

Comstock Public Schools - Strategic Plan Summary 2021-25

The MISSION of Comstock Public Schools is to serve our community by empowering, inspiring, and challenging every person within the school district to reach their full potential, and to ensure all students learn and thrive in a safe and healthy environment.

The VISION of Comstock Public Schools is to be an inclusive, high-performing learning community where we foster dreams, explore possibilities, and create futures.

OUR CORE VALUES:

- Academic Excellence
- Equity
- Inclusion
- Integrity
- Collaboration
- Innovation
- Stewardship
- Data-driven decision making
- Safety

Strategic Focus Areas

1) Academics & Programs

Goal Statement: Comstock Public Schools will improve educational outcomes for all students.

Academics & Programs Priority Goals:

- Strengthen curricular alignment and rigor through planning and data-driven instruction.
- Grow virtual and remote learning opportunities.
- Enhance college and career readiness.
- Expand STEM programming throughout the district.
- Improve early childhood educational programming.
- Enrich reading and math initiatives to support struggling (vulnerable) learners.

2) Learning Environment & Culture

Goal Statement: Comstock Public Schools will foster an educational and school community that develops the whole child.

Learning Environment & Culture Priority Goals:

- Deepen student learning.

- Real-world connections
- Cross-curricular content integration
- Project-based learning and performance-based assessments
- Promote a vision of equity, diversity, inclusion, and justice.
 - Anti-Bias Anti-Racism (ABAR) programming
 - Restorative justice
 - Anti-Bullying
- Develop universal support systems.
 - Multi-Tiered Systems of Support (MTSS)
 - Trauma support and intervention
 - Leader In Me

3) Facilities, Operations & Technology

Goal Statement: Comstock Public Schools will maintain and modernize facilities and operations.

Facilities and Operations Priority Goals:

- Support the use of innovative technology.
- Maintain attractive and high-quality facilities and grounds.
- Provide equipment to meet facility and maintenance needs.
- Promote the use of environmentally friendly practices.
- Enhance safety and security.

4) Personnel & Leadership

Goal Statement: Comstock Public Schools will recruit, hire, develop, and retain the most qualified staff.

Personnel & Leadership Priority Goals:

- Recruit, hire, develop, and retain a highly skilled and diverse staff.
- Create opportunities for staff to develop leadership skills.
- Promote and empower student leadership opportunities.
- Grow staff through meaningful, progressive, and research-based professional development.

5) Communications & Community Engagement

Goal Statement: Comstock Public Schools will positively, effectively, and transparently promote the district and its programs.

Communications & Community Engagement Priority Goals:

- Celebrate and recognize the successes of individuals and groups.
- Promote the district's image to the public.
- Encourage volunteering in the educational programming of the district.

- Attract and retain students and families to the district.
- Ensure clear and timely communication.
- Develop diverse partnerships with the community.

6) Budget & Finance

Comstock Public Schools will meet district goals and needs with fiscal responsibility.

Budget & Finance Priority Goals:

- Maintain a healthy fund balance.
- Develop short- and long-term financial goals.
- Seek new grant opportunities.
- Grow new sources of revenue.
- Align staffing with student enrollment and budget.
- Communicate transparently about budget and finance.

7) Board of Education

Our Board will provide leadership and direction for the district, maintaining a focus on student achievement and growth.

Board of Education Priority Goals:

- Annually in June, evaluate the Superintendent.
- Annually, review progress toward the Strategic Plan.
- Annually in January, review and adopt the Board Governance Guidelines.
- Annually in July, evaluate its collective and individual performance.
- Prioritize ongoing professional development. All Board members will complete either two MASB classes, one full day of MASB, or another source of training.
- Maintain and review written policies and procedures for the District.