

Continuing Excellence

2023-2028

In 2022, we engaged staff, parents, community members, students, the Board of Education, and administrators in a comprehensive Long Range Planning Process. This involved various tools and informational sessions.

Through regular meetings of a dedicated committee of key stakeholders, we gathered feedback and shared data with multiple groups. The outcome is our new Strategic Plan for Royal Oak Schools: 'Continuing Excellence.' This plan publicly commits us to vital goals and emphasizes our dedication to constant communication and growth.

A Community of Excellence



Committed to fostering an impactful learning community where students will be embraced, accepted, challenged, and prepared.

Students learn best when engaged in authentic learning experiences.

Students benefit from timely and meaningful feedback.

Students will demonstrate readiness for what is next in their learning continuum.



Strengthen and expand school-community connections that are crucial to both the success of the school district and the community.

Student experiences are enhanced by partnering with the community.

District systems are essential to expanding the collaboration with neighborhood businesses and organizations.



Optimize the use of all financial and physical resources.

District funds will be maximized to secure and provide exemplary programs, resources, and staffing.

District property and facilities will be maximized to meet the needs of all programs and learners.



Attract and retain the best staff.

An optimal workplace environment is desirable to both a diverse pool of potential employees, and is provided for all employees who will want to stay long-term.

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GOAL 1

Committed to fostering an impactful learning community where students will be embraced, accepted, challenged, and prepared.

Students learn best when engaged in authentic learning experiences.

Students benefit from timely and meaningful feedback.

Students will demonstrate readiness for what is next in their learning continuum.

STRATEGIES:

- Create real world, inquiry-based experience (i.e. IB, district reviewed and created curricula).
- Embed instruction focused on student social emotional development.
- Guarantee every student sees themselves and others in their learning community for all (DEI).
- Create a system for regular and deep review of materials and lessons.

STRATEGIES:

- Reach deeper levels of learning through formative feedback.
- Establish a culture of data literacy in the classroom, both student and teacher.

STRATEGIES:

- Meet the individual needs of all students.
- Ensure equitable access to challenging and rigorous and vetted PK-12+ curriculum and programs.
- Educate and prepare for students' future through career readiness programs.
- Expand the robust CTE program.

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GOAL 2



Strengthen and expand school-community connections that are crucial to both the success of the school district and the community.

Student experiences are enhanced by partnering with the community.

District systems are essential to expanding the collaboration with neighborhood businesses and organizations.

STRATEGIES:

- Create stronger partnerships with Community Mental Health and other health-related organizations.
- Expand specific shared services with and get support from the City of Royal Oak departments and programs.
- Establish a partnership with the Royal Oak Senior Center for the benefit of both the senior residents and students.
- Invite community partners to participate regularly in school district events.
- Capitalize on the services and support from the Royal Oak Chamber of Commerce members and other business owners.

STRATEGIES:

- Create a district-wide database of community partners, their offerings/services and link to school needs.
- Create a system to actively recruit and organize screened volunteers.
- Increase partners to expand before and after-school programs for students and families.
- Create a system to link internal resources with those in need.
- Designate the responsibility of community liaison/point of contact to staff members.
- Expand student access to career pathways and exploration through partnerships.

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GOAL 3

Optimize the use of all financial and physical resources.



STRATEGIES:

- Maximize Revenue Sources
 - Maximize the use of grant funds to provide the exemplary resources to staff and students.
 - Maximize the pursuit of funding opportunities.
 - Leverage publicly approved funds.
 - Explore increased revenue possibilities allowed within Board Policy.
 - Remain diligent when advocating for school funding with legislators and professional organizations.

STRATEGIES:

- Reporting Compliance
 - Maintain a balanced budget.
 - Prepare for and earn an the highest rating in an annual audit.

STRATEGIES:

- Provide fair and competitive contracts for all staff within our means.
- Remain equitable in fundraising/funding between district buildings.
- Cost reduction/savings and evaluate supply requests and be intentional in purchasing.

District funds will be maximized to secure and provide exemplary programs, resources and staffing.

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Optimize the use of all financial and physical resources.

District property and facilities will be maximized to meet the needs of all programs and learners.

STRATEGIES:

- Explore the expansion of Pre-Kindergarten offerings.
- Continuously review and update physical security measures.
- Audit district spaces for existing and potential use.
- Evaluate school boundaries to consider balancing schools/programs within the district.
- Explore and adopt green infrastructure & systems: solar, electric vehicles and equipment, charging stations, etc.
- Assess and enhance teaching and learning uses of technology, hardware and software.
- Explore and create alternate learning spaces (outdoor classrooms, non-traditional spaces/use.).
- Evaluate district athletic facilities, including practice spaces.
- Develop a Memorial Policy/Procedures.
- Investigate an advertising policy which can support district programs.

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Attract
and retain
the best staff.

STRATEGIES:

An optimal workplace environment is desirable to both a diverse pool of potential employees, and is provided for all employees who will want to stay long-term.

- Continue to work with universities to host student teachers.
- Market ourselves to Historically Black Colleges and Universities and other diverse organizations.
- Market ourselves as an equal employment organization and behave as such.
- Conduct staff surveys and evaluate data.
- Develop our awareness of, and response for, the social-emotional needs of staff.
- Strive to always provide a work environment where employees feel safe and supported, peace of mind in the workplace, and a sense of belonging.
- Provide support for new staff through a well-organized orientation process and the mentor/mentee program.
- Expand and communicate an Employee Assistance Program.
- Develop shared planning and teaching teams.