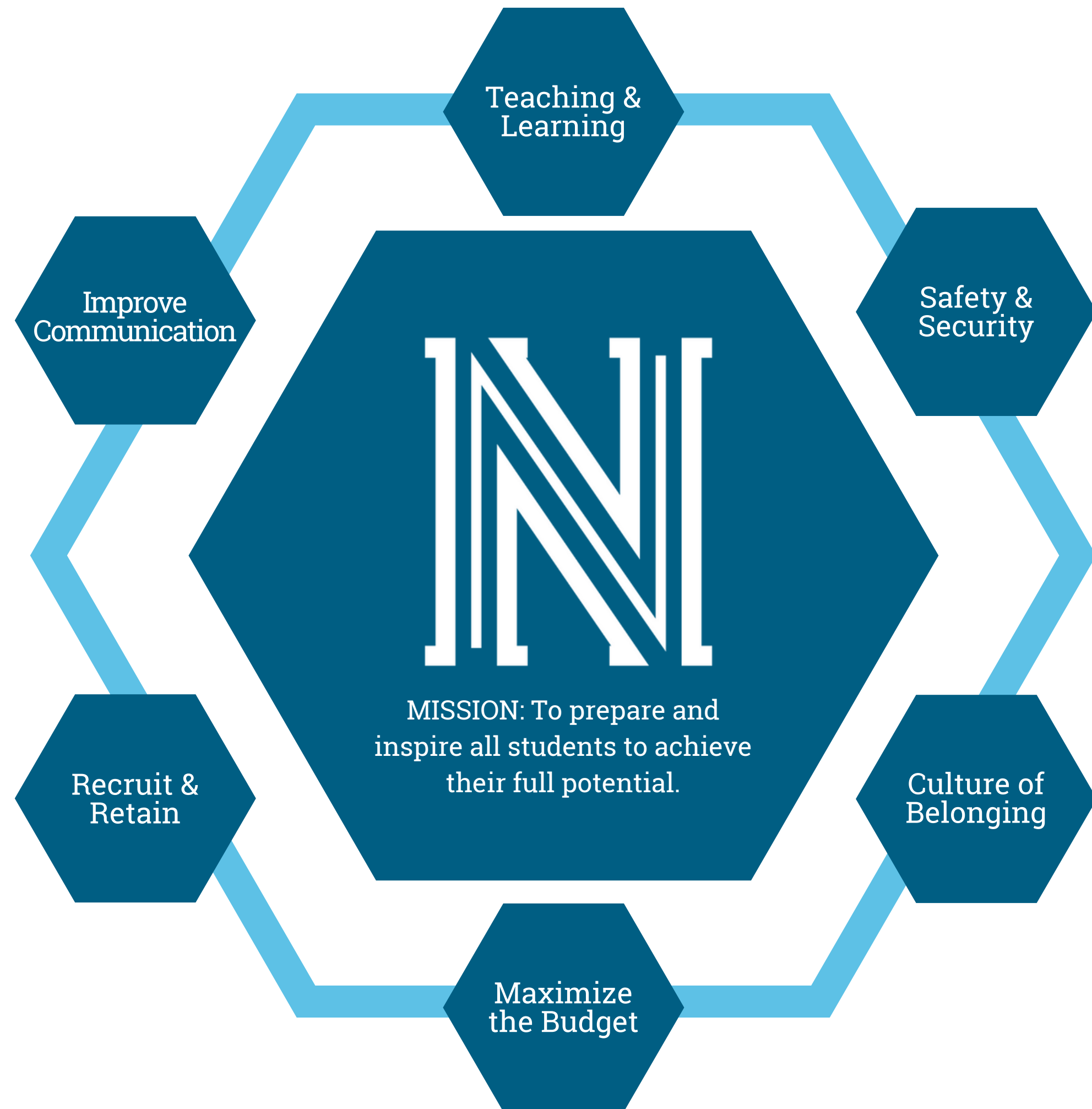




NORMAN PUBLIC SCHOOLS

2022-2027
Strategic Plan





TEACHING AND LEARNING

Our essential purpose is teaching and learning. We are committed to fostering a rigorous curriculum that is aligned with state standards and is also consistent across grade levels, subject areas and school sites.

We welcome innovative and modern approaches to teaching and seek to remove barriers of access for students. We will equip our students to learn, grow, graduate and thrive in whatever life after graduation brings their way.



PROJECTS: TEACHING AND LEARNING

- Ensure college and career readiness for all students by creating innovative learning pathways and expanding opportunities
- Develop strategic plan for teaching and learning in middle schools
- Embed and measure Individual Career Academic Plan (ICAP) into academic coaching and advising
- Improve Tier 1 universal teaching strategies
- Develop and implement professional learning communities at our sites





SAFETY AND SECURITY

The safety and security of students and staff is our top priority. We know that students can only learn, and families can only feel comfortable, if our learning environments are safe and welcoming places for all students.

We are committed to continuously improving the safety and security of our physical spaces, while also focusing on the physical and emotional wellbeing of our students, teachers, staff and volunteers.



PROJECTS: SAFETY AND SECURITY

- Support the physical and emotional wellbeing of all students, teachers, staff and volunteers
- Continue safety audits across district
- Enhance cyber safety and security
- Add security personnel to every site
- Continue promotion of CrimeStoppers and RAVE apps





CULTURE OF BELONGING

We are committed to creating learning environments where everyone who walks through our doors feels seen, heard and valued.



PROJECTS: CULTURE OF BELONGING

- Cultivate a culture of caring for all
- Facilitate learning opportunities that foster cultural consciousness with staff and students
- Enhance the experience of our students, staff and families by further developing an inviting learning environment
- Review, develop and deploy policies, practices and programs that support students and staff, and foster greater community engagement





MAXIMIZE THE BUDGET

We are committed to being good stewards of our public funding by maximizing our efficiency, responsibly lowering expenses and planning for the future. We seek to maximize every dollar available to us to ensure the best possible learning experience for all our students.



PROJECTS: MAXIMIZE THE BUDGET

- Educate community and staff on school finance information
- Create new vehicles to develop new revenue opportunities
- Utilize a process of ongoing assessment of expenditures for cost savings
- Achieve a 9% ending fund balance





RECRUIT AND RETAIN A WORLD-CLASS WORKFORCE

Our teachers and staff are our greatest strength and are essential to achieving our mission. We are committed to developing, retaining and competitively compensating all staff. We are working to ensure our district is the best possible place to work; a place that attracts the best talent and where people are happy to live and thrive.



PROJECTS: RECRUIT AND RETAIN A WORLD-CLASS WORKFORCE

- Aggressively recruit employees to Norman Public Schools
- Strive for workforce diversity that reflects our student population
- Create a tiered-system of career development
- Increase and differentiate support systems for all staff with focus on new teachers
- Create competitive and preferred work culture through compensation





IMPROVE INTERNAL AND EXTERNAL COMMUNICATIONS

We are committed to ensuring parents, staff and community members have easy, timely and transparent access to all appropriate information and in ways that work best for them individually. We strive to proudly tell the unique story of Norman Public Schools to foster community affinity and promote growth.



PROJECTS: IMPROVE INTERNAL AND EXTERNAL COMMUNICATIONS

- Celebrate the NPS Story
- Hold ourselves to high communication standards for district, including two-way communication
- Maximize and standardize strategic use of communication across all platforms and mediums
- Commitment to open communication with successes and failures
- Continue to improve communications and collaboration with local, county and state officials and media outlets



