

Bay-Arenac ISD
Strategic Plan
2006-2007

- Green – Hit the target, on target, or on the road to completion.
- Red – Change in objective or direction.
- Blue – New strategy.
- Violet – Future objectives.
- Yellow – In progress.

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
	<p>Goal: Improve the quality of 0-6 services at BAISD</p> <p>Objective: Increase opportunities for children who are turning three years old</p> <p>Activities: Analyze outside placement opportunities for BAISD children</p> <p>Share philosophy with community members and BAISD Early Childhood Staff</p> <p>Goal: Effectively utilize BAISD Early Childhood Staff</p> <p>Objectives: Minimize duplication of services for families</p> <p>Analyze meeting attendance to ensure appropriate BAISD staff are attending appropriate 0-6 meetings</p> <p>Review the administrative structure for BAISD Early Childhood programs</p> <p>Conduct on-going training for BAISD Early Childhood Staff</p> <p>Activities: Analyze who is providing services to families and develop a system for "service coordination"</p> <p>Implement service coordination agreements with community members</p>		<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>		<p>Goal Two: Improve the quality of 0-6 services at BAISD</p> <p>Objective: Develop and communicate a shared vision for Early Childhood at BAISD</p> <p>Identify two gaps of services within Early Childhood programs at BAISD that can be addressed</p> <p>Increase non-traditional funding through community resources, donations, and grants by 5%</p> <p>Activities: Locate, revise, and finalize a mission statement</p> <p>Determine the role of each Early Childhood program in fulfilling the mission statement (population, services, and collaboration)</p> <p>Develop a concept map to chart program involvement and collaboration</p> <p>Establish a Parent Advisory Group to provide feedback and vision</p> <p>Survey staff and parents and hold focus groups regarding perceived needs and the ability to meet those needs with current programming</p> <p>Compile a list of grant-funding sources for Early Childhood Education and distribute to all staff</p>	

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
	<p>Implement system to share meeting information with key BAISD Early Childhood Staff</p> <p>Analyze administrative structure of BAISD Early Childhood programs</p> <p>All BAISD Early Childhood Staff will have an Individual Development Plan (IDP)</p> <p>BAISD Early Childhood Staff will receive Family Service Credential training, Home Visiting Training, and Reflective Supervision Training</p> <p>Goal: Evaluate overall BAISD Career Center Early Childhood program and identify areas of growth</p> <p>Objectives: Implement decision</p> <p>Activities: Analyze the number of children, high school students, site location, funding opportunities, and staffing issues</p>		<p>●</p> <p>● Finalized 2005-06</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>		<p>Goal Three: Provide an environment to foster and recognize staff excellence</p> <p>Objectives: Increase the use of best practice in all Early Childhood programs</p> <p>Provide one high quality and individualized professional development series</p> <p>Activities: Align BAISD Early Childhood programs and services with Standards of Quality document from the Michigan Department of Education</p> <p>Identify professional development needs for Early Childhood staff through surveys and questionnaires</p> <p>Establish professional learning communities or on-going PD series</p> <p>Develop and implement an assessment mechanism for Professional Development activities</p> <p>Ensure that all BAISD Early Childhood Staff have an Individual Development Plan (IDP)</p> <p>Goal Four: Provide leadership in the area of Early Childhood for the Bay Arenac community</p>	

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
					<p>Objectives: Identify five local preschool programs with which we will increase collaboration</p> <p>Communicate the BAISD Early Childhood shared vision with community members at 8 functions</p> <p>Activities: Poll the identified programs to determine ways in which the ISD can provide leadership and support</p> <p>Educate the 0-6 communities on the appropriate criteria for referring families to BAISD Early Childhood programs (i.e. mailings, presentations, etc.)</p> <p>Present BAISD shared vision with community (i.e. BAECAC, health fairs, community baby shower, etc.)</p> <p>Promote community monetary support for Imagination Library</p>	

Strategy 2 Sustain and Enhance Comprehensive Professional Development to Serve All Staff

Strategy	Action Plan 2004-05	Who	Finish Date	Status	2005-07 Action Plan	Status
<p>Strategy 2: Sustain and enhance comprehensive professional development to serve all staff.</p>	<p>The committee members will meet in the fall to review the information gathered/submitted for Dynacal.</p> <p>LEA's will receive training for appropriate staff on Dynacal. Instruction sheets will be developed and distributed for staff use as necessary.</p> <p>The committee members agreed that professional development/Dynacal progress should be on the Superintendent's agenda for periodic updates as needed.</p> <p>Coordinate assignments with LEA's to populate Dynacal for the 2004-05 school year.</p> <p>Continue working with the Curriculum Council to communicate Strategy #2 progress.</p> <p>Develop a measurement tool to evaluate Professional Development opportunities and the use of Dynacal technology.</p> <p>Assess/measure the long-term effects of professional development</p> <p>Compare the cost of professional development to the added value in performance</p> <p>Move onto a needs analysis tool to determine what forms of professional development are needed</p> <p>Develop a systematic tool that would include follow through and reporting to administrative staff of the findings.</p>	<p>Chair: D. Sevener T. Steih B. Peppel E. Rupert M. Doring B. Diroff C. DuPuy B. Jarve T. Bacigalupo J. Bragiel J. Mertz R. Anderson S. Murphy R. Green K. Augustine</p> <p>Updated Committee Membership: 9/18/06</p> <p>Chair: Dave Sevener</p> <p>Members: Sue Murphy Mike Andress Brenda Peppel Terri Steih Roger Anderson John Mertz Marty Doring Linda Engelhardt Beth Jarve Rocky Aldrich</p>	<p>11/01/04</p> <p>03/01/04</p> <p>03/18/04</p> <p>10/26/06</p> <p>02/22/07</p>		<p>The committee members agreed to:</p> <p>Strategy revised due to a reduction in professional development activities that would have broad appeal.</p> <p>2006-2007 Action Plan</p> <p>Develop/implement a measurement system to evaluate the need for and impact of professional development on personal and organizational performance.</p> <p>Conduct research. Investigate SVSU involvement.</p> <p>Meeting scheduled for Oct. 26, 2006.</p> <p>A subgroup of the committee formed to discuss the strategy for BAISD</p> <p>Doug Hansen from SVSU would facilitate development of the tool.</p> <p>After a discussion of the subgroup regarding data warehousing and research on a measurement system, the evaluation strategy may be premature. The strategy will be dormant until such time as it fits with the data system</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
					<p>Club Leaping Lizard is currently on hiatus; no districts or buildings are in need of this service at this time.</p> <p>Unique needs are addressed and embedded in each plan for curriculum work.</p> <p>Professional Development is a topic at monthly Curriculum Council meetings and was included in a survey of needs. In addition, Strategy 2 is conducting needs assessment regarding PD in the 2006-07 school year.</p> <p>Revise, edit and evaluate plan.</p>	<ul style="list-style-type: none"> ● ● ● ●

Strategy 4 Technology

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 4 Integrate technology resources into educational programs and services by implementing the district technology plan.</p>	<p>Upgrade backbone to Gig Ethernet.</p> <ul style="list-style-type: none"> • Concentrate on the northern loop first • Upgrade ESC to CC first <p>Upgrade phone system to distribute over fiber.</p> <p>Installing hybrid speed connection to LLC-Arenac Campus.</p> <p>Write a new technology plan.</p> <p>Research wireless bridge connection for LLC-Arenac Campus.</p> <p>Research and implement more web based applications for CIMS.</p> <p>Upgrade e-mail system.</p> <p>Connect Whittemore Prescott via fiber.</p> <p>Move to cost-saving 3-year licensing agreement for Anti-Virus protection.</p> <p>3-year agreement for web filtering.</p> <p>Implement strong authentication.</p> <p>Implement work request system.</p> <p>Collaborate with community partners.</p> <p>Develop Disaster Recovery Plan.</p> <p>Implement annual purchase of technology.</p> <p>Create, develop, and implement technology. Inventory system.</p>	<p>Chair: C. Loree M. Bluem B. Curtiss M. Rivard R. Schantz B. Hauk M. Andress A. Muempfer J. Arnold J. Helle L. Engelhardt K. Bitzer T. Steih L. Hudson K. Gilbert J. VanDusen J. Whitehead T. Leavitt</p>	<p>Sept. 06</p> <p>Dec. 06</p> <p>Dec. 06</p> <p>June 06</p> <p>Dec. 06</p> <p>Sept. 06</p> <p>Aug. 06</p> <p>Aug. 06</p> <p>Aug. 06</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>	<p>A/V Technology infrastructure upgrade.</p> <p>Organize and secure Data Center.</p> <p>Evaluate Exchange as GroupWise replacement.</p>	<p>●</p> <p>●</p> <p>●</p>

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
	<p>Upgrade web content filtering.</p> <p>Upgrade Career Center web page.</p> <p>Career Center Grade Quick implementation.</p> <p>Restructure technology department.</p> <p>Reorganize technology office space.</p> <p>Identify and implement Data Warehousing.</p> <p>Have BAISD Network evaluated for performance and security.</p>		<p>Nov. 06</p> <p>July 06</p> <p>Aug. 06</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>		

Strategy 6 Collaborative Services among LEAs and within BAISD

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 6 Facilitate the Development of cooperative business, information, and resource leveraging services among LEAs within the BAISD.</p> <p>Actions 1-7 are no longer the direction of this strategy. Items A-E will now be the action plan for strategy six. However the strategy itself is not changing.</p>	<ol style="list-style-type: none"> 1) Compile list of current services 2) Develop a guide that can be shared with current and prospective customers 3) Embrace and foster the collaborative spirit as a district 4) Commit to review and assessment of collaborative programs offered by other ISDs or Agencies 5) Determine capability to provide services internally or externally in ISD 6) Assess fit within the ISD or LEA 7) Update guide annually <ol style="list-style-type: none"> A) Create committee composed of Superintendents, Directors, et al. from the ISD and All local schools in the ISD. B) Meet with committee to discuss opportunities in all facets of school district operations C) Establish work teams to investigate identified opportunities D) Full committee meeting to receive subcommittee reports. Pursue areas of Interest. E) Work teams explore and report progress and receive continued or new direction. 	<p>Chair: B. Curtiss D. Sevener J. Helie M. Doring T. Leavitt</p> <p>Chair: M. Dewey D. Sevener Superintendents, Directors, et al.</p>		<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>	<p>The action plan has been developed and will be implemented. The ISD lives by this strategy everyday. The primary objective of this committee will be documenting this collaborative spirit so that it can be shared and communicated to every stakeholder, current or potential customer, and the public.</p> <p>The revised action plan is in effect. The first meeting of the full committee took place on March 8, 2006. Work team chairs were selected. Identified opportunities were: mail, business office, curriculum direction, state and federal grant writing, and transportation.</p>	<p>●</p>

Strategy 7 Communications

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 7</p> <p>Enhance communication and collaboration within the ISD and among the local school districts to increase public awareness</p>	<p>The information gathered from surveys will help the focus group to identify additional publication needs. The committee will make decisions for all future communication material and publications. Some objectives are:</p> <ol style="list-style-type: none"> 1) Re-instituted the Annual Report and print in-house every other year starting with 2006-2007. 2) It was determined to continue with the current printed material. Timeline as follows: -Inside Story – Printed in-house and e-mailed to all staff 4 to 5 times/year. -Mike’s Monday Memo – e-mailed to all staff every Monday morning. -BAISD Brochure of Essential Services – to be updated and printed for the 2007-08 school year. (This will then be updated and printed on even years.) -LEA Profiles – to be revised and printed for the LEAs for the 2007-08 school year. (This will then be updated and printed on odd years.) <ol style="list-style-type: none"> 3) Updated main web site to include Special Ed. and the Career Ctr. 4) Partner with Bay-Area Community Foundation and the United Way to have them attach a link from their website to BAISD. 5) Some of these publications such as the Annual Report and Essential Services will be mailed to the offices of community agencies, etc. A fall survey was completed in September 2006. A spring survey will be completed in March 2007. 	<p>Chair:</p> <p>M. Dewey B. Peppel G. Anderson P. Barkell A. Muempfer M. Sullivan K. Vargo</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Dec. 2006</p> <p>May 2007</p> <p>Ongoing</p> <p>Sept. 2006</p> <p>March 2007</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>	<p>The committee will meet quarterly to review communication material and make suggestions on how we might continue to enhance our publications.</p> <p>The committee will continue to survey both our internal and external stakeholders to confirm that we are providing them with valuable and timely information.</p> <p>Surveys will be conducted periodically throughout the school year.</p> <p>Create a link on the ISD Website for all forms that can be accessed by all ISD staff and LEAs.</p> <ul style="list-style-type: none"> - Work with OPSN Committee and Erika Rupert <p>Once the Annual Report is completed, the ISD will promote the report in the Last Word of the Bay City Times and the Arenac Independent.</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>

Strategy 9A Identify Current and Future Career & Technical Education (CTE) Needs

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 9A</p> <p>Completion of a construction of a new Health & Science Occupations addition.</p>	<p>Develop planning committee for the construction of a Health & Science Occupations addition at Bay-Arenac ISD Career Center.</p> <p>Identify the future Career & Technical Education (CTE) programs and present program areas that would occupy a "new" constructed Health & Science Occupations addition based on data researched from BAISD Strategy 9A.</p> <p>Establish schedule and continue to meet with contracted architecture and construction teams to define and design a Health & Science Occupations addition for the Career Center.</p> <p>Continue to visit and gather data from training facilities, high schools, community colleges, universities, health related businesses and technical centers to further define the overall facility addition, program area designs, curriculum, content, equipment needs, etc.</p> <p>Develop and establish funding plan for construction of a Health & Science Occupations training addition.</p> <p>Identify and recruit new ad hoc advisory committee members to assist in program facility design, curriculum content components, licensing/regulations, equipment needs, associations/organizations, certifications, etc.</p>	<p>Mike Rivard – Chairperson L. Engelhardt J. Geno K. Seward P. Berghuis T. Camp A. Dore T. Bacigalupo</p> <p>Health Occupations Committee Members.</p>	<p>Aug. 2006</p> <p>Nov. 2006</p> <p>Feb. 2008</p> <p>Sept. 2007</p> <p>June 2007</p> <p>Nov. 2006</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>	<p>Continue to research and identify future career and technical student and program needs.</p> <p>Completion of construction of new Health & Science Occupations addition within projected budget.</p> <p>Successful development and implementation of Health and Science CTE programs to enhance the skills and career preparation opportunities for our students.</p>	<p>●</p> <p>●</p> <p>●</p>

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
	<p>Continue to develop instructional curriculum content areas and activities specific to new CTE Health & Science programs. Revise present Health & Science Career Center program options inline with "new" facility and equipment areas (i.e., science lab/physical therapy instructional equipment.</p> <p>Develop and implement a marketing plan for the "new" Health & Science Occupations training addition to targeted populations (i.e., high school students, counselors, LEAs, administration, Boards of Education, community colleges, universities, parents, middle schools, etc.</p> <p>Recruit and recommend for employment, instructional staff to facilitate/instruct "new" program areas in Health & Science Occupations addition.</p> <p>Construction and operation of a new Health & Science Occupations facility addition to enhance the career/technical skills and career preparation opportunities for our students.</p> <p>Continue scheduled meetings with construction and architecture teams (when necessary) until completion of construction phase.</p>		<p>Aug. 2008</p> <p>June 2008</p> <p>Sept. 2008</p> <p>March 2008</p>	<p>●</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>		

Strategy 9C Delivery of Academic Credit through Career & Technical Education (CTE) Programs

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 9C</p> <p>Develop a comprehensive system for the delivery of academic credit through career and technical education programs at Bay-Arenac ISD Career Center.</p>	<p>Identify a planning committee and establish a meeting schedule to address the development of a comprehensive system for the delivery of academic credit through Career And Technical Education programs.</p> <p>Implement a research planning component and establish data gathering activities to monitor and address the Michigan Merit Curriculum Guidelines and the optional approaches/systems for CTE delivery.</p> <p>Research and address optional delivery systems for academic credit and CTE instructors; visit credit recovery and academic credit "best practice" delivery systems throughout the State.</p> <p>Continue to communicate with Career Center staff and provide professional development activities which target and align with the Office of Career and Technical Education's (OCTE) identified core academic standards and CTE program specific academic and technology standards.</p> <p>Survey and meet with our LEA administrative representatives to identify the specific needs each district may have as it relates to the requirements of the Michigan Merit Curriculum and the continued access of their students to our Career Center.</p>	<p>Chair: M.Rivard L. Engelhardt J. Geno</p> <p>Co-Chairpersons T. Bacigalupo M. Address V. Gerhart</p> <p>BAISD Career Center Staff</p>		<p style="text-align: center;">●</p> <p style="text-align: center;">●</p> <p style="text-align: center;">●</p> <p style="text-align: center;">●</p> <p style="text-align: center;">●</p>	<p>Continue to assess and develop a comprehensive delivery system of academic content, integration in career and technical education programs, allowing all students the opportunity to attend Bay-Arenac ISD Career Center and meet Michigan Merit Curriculum.</p>	<p style="text-align: center;">●</p>

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
	<p>Implement an integrated system approach which aligns with both the guidelines and the requirements of the Michigan Merit Curriculum and the standards for No Child Left Behind (NCLB) to the delivery of academic content in CTE programs. Assess budget impact.</p> <p>Explore and implement alternative delivery systems (beyond the integrated approach) for academic credit at the Bay-Arenac ISD Career Center.</p> <p>Meet and validate delivery systems with LEA administrative representatives and establish academic and CTE credit granting partnership agreements.</p> <p>Develop a communication plan to establish targeted activities that promote the opportunities and options for academic credit and CTE programs at Bay-Arenac ISD Career Center.</p>			<p>●</p> <p>●</p> <p>●</p> <p>●</p>		

Strategy 9D
Work Keys/Key Train
Implementation at Career Center

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 9D The Bay-Arenac ISD Career Center will effectively implement the Work Keys Career Readiness Program to recognize and improve the work readiness skills of our students.</p>	<p>BAISD Career Center will add a third Work Keys student assessment, <i>Locating Information</i>, to the current battery that is given each fall to eleventh graders; these students will be eligible for a Career Readiness Certificate. (Students scoring a level 5 or higher on all three tests would be eligible for a gold seal; level 4 on all three tests would enable a student to receive a silver seal, while a level 3 on all three tests would make a student eligible for a bronze seal.)</p> <p>BAISD Career Center will recognize all students, receiving Career Readiness Certificates.</p> <p>BAISD Career Center staff will identify students scoring less than a level 3 on any given test and work with the teacher to provide opportunities for the student to improve his/her score, utilizing <i>Key Train</i>, as a training method toward improvement.</p> <p>BAISD Career Center staff will be trained to use the <i>Key Train</i> software to assist students in improving their work readiness skills, as outlined by Work Keys Occupational Profiles.</p>	<p>Chairperson: J. Geno</p> <p>Committee Members: B. Zimosrad K. Seward T. Rivard L. Forrest V. Gerhart L. Engelhardt</p>	<p>Oct. 2007</p> <p>Dec. 2007</p> <p>Oct. 2007</p>		<ul style="list-style-type: none"> • Post-testing of Work Keys, at the end of students' twelfth grade year, will be examined, allowing the committee to look at career readiness growth, as a result of Key Train intervention. • Strategies will be put into place for students scoring below a 3 on any Work Keys test, allowing students the opportunity to increase their scores to at least a level 3 on all tests. • Initiatives to market our Career Readiness Program to businesses and other stakeholders will continue. 	

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
	<p>Key <i>Train</i> will be installed on all general use computers at the BAISD Career Center, enabling student access to this software.</p> <p>BAISD Career Center instructors will integrate <i>Key Train</i> lessons/use into his/her curriculum, enabling students to better prepare for the world of work.</p> <p>BAISD Career Center instructors, in conjunction with Placement and Counseling Staff, will be trained in the usage of the Work Keys Occupational Profiles, enabling this staff to assist students in career planning activities. Designated Work Keys Coordinators at the BAISD Career Center will develop and implement an effective testing and data sharing system with stakeholders (i.e. students, parents, LEAs, CC instructors, employers, advisory members, ISD Board of Education), as measured by number of students assessed, systemic usage ease and accuracy of information shared.</p> <p>BAISD Career Center Strategy 9B committee will explore Work Keys <i>Estimator</i> and <i>Skill/Map</i> programs, as a way of aligning Work Keys skills to needed skill levels for employment, culminating in a recommendation of whether or not to add to our Center's offerings.</p>		<p>Aug. 2007</p> <p>Oct. 2007</p> <p>Oct. 2007</p> <p>Aug. 2007</p>		<ul style="list-style-type: none"> BAISD Career Center will continue to promote and work with all students on achieving a gold seal, the highest recognition level of the Career Readiness Program. BAISD Career Center will continue to update and share data related to our Career Readiness Program with stakeholders. 	

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
	<p>BAISD Career Center instructors, administrators, and placement staff will work in conjunction with Strategy 9B committee members, to update information, regarding our Career Readiness Program with advisory committee members, LEAs, the business community at-large, as measured by advisory committee minutes, and other pre-determined forms of written documentation.</p> <p>BAISD Career Center instructors, administrators and placement staff will work in conjunction with Strategy 9B committee members, to market the Career Readiness Program to local businesses and advisory committees, as a way of promoting the hiring of our students.</p> <p>BAISD Career Center instructional and placement staff will work together with students in the inclusion of Work Keys scores and Career Readiness Certificates, as appropriate, within their portfolios and resumes, as measured by a check-off system that instructors will be responsible for monitoring.</p>		Feb. 2008			

Strategy 10 Sustain & Enhance Education Opportunities for Adult Students

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
<p>Strategy 10 Sustain and enhance educational opportunities for adult students</p>	<p>Pursue and develop those programs/classes that will provide successful quality courses and enrollment growth.</p> <p>Monitor enrollments to determine whether recruitment strategies and marketing efforts have been effective.</p> <p>Prepare for the Compliance Review by the Department of Labor and Economic Growth (DLEG) scheduled for April 2006.</p> <p>Develop 2 new ideas to market the manufacturing programs.</p> <p>Restructure the Nursing Assistant program to become a one semester program.</p> <p>Submit grant to Community Foundation for EMT program start up equipment.</p> <p>Consider having Bay 3 TV run a copy of the Adult Ed Graduation Ceremony recorded by ISD staff.</p> <p>Pursue DLEG staff to consider making the federal grants competitive.</p>	<p>Chair: A. Muempfer A. Phillips A. Mazique C. Dwan K. Rayner L. Engelhardt J. Bollman M. Gottesman J. Klumpp B. Pijazek K. Raymond</p>	<p>May 2007 June 2007 May 2007 June 2007 Nov. 2006</p>	<p>● ● ● ● ● ● ● ●</p>	<p>Implement any recommendations made by DLEG from our desk audit in the fall of 2006 to quickly come into compliance with all of their requirements.</p> <p>Research the ability and determine the feasibility of providing on-line registration for the Career Technical Classes.</p> <p>Identify, through labor market research, 2 new course offerings for the adult education program.</p> <p>Network with other adult education programs or workforce development boards to pursue collaborative efforts and possible sharing of federal grants.</p> <p>Develop strategies to attract and retain tutors for lower functioning students, especially in reading and math.</p> <p>Research the ability and determine the feasibility of providing graduates with a complete transcript from the adult education program.</p>	<p>● ● ● ● ● ● ● ●</p>

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
					<p>Replace existing roadway entrance light standards at Career Center</p> <p>Engineer land use drawing with existing buildings and utilities for both Career Center and Educational Service Center.</p> <p>Install a back-up generator to start and maintain electrical power to heating water pumps at the Career Center.</p> <p>Inspect all roof levels for possible repair or replacement.</p> <p>Replace windows at Educational Service Center (2007)</p>	<ul style="list-style-type: none"> ● ● ● ● ●

Strategy 12
Enhance the Recruiting, Selection and Employment Process

Strategy	Action Plan 2006-07	Who	Finish Date	Status	2007-09 Action Plan	Status
Strategy 12 Determine team make-up. Determine need and develop a “Statement of Work”	Identify interested parties. Research best practice, develop benchmarks and criteria for review of current and proposed practice.	Chair: Dave Sevener Mike Rivard Randy Schantz Brenda Peppel Colleen D’Arcy Mike Dewey Mary Ellen Bluern	03/30/07 05/04/07			