

	<p style="text-align: center;"><b>SAU 35</b>  <b>Building &amp; SAU</b>  <b>Administration</b>  <b>Strategic Plan</b>          Approved 9/4/2024</p>	<p><b>Kate Segal, SAU 35</b>  <b>Superintendent</b>  <b>Bryan Smith, BES Principal</b>  <b>Brandon Ray, PRO Principal</b>  <b>Amy Kopp, LAF Principal</b>  <b>Sam Natti, LIS Principal</b>  <b>Molly Culver, LAF Head Teacher</b></p>
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**Mission:** *Where Excellence Links Living and Learning*

*The mission of School Administrative Unit #35 in concert with its member districts and their students, families and broader communities, is to prepare all students to be responsible citizens and afford them the opportunity to acquire the skills, knowledge and abilities necessary to make informed decisions that lead to meaningful and productive lives.*

**Focus Area 1: *Serve all Students to ensure academic achievement by fostering the development of the whole student***

**Indicators of Progress/Success:**

- Annual PK-12 increase in proficiency rates and/or growth
- Annual PK-12 maintain attendance rates (ADM) increase
- Annual year graduation rate will be above the state recommended 90%

Strategies	Action Steps
<b>1A.</b> Ensure effective teaching in every classroom with alignment to College and Career Readiness Standards for Eng/Language Arts and Math; Next Generation Science Standards; and College, Career and Civic Life framework for Social studies state standards	<p><b>1A.1</b> Provide time, structures and professional development for staff to improve instruction, revise scope and sequence, units, lesson plans, assessments and competencies to target individual student instruction</p> <p><b>1A.2</b> Implement Effective Evaluation, and update SAU 35 faculty evaluation model</p> <p><b>1A.3</b> Provide time, structures and professional development for staff to implement the three tiers of MTSS-Academics</p> <p><b>1A.4</b> Provide time, structures and professional development for staff to implement Individual Education Plans and 504 Accommodation Plans</p>

## Focus Area 2: Build Culture to Create Safe, Positive, and Inclusive Environments for Students, Staff/Faculty, Parents and Community

### Indicators of Progress/Success:

- Increase in sense of belonging and voice for students, staff, and families (Culture/Climate survey).
- Decrease in truancy and discipline incidents
- Positive data trends related to perception of safety on the YRBS
- Positive data trends related to school district MTSS-B and discipline

Strategies	Action Steps
<b>2A. Ensure a Welcoming and Collaborative Culture</b>	<p><b>2A.1</b> Administer an annual culture and climate survey to solicit feedback from students, staff, and families</p> <p><b>2A.2</b> Develop strategies to highlight positive achievements</p> <p><b>2A.3</b> Investigate issues with attendance and discipline and develop a plan to re-engage students and families.</p> <p><b>2A.4</b> Implementation of restorative practices. <i>Delivery of programs and practices determined at the District Level.</i></p> <p><b>2A.5 :</b> Ensure each grade level addresses diversity, equity, inclusion, and justice content in alignment with state requirements.</p>
<b>2B. Ensure Safe Learning Climate, Environment, and Facility</b>	<p><b>2B.1</b> Ensure all students are in the least restrictive environment</p> <p><b>2B.2</b> Assist all students to identify at least one trusted adult within their building.</p> <p><b>2B.3</b> Provide time, structures and professional development for staff to implement the three tiers of MTSS-Behavior</p> <p><b>2B.4</b> Conduct quarterly Joint Loss Management Committee meetings</p> <p><b>2B.5</b> Implement Crisis Intervention program and evaluate effectiveness.</p> <p><b>2B.6</b> Review Emergency Response Plans and implement</p> <p><b>2B.7</b> Maintain a multi year Capital Improvement Plan (CIP) for each district by school board committee</p> <p><b>2B.8</b> Ensure the financial sustainability of each district's resources are sufficient to meet its mission by school board committee</p>

### Focus Area 3: Lead with Integrity and Courage, Improving Consistency in Collaboration, Communication, Expectations, and Accountability

#### Indicators of Progress/Success:

- Increase in District collaboration at the District and Board levels
- Increase in Community Perception, Involvement and Trust
- Increase in positive feedback of district, SAU, and Board Leadership Effectiveness
- Achievement of Shared Goals

Strategies	Action Steps
<b>3A.</b> Lead with integrity and courage by increasing cohesion across SAU 35, including its member district staff/faculty, building and SAU administration and board members,	<b>3A.1</b> Lead with the Clarity of Why.” ( <i>Golden Circle</i> ) <b>3A.2</b> Conduct Leadership Self-Assessments <b>3A.3</b> Seek feedback from peers to gain insights into leadership effectiveness <b>3A.4</b> Identify strengths and areas to improve <b>3A.5</b> Attend professional development focused on leadership, communication, and collaboration.
<b>3B.</b> Ensure honest,transparent and timely communication with and between our community, district staff/faculty, building and SAU administration, and all boards, while ensuring confidentiality laws and policies	<b>3B.1</b> Increase and maintain dedicated communication channels for each group (e.g., email, newsletters, websites, staff meetings, board meetings), while supporting and respecting the chain of command <b>3B.2</b> Increase professional development for staff, faculty, administration and board members on effective communication skills and techniques. <b>3B.3</b> Clearly and on a regular basis communicate the decision-making process and the rationale behind key decisions, building trust and providing evidence that decisions are made fairly and with consideration of all relevant information <b>3B.4</b> Maintain records of communications, meetings, and decisions, and ensure public right to know records are accessible to stakeholders <b>3B.5</b> Conduct yearly surveys to gather feedback on various topics and assess the effectiveness of communication efforts.