

Vinalhaven Strategic Plan 2021-2024



Credit: Masie Richards

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Strategic Committee Development Team

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A sincere thank you to all participants in this planning process. The time was well spent and the product should guide the Vinalhaven ship for the next three years.

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Strategic Planning Process

A Strategic Plan is a process that allows stakeholders to create a vision for a set number of years. There is no set format in the creation of a Strategic Plan but it is essential to provide a process for participants to think about the strengths, weaknesses, opportunities, and possible barriers to success.

Once created, a Strategic Plan provides a focus for the leadership team and may provide justification for needed budget items. The plan should outline the goals and targets as well as strategies to reach the goals.

In the summer of 2021, the Superintendent met with most of the district employees and asked two questions; what is working well and what needs to be improved. These questions facilitated a wide range of discussions and allowed all district stakeholders to share their experiences as school or district employees.

All comments were tabulated and the results are below: [Summer 2021 Staff information](#). Sheet #1 outlines the positive comments. Each X represents one staff member's opinions. Sheet #2 outlines concerns from the staff. Each X represents one staff member's opinion.

This information was used as a starting point for creating goals for the 2021-2022 school year. (See page nine for the 21-22 goals).

During the 2020 school year, a Portrait of a Graduate committee was developed to look at what skills, knowledge, and aspirations each graduate from Vinalhaven School needed to ensure career options. This work ties in beautifully with the Strategic Plan. See page 8 for a complete outline of the Portrait of a Graduate (POG) process and outcomes.

In October of 2021, the Leadership Team began the Strategic Planning process. The October 12, 2021 meeting was an educational session for members of the Leadership Team. The Agenda for this meeting is here: [Strategic Plan Meeting October 12, 2021](#).

Once the Leadership team was able to articulate a process, it was decided to invite teachers and parents to participate. We reached out to all Vinalhaven staff. Two teachers offered their assistance. I reached out to a few parents that I knew and we were able to get a team together to further the planning process.

The full Strategic Team had its first meeting on [Strategic Plan Meeting October 19, 2021](#), with a follow-up meeting on November 4, 2021. The Agenda is here: [Strategic Team Meeting November 4, 2021](#). This meeting allowed the team to come to a consensus by the small group regarding the Strengths, Weaknesses, Opportunities, and Threats (SWOT). The SWOT protocol is often used in the Strategic Planning process. The SWOT protocol produced the following results for the team: [SWOT protocol](#).

The planning committee identified the Vinalhaven teachers as a strength for the district. Additional district strengths include; the fine-arts programs (Wheels) for children, a small community, breadth of programs given the size of the school, and strong community support for the school.

Weaknesses identified include staff turnover, the culture of the community in which most people know each other and relationships may take many forms. For example, a teacher may be directly related to a student or a close friend of a parent.

This committee articulated the lack of substitute teachers and a limited pool of available employees as difficult from a day-to-day management perspective and that many teenagers see the profession of lobstering as the best way to make a living in their adult years.

With regards to opportunities for Vinalhaven students, there was consensus that given the small numbers of students, there needs to be versatility for student learning options and varied programming. This would include using the community for student learning more frequently.

Finally, the group feels that the staff and the community need to work together to make a commitment for positive change. Some students at the middle and high school levels, articulate that school is a “waste of time”. This perspective can impact the level of interest of other students.

This entire document can be viewed here: [SWOT Protocol pages 2-3](#).

MSAD #8 Mission and Vision

Policy AD

EDUCATIONAL PHILOSOPHY/MISSION

As advocates for children, the Board recognizes that the thorough and efficient education of children is its' primary statutory-based responsibility. To this end, the Board considers proper and adequate support of schools to be a civic responsibility shared by all citizens.

The school unit will provide an educational environment designed to encourage each student to acquire the necessary skills and perspectives needed for a meaningful life and career in the 21st Century. All schools will strive to encourage students to form desirable habits that are necessary for them to become responsible, informed citizens. In general, we aim to have students develop attitudes and practices necessary for satisfying, worthwhile lives.

We believe that all children must be provided equal but not identical opportunities to allow them to achieve at levels commensurate with their abilities. We believe that all students must learn in an environment that allows them to develop positive attitudes toward themselves and genuine respect for others. A rigorous core curriculum designed to achieve specific learning outcomes will be provided. It will be planned with the goal of creating and maintaining standards that will furnish students with the skills necessary for success in a global society while giving them a broad educational foundation compatible with their interests, aptitudes, and aims. The curriculum and graduation requirements will be regularly evaluated to ensure their continued appropriateness.

In order to achieve our goals and to implement this philosophy, we believe that all schools must secure the involvement of the community, students, staff, parents, and citizens. Educational responsibility must be shared with important community institutions. We strongly believe that our school system's success depends on good rapport and cooperation with our communities and their institutions.

The Board recognizes the professional staff as the body that is legally charged with the responsibility of providing education to all children. In fulfilling this responsibility, the staff will seek to ensure the following:

A. All children will master basic skills in the areas of language arts, mathematics, science, history, and technology.

B. Instruction will be provided which is appropriate to each individual with respect to goals, methodology, and evaluation.

C. Students will be seen in their totality as physical, mental, social, and aesthetic beings, which requires knowledge of child growth and development.

D. Staff members, in order to effectively execute their responsibilities, will establish goals for themselves consistent with the philosophy of the Board and individual schools. Staff members will engage in a self-evaluation process for the purposes of self-improvement—the ultimate objective being an improved instructional program for all students.

E. The Board recognizes that this highly technological society demands that students learn how to cope with change and learn to accept that “learning” is a continuous process. The Board fully accepts the responsibility of formulating policies and acquiring adequate funding to support the education process.

The Board will always consider the welfare of students as the single most important factor in making decisions relative to educational policy. It will be the responsibility of the Board and administrators to promote sound educational practices and professional development.

Legal Reference: 20-A MRSA, §§ 1001 et seq.; 4511.3, A

Adopted: 11-18-02, Revised 10/20/21

Vinalhaven Vision Policy AD-R

Our Vision: The members of the Vinalhaven School community are committed to creating a safe and healthy learning environment of which we can be proud. We strive to be effective communicators, creative problem solvers, and lifelong learners. We respect differences and work together to fulfill individual and community potential. We understand that the school community is constantly evolving. We challenge ourselves to constantly reassess our goals, beliefs, and performance.

Our Belief Statements

A good educational environment:

- ◆ Is the shared responsibility of students, parents, school staff and community
- ◆ Is based on trust, mutual respect, and acceptance of individual responsibility
- ◆ Includes students as an integral part of the community
- ◆ Helps all students experience success and appreciation in their learning regardless of their interests, abilities, and aspirations
- ◆ Uses experience to enhance the learning process
- ◆ Relates learning to real life
- ◆ Appreciates the interrelationship of process and product
- ◆ Raises awareness of one's place in the global community
- ◆ Develops responsible citizens
- ◆ Provides high expectations and instills an appreciation for the rigors of learning
- ◆ Encourages risk-taking◆ Fosters creativity and encourages independent thinking
- ◆ Inspires courage and self-confidence
- ◆ Is fun

Adopted : 11-18-02

Updated: XX-XX-XX

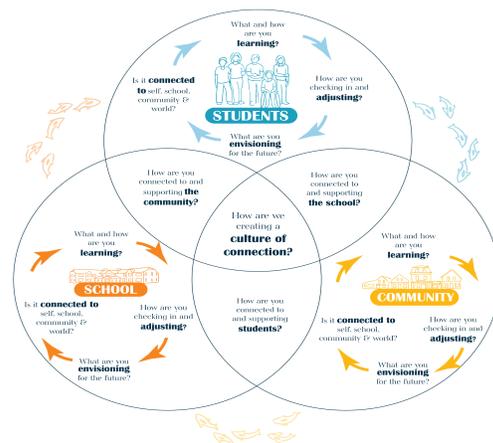
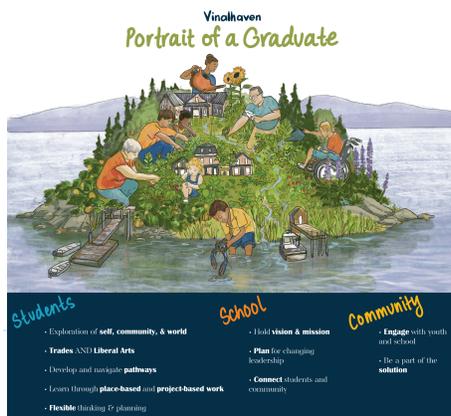
Portrait of a Graduate

In January of 2020 the Vinalhaven community began a process to develop a better understanding of the school community and how to utilize the strengths of the island community to meet the needs of all students as outlined in both the Mission and the Vision.

The attached documents and products clearly articulate the strengths and challenges of living the island life. See below for additional information regarding the Portrait Of a Graduate (POG) work.

[POG Brochure in PDF form](#)

[POG Slide presentation to VH School Board 11/17/21](#)



Credit: Masie Richards

Goals for 21-22

1. To elevate and maintain the level of pride felt by the Vinalhaven staff, students, and community.

Update: 12/15/21 50 in 50. VH This Week. The Wind updates. Meaningful Staff Development. Student of the Month Assemblies. Open House. Katahdin. Tanglewood. Artist-in-Residence. College Visits. Theater Productions. Movie Night. Santa Visit.

2. To update, clarify and communicate the mission and vision of the school.

Update: 12/15/21 Both the Mission policy and the Vision policy have been brought to the Board for review. In addition, the ISLE Committee is working to clarify school improvement plans. Completion of Capital Improvement Plan, Completion of the Strategic Plan

3. To complete the (pilot) of the Vinalhaven Staff Evaluation system. (PEPG).

Update: 12/15/21 Teachers are making progress with goals and the administration is providing more feedback. There has been an agreement with teachers/admin to streamline and clarify the process. Ed. Techs are also being observed on a regular basis.

4. To strengthen programs, procedures, and communication systems related to Special Services for students.

Update: 12/15/21 This year there have been several changes to the Ed. Tech staff. In addition, there are anticipated changes for the 22-23 school year. This will provide room for program changes. There will be several changes in Special Education student programs for 22-23. The goal for these changes is to parallel the high school math and ELA curriculum, using material that will promote “real life” problem solving and using a project-based model of instruction.

Goals 22-23

1. To fully implement the Vinalhaven Teacher Evaluation System (PEPG).
 2. More fully implement the Mission and Vision of the Vinalhaven School District through these actions:
 - Provide high-quality professional development for all staff that is relevant, informative, and useful.
 - Continue development of multiple pathways to graduation and careers.
 - Leverage ESSER funds to directly support student learning
 3. Continue to refine and implement the Code of Conduct for K-5, 6-8, and 9-12 students to include data collection in Infinite Campus.
 4. Begin to develop processes and procedures to increase the number of students performing on grade level in both reading and math.
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Goals and Implementation 23-24

1. Develop Teacher/admin recruitment and retention plan.
2. Create individualized attendance incentive plans for students with absenteeism issues.
- 3.
- 4.

Timeline 21-22

Spring 2022	Goal #	Activity

Timeline 22-23

22-23	Goal #	Activity

Timeline 23-24

23-24	Goal #	Activity
