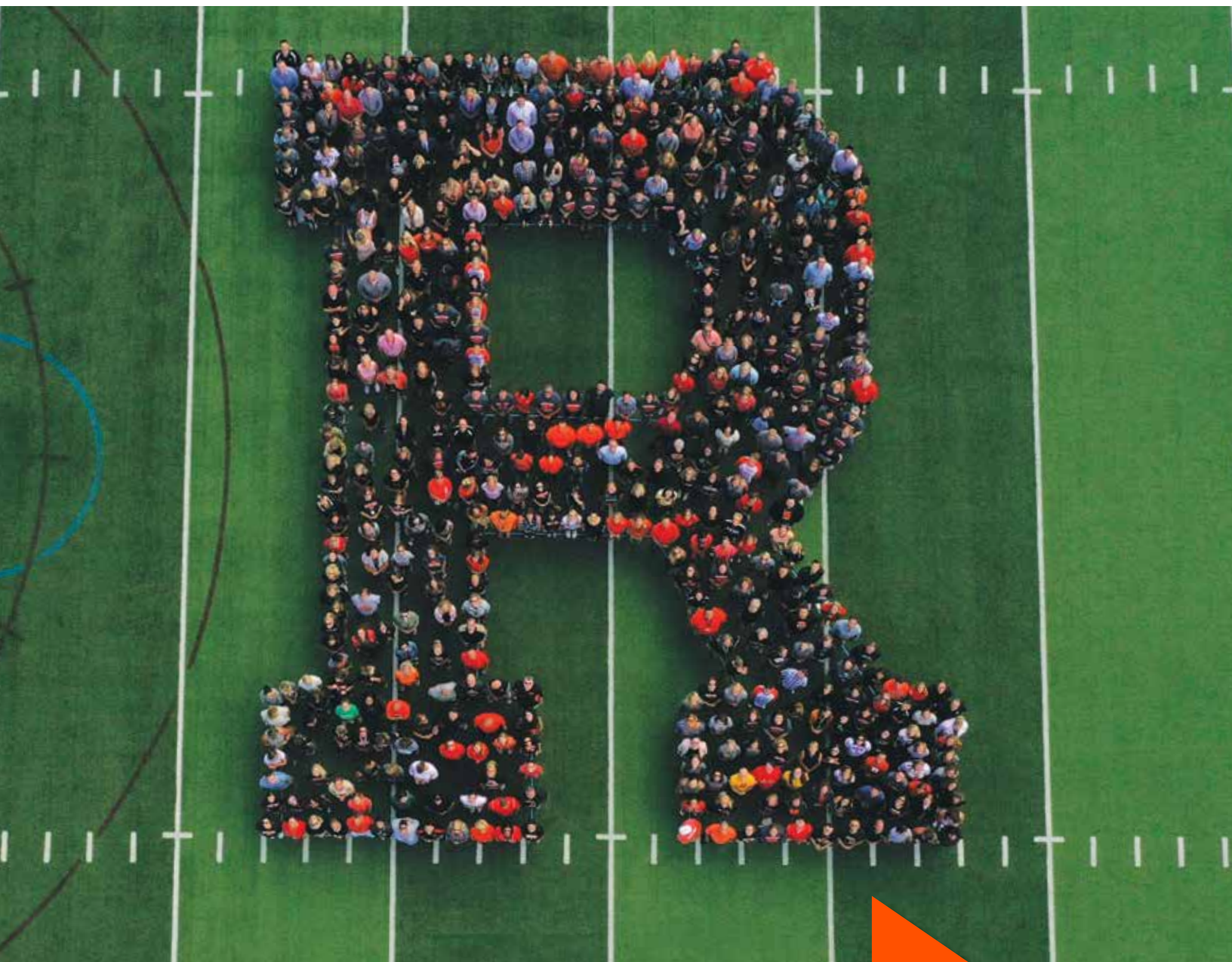


RAMS XI – *Rockford Action Model for Success*



*“Greatness is not where we stand,
but in what direction we are moving”*

Oliver Wendell Holmes



Rockford Public Schools

*Quality Community – Quality Schools
Together Building a Tradition of Excellence*

Est. November 1989

*A blueprint for continuous improvement of
the Rockford Public Schools*

January 2022 – December 2024

*Adopted by the Rockford Board of Education * December 13, 2021*

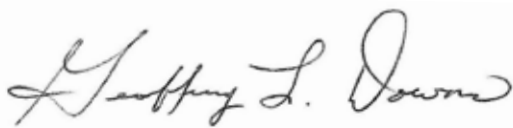
Dear Rockford Public School District Stakeholders:

In the fall of 1989, the Rockford Board of Education initiated what has become a 32-year tradition involving the community, staff and students to determine the direction and priorities of our public school system. Since the development of the first Rockford Action Model for Success, RAMS I, ten successive three-year strategic plans have been successfully implemented.


The comprehensive process to develop RAMS XI began over a year ago and included several community focus groups, plus a detailed survey of randomly selected Rockford-area residents. In addition, school district employees and junior and senior students were invited to complete the survey. Finally, any resident wishing to participate had the opportunity to complete the survey through the district website. The Board of Education and administrative team thoroughly reviewed the results and used the information to begin the challenging process of writing the short-term, long-term and ongoing goals that define RAMS XI. The Board of Education adopted RAMS XI on December 13, 2021, and this document will serve as our blueprint for continuous improvement of educational opportunities for all children and community members through December 31, 2024.

The strategic planning process and the goals achieved in the previous ten RAMS models have been instrumental in transforming Rockford Public Schools into an exemplary educational institution recognized for its excellence in teaching, learning and co-curricular programs. We believe that RAMS XI will continue to strengthen our tradition of excellence through the successful partnership between a quality community and a quality school system.

Thank you.



Geoffrey Downs, President
Board of Education



Michael S. Shabler, Ph.D.
Superintendent of Schools



MISSION STATEMENT

The mission of the Rockford Public Schools is to provide a safe teaching and learning environment which will ensure, with the support of the students, parents and community, that all students, upon graduation, will have the academic and social skills to be successful, lifelong learners in a global society.

*A quality community,
quality schools – together
building a tradition of
excellence.*



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BOARD OF EDUCATION



Support the Rockford Action Model for Success (RAMS) continuous improvement plan, monitor the progress of the RAMS goals and hold the district accountable for completion through regular reporting to the school board.

Oversee the prudent use of the financial resources available to the district for the education of our students.

Develop and monitor policies and procedures for the operation of the district.

Employ and support a highly effective superintendent for the district and annually evaluate his/her performance.

Support a safe environment for students, staff and community.

Encourage and promote the investigation and implementation of best education practices, including both instruction and technology for the delivery of instruction and operation of the district as we strive to develop each student into a lifelong learner.

Approve the planning and implementation of security, technology and capital improvements projects.



Geoffrey L. Downs



Nick Reichenbach



Timothy J. Lewis



Jake Himmelspace



Bobbi Jo Blanton



Kelley Freridge



Andrea R. Jacobson

BUILDING AND SITE



Short-Term

- Optimize the classroom learning environment with the use of updated technology and furniture. (shared with Curriculum)
- Evaluate and realign attendance boundaries to follow district enrollment trends.

Long-Term

- Evaluate district outdoor areas for expansion of the classroom learning environment. (shared with Community Services and Curriculum)
- Expand the use of technology in transportation to maximize service.
- Assess and standardize practices and policies to conserve resources in recycling, energy, and document management.

Ongoing

- Continue to improve the appearance of district buildings and grounds.
- Maximize the use of Rockford Public Schools' facilities. (shared with Community Services)



CO-CURRICULAR



Short-Term

- Develop a common handbook for all co-curricular activities.
- Grow the Esports program to include additional competitive opportunities for secondary students as well as recreational experiences for the Rockford community. (shared with Community Services)

Long-Term

- Evaluate current co-curricular programs and expansion opportunities for students and community.
- Obtain feedback to structure our educational opportunities for student athletes, coaches, parents, and community.



Ongoing

- Provide consistent onboarding of coaches, mentors and advisors with a focus on health, safety, legal, and ethical issues.
- Ensure compliance with RPS policies, MHSAA, State of Michigan, and National Federation guidelines for all co-curricular activities.
- Implement protocols for risk management (weather emergencies, emergency action plans and general safety) for all activities.



Short-Term

- Establish curriculum and instruction maps for each grade and content area to promote consistent student learning outcomes across all buildings.
- Implement a comprehensive social-emotional curriculum, including trauma-informed instruction. (shared with Special Services)
- Establish a DK-12 curriculum resource review cycle and purchasing process.
- Advance district STEAM programming (Science, Technology, Engineering, Art, Math) across all buildings.

Long-Term

- Build a responsive system of intervention for learners with a priority on literacy and math.
- Enhance district instruction by ensuring all learning spaces include state-of-the-art technology and collaborative furniture to improve instructional agility. (shared with Building and Site)
- Incorporate relevant and appropriate diversity, equity, and inclusion (DEI) resources to encourage a culture of belonging for all students. (shared with Human Resources)
- Develop a district elementary outdoor learning program. (shared with Building and Site and Community Services)

Ongoing

- Ensure equitable, high-quality, and rigorous learning for 100% of the students, 100% of the time across all early childhood through adult education classrooms.
- Build a Professional Learning Community structure that ensures consistent and high levels of instruction and learning for staff and students.
- Expand and promote college and career readiness by providing credit-earning opportunities, mentorships and pathway exposure. (shared with Community Services and Public Relations)



COMMUNITY SERVICES

Short-Term

- Evaluate and enhance the “Developing Healthy Kids Community Education and Prevention Series.” (shared with Special Services)
- Expand career education programming for all stakeholders. (shared with Curriculum and Public Relations)
- Grow the Esports recreational experiences for the Rockford community. (shared with Co-Curricular)

Long-Term

- Support and provide district outdoor educational programming. (shared with Building and Site and Curriculum)
- Seek community feedback to expand new and improved enrichment opportunities for students and adults.

Ongoing

- Ensure all Rockford residents have an opportunity to participate in all Community Service offerings.
- Expand senior adult connections and offerings in the community.
- Maximize the use of Rockford Public Schools’ facilities. (shared with Building and Site)





Short-Term

- Prioritize resources to attract and retain staff.
- Perform a needs analysis of opening a new building and its impact on the district.
- Streamline online payment systems to improve customer service.

Long-Term

- Study employee benefit options to maximize cost efficiency and quality. (shared with Human Resources)
- Commit resources for professional development to address timely and relevant district needs.
- Evaluate the continuous improvement plan for IT infrastructure and align it with predicted future needs.



Ongoing

- Lead grassroots efforts to address funding and other school-related legislation. (shared with Public Relations)
- Continue to pursue the Certificate of Excellence for the Consolidated Annual Financial Report (CAFR) to demonstrate commitment to excellence in financial practices.
- Maintain an annual budget that sustains a fund equity between 8%-15% to ensure financial stability and protect against potential state funding shortfalls.



HUMAN RESOURCES



Short-Term

- Update compliance-based training to best practices in the areas of Title IX, OSHA, security, technology, and student safety for all staff.
- Partner with experts in the field of diversity, equity, and inclusion to ensure research-based and relevant training for all staff. (shared with Curriculum)
- Create a concise district calendar published on our website with start and end dates, office hours, contact information, and FAQs.

Long-Term

- Increase mental health support available to students and staff.
- Seek proactive measures to communicate diversity, equity, and inclusion value and vision for Rockford Public Schools. (shared with Curriculum)
- Explore new platforms in order to simplify communication with stakeholders. (shared with Public Relations)
- Study employee benefit options to maximize cost efficiency and quality. (shared with Finance)

Ongoing

- Utilize data-based decision making to increase employee compensation to locally competitive levels for all staff groups.
- Prioritize mental health and trauma-informed professional development for all staff. (shared with Special Services)
- Implement strategies that focus on increasing diversity in the hiring pool.



PUBLIC RELATIONS

Short-Term

- Promote awareness of college, career, military, and skilled trade careers using enhanced communication materials and platforms. (shared with Community Services and Curriculum)
- Add an informational section on the district website specific to new and prospective families.

Long-Term

- Refresh the Rockford Public Schools' website design and usability, including a user-friendly mobile application.
- Provide professional development for office staff to increase customer-forward interactions.
- Consolidate district messaging platforms to streamline communication with stakeholders. (shared with Human Resources)

Ongoing

- Lead and participate in political grassroots initiatives focusing on district-related needs. (shared with Finance)
- Utilize the district website to provide timely, transparent and relevant information.



SPECIAL SERVICES



Short-Term

- Provide all staff with trauma-informed professional learning. (shared with Human Resources)
- Increase the number of counseling dogs in the district to support mental health.

Long-Term

- Support the social-emotional needs of students by expanding programs to include system-wide interventions.
- Research and improve instructional strategies that target the needs of students with disabilities.

Ongoing

- Maximize mental health awareness and suicide prevention efforts through “Developing Healthy Kids Community Education and Prevention Series” presentations. (shared with Community Services)
- Enhance professional development on relevant topics for social workers, counselors, school psychologists, mental health liaisons, and other staff.
- Identify and connect students and families with community mental health resources, including crisis support.





Rockford Public Schools

Quality Community – Quality Schools
Together Building a Tradition of Excellence

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