



2025-2027 SWAN VALLEY SCHOOL DISTRICT BOARD OF EDUCATION STRATEGIC PLANNING PROCESS

Strategic planning is an organizational management activity that is used to set priorities, focus energy and resources, strengthen operations, ensure that employees and other stakeholders are working toward common goals, establish agreement around intended outcomes/results, and assess and adjust the organization’s direction in response to a changing environment. It is a disciplined effort that produces fundamental decisions and actions that shape and guide what an organization is, who it serves, what it does, and why it does it, with a focus on the future. Effective strategic planning emanates from well defined Mission, Vision, and Belief Statements for the organization. This is a living document and progress made toward the strategic plan will be ongoing. Updates will be provided quarterly in March, June, September, and December at Board of Education (BOE) meetings. A community brochure will be created as an overview for stakeholders but will be only updated as members of the BOE change during the three year period.

Board of Education Mission Statement

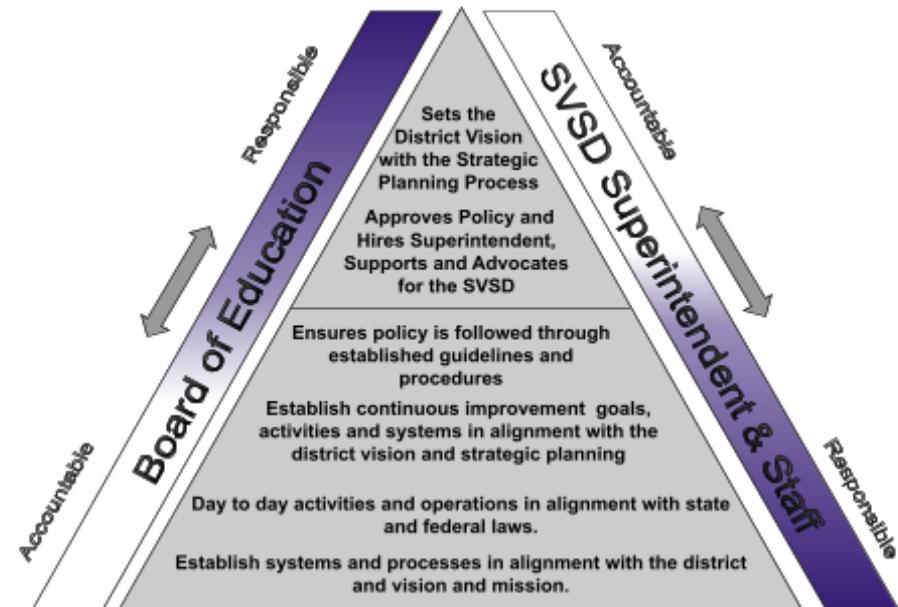
Our mission is to establish and enforce district policies to ensure the availability of a rigorous and diversified curriculum, provide support to all members of the Swan Valley School District community, and advocate for our students and staff to strive toward their maximum potential in academic excellence.

Vision Statement



We believe:

- all students can learn.
- all decisions shall be based on what is best for the student(s).
- in equity and excellence for all students.
- in order for all students to reach their full potential, a diverse, high quality, and flexible education shall be provided.
- all stakeholders (i.e., school and community members, etc.) should be involved in a student's education.
- the school District shall keep open lines of communication with all stakeholders in the community.
- a healthy and safe learning environment shall be provided.





2025-2027 Strategic Plan Summary

Swan Valley School District is dedicated to actively involving students and adults in achieving their maximum potential by providing focused, high quality programs which prepare them to be self-sufficient citizens, promoting our District as a community resource, and building partnerships with business, service groups, and residents of the community.

AIMS	High Student Achievement			Safe & Secure Learning Environment		Effective & Efficient Programs/High Performing Staff				Fiscal Responsibility		
Committee	C & I & Personnel	C & I, BG/PR Personnel	C & I & Personnel	BG/PR & Finance	BG/PR, Personnel, & C & I	BG/PR	C & I & Personnel	C & I & BG/PR	C & I, Personnel, BG/PR & Fin	Finance & C & I	Finance	Finance
Goals	Mathematics	Performing and Applied Arts	Artificial Intelligence	Physical Spaces	Psychological Spaces	Communications /Marketing	Effective and Efficient College and Career Programming 6-12	Online Learning Instruction	Culture and Environment	District Fund Management	District Debt	The District will maintain an inventory of assets.
Strategy	<u>Review and update Math starting with Tier 1 Instruction</u>	<u>Create a Short Term and Long Term Plan for Performing and Applied Arts</u>	<u>Develop and Implement an AI Framework for Schools</u>	<u>Update and maintain, equipment and safety plans</u>	<u>Implement, monitor, and adjust the mental health support system</u>	<u>Update communications/marketing plan to promote the district</u>	<u>Implement a monitoring process for College and Career Development</u>	<u>Investigate the viability of increase online learning options</u>	<u>Investigate workplace culture to promote recruitment and staff retention</u>	<u>Develop a plan to manage excess fund equity while addressing capital projects and other needs</u>	<u>Develop a timeline and plan for maintaining current debt millage</u>	<u>An updated inventory of assets for the district will be completed</u>



AIM I: High Student Achievement				
GOAL 1: Mathematics			COMMITTEE: C & I & Personnel	
STRATEGY: Review and update Math starting with Tier 1 Instruction				
Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Review and update math curriculum in alignment with the MICIP Plan and SVSD 8 Year Curriculum Review Cycle.	2024-25 SY for Exploration 2025-26 SY for Installation 2026-27 SY for Implementation	Superintendent, Assistant Superintendent, district administrators, Math Review Team	Math Curriculum Review Process SVSD Math RoadMAP MICIP Plan 8 Year Cycle	Completion of Stages as outlined in the Math Curriculum Review Process . Shared with stakeholders and CIA Committee.
<p>Create a more robust Math MTSS System and Update the MTSS Guidance</p> <p>SVHS: Create three trimesters of freshman Algebra and realign Math Lab and Tier 3 math to run concurrently</p> <p>SVMS: Create more flexibility for students to move between math and accelerated math, review WIN math, and examine Math Lab.</p> <p>SE/HE: Explore feasibility of creating a math MTSS model that mirrors ELA</p>	2025-2027	Superintendent, Assistant Superintendent, district administrators, teachers	SVSD MTSS Guidelines	Updated MTSS Guidelines with a more robust system for supporting students in math. Shared with stakeholders and CIA Committee.



AIM I: High Student Achievement

GOAL 2: Performing and Applied Arts

COMMITTEE: C & I, BG/PR, & Personnel

STRATEGY: Create a Short Term and Long Term Plan for Performing and Applied Arts

Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Short Term: Review and update the performing and applied arts curriculum in alignment with the MICIP Plan and SVSD 8 Year Cycle Curriculum Review Cycle.	<p>6-12 Performing and Applied Arts 2025-26 SY for Exploration 2026-27 SY for Installation 2027-28 SY for Implementation</p> <p>K-8 Performing and Applied Arts 2026-27 SY for Exploration 2027-28 SY for Installation 2028-29 SY for Implementation</p>	Superintendent, Assistant Superintendent, district administrators, Math Review Team	Curriculum Review Process SVSD Electives RoadMAP MICIP Plan 8 Year Cycle	Completion of Stages as outlined in the Curriculum Review Process. Shared with stakeholders and CIA Committee.
Long Term: Expanding the Fine Arts throughout the Swan Valley School District and within the greater community by developing an inclusive space for students to create and explore, while preparing them to use a multitude of talents throughout life. Creating community partnerships as the hub for sharing talent, passion, creativity and the unique energy the Fine Arts can bring to our students and all community stakeholders.	See 5 Year Plan 2024-25: Year 1 2025-26: Year 2 2026-27: Year 3 2027-28: Year 4 2028-29: Year 5	Superintendent, Assistant Superintendent, district administrators, Performing Arts Coordinator, teachers	5 year projected goals for SVPAC and community outreach Goals Tracker	Utilize the Goals Tracker in alignment with the 5 Year Plan. Shared with stakeholders, CIA Committee, PR/BG, and Personnel as appropriate.
Long Term: Evaluate the current status of our industrial arts program and create a long term plan that meets student needs, is sustainable, and is fiscally responsible.	2025-26 SY for Exploration 2026-27 SY for Installation 2027-28 SY for Implementation	Superintendent, Assistant Superintendent, district administrators, teachers	Stakeholder input	Creation of a long term plan. Shared with stakeholders, CIA Committee, PR/BG, and Personnel as appropriate.



AIM I: High Student Achievement

GOAL 3: Artificial Intelligence

COMMITTEE: C & I & Personnel

STRATEGY: Develop and Implement an AI Framework for Schools

Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Investigate and implement an AI framework that addresses student safety and utilizes AI as a tool to help students reach their potential.	2025-2027	Superintendent, Assistant Superintendent, district administrators, Tech Committee, teachers	AI Toolkit (AI) Integration Framework Guide for AI: A Framework	Creation of an action plan Recommendation to Board Committees

AIM II: Safe & Secure Learning Environment

GOAL 1: Physical Spaces

COMMITTEE: BG/PR & Finance

STRATEGY: Update and maintain, equipment and safety plans

Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Complete review of Emergency Operations Plan in alignment with recently legislation- School Safety Package	Annual	Superintendent, Assistant Superintendent, Administrators, and Crisis Team	Support from CIM and SCEM	Minutes from various meetings reflect
Annual review of the District Multi-Tiered Systems of Support (MTSS) handbook; align systems including threat assessment process	Annual	Superintendent, Assistant Superintendent, district administrators	n/a	Minutes from Board committee meetings and stakeholder meetings reflect
Annual Table Top Exercise involving Administration, Critical Incident Manager (CIM), Saginaw County Emergency Manager (SCEM), and local law enforcement/fire officials	Annual	Superintendent and Crisis Team	Involvement of those listed	Completed exercise
Monitor, maintain and replace Capital Projects in alignment with maintenance and replacement plans; Review playgrounds for safety	Ongoing	Superintendent, Maintenance Director, Finance Director, and Finance Committee	Capital Projects and Inventories	Committee and Board Minutes
Create a Ground Maintenance Plan that will cover all grounds	2025	Superintendent, Assistant Superintendent, Director of Facilities and management	Outdoor Plan Draft	Creation of an action plan Recommendation to Board Committees



AIM II: Safe & Secure Learning Environment				
GOAL 2: Psychological Spaces			COMMITTEE: BG/PR, Personnel, & C & I	
STRATEGY: Implement, monitor, and adjust the mental health support system				
Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Annual review and revision of the SVSD Comprehensive Mental Health System as included in the MTSS Guidelines	Annual	Superintendent, Assistant Superintendent, district administrators, DBST	Swan Valley School District Comprehensive Mental Health System	Minutes from stakeholder meeting Board committee meetings and stakeholder meetings reflect
Monitor the student body through the Wellness Check in process	Ongoing	Superintendent, Assistant Superintendent, administrators, DBST, EWSS	Procedures	Updates provided to Board Committees
Evaluate programs related to mental health and safety grant funds to ensure we are meeting students needs and being fiscally responsible	Fall 2025	Superintendent, Assistant Superintendent, district administrators	Grants Summary Document	Updates provided to Board Committees

AIM III: Effective & Efficient Programs/High Performing Staff				
GOAL 1: Communications /Marketing			COMMITTEE: BG/PR	
STRATEGY: Update communications/marketing plan to promote the district				
Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Review and update the communications/marketing plan to create a stronger presence of SVSD in the community and promote our positive reputation	2025-2026	Superintendent, Assistant Superintendent, district administrators, Tech Committee, teachers	Communications/Marketing Plan	Creation of an action plan Recommendation to Board Committees



AIM III: Effective & Efficient Programs/High Performing Staff				
GOAL 2: Effective & Efficient College and Career Programming 6-12			COMMITTEE: C & I & Personnel	
STRATEGY: Implement a monitoring process for College and Career Development				
Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Review and update the SVSD Career Development Plan	2025-26	Superintendent, Assistant Superintendent, Building Administrators, Counselors, teachers	SVSD EDP/Career Development Process	Updated District Career Development Plan with clear grade level outcomes for students
Monitor the College and Career Development Plan Implementation	2025-26	Superintendent, Assistant Superintendent, Building Administrators, Counselors, teachers	SVSD EDP/Career Development Process Xello	Quarterly data updates of student status

AIM III: Effective & Efficient Programs/High Performing Staff				
GOAL 3: Online Learning Instruction			COMMITTEE: C & I & BG/PR	
STRATEGY: Investigate the viability of increasing online learning options				
Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Evaluate the effectiveness of current online learning offerings	2025-26	Superintendent, Assistant Superintendent, district administrators, committee TBD, Adult/Alt Ed	n/a	Evaluation to Board Committees
Complete the investigation of the viability of increasing online learning options at SVSD	2025-26	Superintendent, Assistant Superintendent, district administrators, committee TBD	n/a	Recommendation to Board Committees



AIM III: Effective & Efficient Programs/High Performing Staff

GOAL 4: Culture and Environment

COMMITTEE: C & I, Personnel, BG/PR & Finance

STRATEGY: Investigate workplace culture to promote recruitment and staff retention

Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Explore and create an implementation plan around creating a positive staff culture and wellness using a framework that will promote retention	2025-2027	Superintendent, Assistant Superintendent, district administrators, committee TBD	Surgeon General's report	Plan created and presented to BOE committees
Continue to implement the recruitment and onboarding plan for new teachers and administrators	Ongoing	Superintendent, Assistant Superintendent, Finance Director, Board of Education	n/a	Open positions filled in a timely manner and feedback from new staff, onboarding documents
Create a transition support plan for Central Office personnel	Ongoing	Superintendent, Assistant Superintendent, Finance Director, Board of Education	n/a	Open positions filled in a timely manner and fluid transitions that do not interrupt workflow
Collect data through exit interviews	Ongoing	Superintendent, Assistant Superintendent, district administrators, committee TBD	Exit Interviews Folder	Teacher and administrator feedback and support

AIM IV: Fiscal Responsibility

GOAL 1: District Fund Management

COMMITTEE: Finance & C & I

STRATEGY: Develop a plan to manage excess fund equity while addressing capital projects and other needs

Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Develop a plan to manage excess fund equity while that will address long term capital projects and other district needs	2025	Superintendent, Finance Director, SISD & SV Special Ed Director, Board of Education		Completed Plan



AIM IV: Fiscal Responsibility

GOAL 2: District Debt

COMMITTEE: Finance

STRATEGY: Develop a timeline and plan for maintaining current debt millage

Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Develop a plan and timeline for the the school bond loan repayment to ensure that SVSD is able to maintain the 7 mils and does not drop below	2025 Create detailed timeline 2026 Begin planning 2027 Discuss bond potential 2028 Current millage expires	Superintendent, Finance Director, SISD & SV Special Ed Director, Board of Education	Financial Advisor	Completed Plan

AIM IV: Fiscal Responsibility

GOAL 3: The District will maintain an inventory of assets.

COMMITTEE: Finance

STRATEGY A: An updated inventory of assets for the district will be completed

Action Plan	Timelines	Person Responsible	Resources Needed	Measurement (evaluation)
Review and update of most recent inventory	2025	Superintendent, Facilities Director, Finance Director, Administrators, Buildings & Grounds/PR Committee and Finance Committee	Consider contracted services	Completed inventory of assets