

GREENSBURG COMMUNITY SCHOOL CORPORATION

DISTRICT GOALS

2023-2024

“Think Opportunity”

Mission Statement

The mission of the Greensburg Community School Corporation (GCSC) is to promote learning through quality educational and life-skill programs that prepare our students to be effective, successful, and responsible citizens.

Core Values of GCSC Stakeholders

High Expectations- All stakeholders will work to master or exceed required educational standards using best practices.

Accountability- Stakeholders are responsible for utilizing and managing resources to make data driven and financially prudent decisions.

Shared Leadership- Stakeholders will collaborate and strive to achieve school and community goals through professional learning opportunities and civic/social engagement.

Continuous Improvement- Stakeholders will persistently strive to advance by using research- based assessment tools, current data results, and consistent oversight in a never-ending effort for growth.

Social Responsibility- All stakeholders will share an obligation to promote and enhance positive character traits, tolerance of differences, a commitment to personal safety; and global citizenship.

Alignment- Our school community will use all resources to implement the mission, vision, values, goals and strategies, to move in a unified direction to provide an efficient and effective educational program.

In light of the stated mission and core values of GCSC, the Board of School Trustees set the following goals for the 2023-2024 school year:

- **Curriculum**

Provide academic programs to our students that are aligned with national and state standards to provide learning opportunities that ensure their competitiveness in a global market place. The following goals will be addressed:

1. GCSC will provide rigorous content at all grade levels that culminates in increased success on the state standardized tests (3-8) and the SAT high school exit assessment.
2. GCSC will monitor and improve student growth and achievement evidenced through norm-referenced assessments, locally developed assessments, and in PLCs and other collaborative groups.
3. GCSC will continue to monitor the evolving graduation requirements and new diploma tracks at GHS. GHS will continue working towards the state average on Core 40 diploma achievement by GHS graduates through the 2025-2026 school year.
4. GCSC will monitor graduation rates to meet or exceed state graduation rates. Goal for 2024 cohort is 95%.
5. GCSC will obtain STEM Certification at GES by the end of the 2023-2024 school year and start the qualification process at GJHS during the 2023-2024 school year.

- **Staff**

Provide on-going staff development to promote student academic improvement in the areas where the GCSC has growth potential:

1. Decisions made at the building level will be data driven and include solicited input from the entire staff.
2. GCSC will recruit and retain outstanding teachers and staff. GCSC will maintain a competitive salary and benefit package for all employees.
3. Each new teacher will be assigned a mentor by GCSC.
4. An employee satisfaction survey will be given to all GCS teachers prior to the Christmas break each year. An exit survey will be administered to all teaching staff who leave the Corporation. Data from each will be shared with the Board of Trustees.

- **Finance**

Maintain a stable cash balance for GCSC through the continued use of sound budgetary practices:

1. Promote, practice and show evidence of the prudent use of the community's financial resources in GCSC practices.

2. Maintain a cost containment plan to address deficit spending to maintain at least a 10% cash balance in the Education Fund.
3. Address contractual concerns that create or alleviate unfunded liabilities for GCSC and negotiate changes that need to be examined:
 - a. Keeping Health Insurance costs at or below the 112% rate of the Indiana State Health Insurance Plan.
 - b. Keeping Liability Insurance costs at a minimum.
 - c. Keeping Workman Compensation Insurance costs at minimum. Examine ways to reduce Workman Compensation claims.
 - d. Keeping tuition support from state spending towards teacher salaries/benefits at 62% or higher.
 - e. Keeping transfer level from the Education Fund to the Operations Fund below the 15% threshold.
 - f. Monitor the impact of the Circuit Breaker (\$500,000) and look to our Financial Advisor for possible relief strategies.

- **Technology**

GCSC will deploy and maintain the most effective infrastructure, security, hardware, and software throughout the Corporation. In pursuit of this goal, the technology department will:

1. Assist administration, staff, and students with training and support.
2. Support and encourage 21st Century STEM learning throughout our district.
3. Provide ongoing STEM training to all staff necessary to for STEM certification at all levels.
4. Increase fiber optic infra-structure where it is needed in the district.

- **Policy and Procedures**

Audit and maintain existing policies. Align policies, administrative guidelines and student handbooks at each building for congruency.

- **Public Relations**

GCSC realizes the important role our community plays in the overall education of our students. We want to engage all facets of our community in this process through the use of our Community Engagement Director:

1. Engaging our community in activities that will get them into our schools so that they can experience the innovative and challenging programs that are being provided to our students.
2. Continue to expand our partnerships with local industry to promote vocational opportunities.

3. Continue our partnership with Centerstone Mental Health Services and Decatur County Memorial Hospital.
4. Promote our brand “Think Opportunity” through social media and other available ways of advertising.
5. Utilizing the GTV station to promote GCSC and the activities/programs that are provided to our students.
6. Promoting the Portrait of a Graduate of GHS throughout our media capabilities.

- **Safe School Environment**

Provide on-going needed annual maintenance and upgrading of current facilities:

1. GCSC provides a safe school environment through:
 - a. Partnering with Emergency Services for building safety and security.
 - b. The use of the Raptor building entry network in GCSC Buildings.
 - c. The use of the Raptor App during Emergency situations by employees. All GCSC employees will be trained on using the App prior to the start of the 2023-2024 school year.
 - d. Safe Schools training for all GCSC employees.
 - e. Partnering with the City of Greensburg to provide an SRO for each school building; and
 - f. Use of ESSER funds to hire an Attendance Officer for 2023-2024.
2. Maintain the comprehensive preventive maintenance plan developed for GCSC.
3. Finish the following projects for 23-24:
 - a. New track and turf football field at GHS.
 - b. Four (4) new classrooms at GES.
 - c. New Innovation Lab at GJHS.
 - d. Upgrades at Greensburg Community Learning Center.
 - e. Upgrades to the door access and camera systems in all GCSC buildings.

- **Extra-Curricular**

Maintain, refine and provide accessibility for all students with regard to extra-curricular programs:

1. Examine sustainability costs for all ECA programs across the district.
2. Strive to make sure that student participation in ECA is not limited because of cost.

3. Use the Sallee Trust for athletic and music needs where appropriate for 2023-2024.
4. Budget funds to promote and support the Fine Arts across GCSC.
5. Audit all ECA programs for continued number of competitions available to our students.

*Adopted by the Greensburg Board of School Trustees on August 8, 2023.