▶ All employees achieve at high levels and grow in their profession
- ▶ Professional growth efforts are aligned to ensure a high quality, consistent learning environment
- ▶ Effective instructional technology integration that leads to an increase in student achievement
- ▶ Staff uses available technologies efficiently and effectively to support school operations
- ▶ Technology support would be more accessible to staff
- ▶ Technology issues have a minimal impact on teaching and student learning

Action Statement 4C: Ensure district buildings are welcoming and support an effective learning environment while promoting efficient conservation strategies.

Activities

- ▶ Develop a long-range facilities improvement plan that ensures an attractive and updated learning environment
- ▶ Install multi-language signage in all buildings
- ▶ Conduct an annual health and safety climate survey that is reviewed and create action steps for improved environments

Result

- ▶ Facilities are attractive, family-friendly and encourage pride and increased enrollment
- ▶ Classrooms facilitate effective and up-to-date instructional strategies
- ▶ Energy costs are minimized and the heating and cooling systems operate within targets maximizing all resources

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Action Statement 4D: Ensure operational department staff (food nutrition, transportation, buildings and grounds, community education and district office) are welcoming and support an effective learning environment while promoting efficient conservation strategies.

Activities

- ▶ Design and implement customer service and diversity training that is targeted to specific job functions
- ▶ Train staff on composting, recycling and energy-saving procedures and provide signage in targeted areas
- ▶ Conduct performance reviews and establish system standards

Result

- ▶ Experiences of students, parents, staff and the community are consistently positive in relation to school interactions
- ▶ Staff effectively participate in energy conservation and waste reduction, maximizing resources and contributing to a healthy community

Action Statement 4E: Promote a transparent budgeting and staffing process aligned with district goals.

Activities

- ▶ Implement existing district staffing and budget process that aligns positions and financial resources
- ▶ Develop a budget that clearly identifies programs with targeted resources
- ▶ Conduct a detailed review of expenditures and associated program outcomes
- ▶ Analyze the long-term accuracy of our current projections and budgeting processes

Result

- ▶ Information available determines the return on investment of various programs
- ▶ Richfield is able to communicate the impact in changes in funding on student achievement and school operations

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Action Statement 4F: Foster a collaborative work environment that actively engages staff to meet the organizational goals.

Activities

- ▶ Conduct an annual engagement and organizational survey
- ▶ Provide leadership development opportunities for staff

Result

- ▶ Positive work environment for staff

Action Statement 4G: Provide increased mobile device access for students.

Activities

- ▶ 1:2 student to device ratio at the elementary level (K-5)
- ▶ 1:1 student to device ratio at the secondary level (6-12)

Result

- ▶ Students have access to anytime, anywhere learning opportunities
- ▶ Teachers have the tools to be innovative in their instructional practices
- ▶ Students have access to a learning environment that meets their individual needs
- ▶ Students have access to digital tools necessary to learn technology that prepares them for the future

Action Statement 4H: Provide increased mobile device access for staff.

Activities

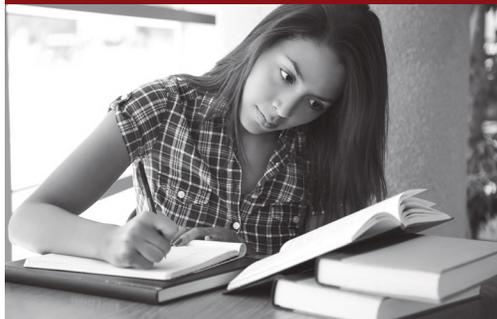
- ▶ Provide all instructional staff with a laptop/mobile device
- ▶ Provide office staff with access to mobile devices

Result

- ▶ Increased digital collaboration
- ▶ Flexible work environments
- ▶ Reduced paper use and cost

RICHFIELD PUBLIC SCHOOLS STRATEGIC PLAN: 2015-2020

Inspire – Empower – Excel



Action Statement 4I: Continue to evaluate emerging needs of the district and pursue opportunities for additional resources.

Activities

- ▶ Regularly research educational trends and their impact on learning
- ▶ Survey parents and the community regarding desired programs and services
- ▶ Pursue grants that align with organization needs and goals

Result

- ▶ Richfield is responsive to the community and has adequate funding to meet student and community needs.