

Fairview Park City School District's Mosaic Project

Three (3) Year Strategic Plan

Mission: The mission of the Mosaic Project is to build a culture of respect in the Fairview Park City Schools through awareness raising, education and relationship building among students, staff and families.

Over the next three years, the Mosaic Project will achieve the following goals:

Goals:

- A: Create a culture of respect.
- B: Foster a welcoming environment.
- C: Support the educational potential of students.
- D: Ensure the Mosaic Project sustains its work beyond the initial project period.

Pilot

Timeline: 2007 – 2010 school years

Strategies and Activities Summary:

Goal A: CREATE A CULTURE OF RESPECT

Strategy 1: Create a supporting RESPECT Committee at each school in FPSD

- a. Recruit Teachers for Committee participation
- b. Recruit Parents
- c. Recruit Student Leaders
- d. Meet quarterly and monitor program(s) progress

Strategy 2: Provide staff information and support tools to strengthen skills.

- a. All staff in service trainings (at least 2)
- b. Create support mechanisms for teachers
- c. Literature and books
- d. Web site information
- e. Create or utilize existing teachers blog links (free expression of ideas and brainstorming)
- f. Create Instruction Best Practice Web Link: FPSD Instructional Innovation Incubator (posted teaching strategies, teaching tools, link to other best practices, etc....)
- g. Develop a School Community Hotline

Strategy 3: Provide enrichment programs that foster self esteem around differences-appreciation and acceptance.

- a. Develop Student RESPECT Group to offer program ideas
- b. Use arts programs to convey these concepts
- c. Offer conflict management / peace promotion programs
- d. Implement offerings district wide
- e. Create positive messages via info campaigns, newspapers and web site
- f. Establish a youth support group
- g. Host school community annual event: Cultural Celebration Week

Strategy 4: Create diversity focused instruction across curriculums which integrates difference appreciation and respect for others.

- a. Provide information and brainstorming at staff meetings
- b. Provide sample lesson plans
- c. Provide linkages to best practices
- d. Utilize / review teacher blogs
- e. Build FPSD Instructional Innovation Incubator
- f. Explore global connection project (Kenya / Haiti)

Strategy 4: Establish a school community hotline

- a. Record teacher, student, family community incident report/request for support
- b. Develop response and documentation strategy

Strategy 5: Create a support network for parents

- a. Development parent mentoring program
- b. Enrich the quality of the orientation process and support materials
- c. Provide literature and support (web based and sent home)
- d. Link families to community resources as needed
- e. Conduct Cultural Celebration Week
- f. Utilize community hotline; follow up

Strategy 6: Examine non-discrimination policies

- a. Review, evaluate and improve policies as necessary
- b. Ensure FPSD Policy Committee approves any amendments
- c. Review current events / best practices related to district non-discrimination

Strategy 7: Provide school administrators / school board with information and support tools to raise awareness and skills.

- a. Provide updates and invites to in service trainings
- b. Offer literature and books
- c. Post information on web site
- d. Develop FPSD Innovation Incubator
- e. Develop leadership / orientation training program to support emerging and incoming new school leaders

Goal B: FOSTER A WELCOMING ENVIRONMENT

Strategy 1: Review and formalize an effective Orientation Program / Process

- a. Form subcommittee to support this process
- b. Develop procedures to be followed
- c. Create information packets and literature of support (paper and web)

Strategy 2: Create a Student RESPECT Committee in each school

- a. Select understanding students and prospective leaders
- b. Use committee as core feedback and planning group
- c. Empower students to develop their own welcoming plans
- d. Create a peer crisis management strategy
- e. Use Committee to develop conflict management strategies; train students

Strategy 3: Develop a Welcome Video / CD

- a. Engage students and families in film making
- b. Enable welcome video for web site use
- c. Use materials as part of new student orientation

Strategy 4: Develop a positive public message campaign and images

- a. Create / hold competition for logo from all community
- b. Develop bi-line for clear message imaging
- c. Utilize teachers, students and families for help with events and promotions
- d. Develop posters, buttons, stickers, etc.....
- e. Use pictures and images regularly on the web to create positive mindset
- f. Implement Cultural Celebration Week

Goal C: SUPPORT THE EDUCATIONAL POTENTIAL OF STUDENTS.

Strategy 1: Create a menu of support mechanisms for students

- a. Create peer mentoring group
- b. Utilize staff mentoring resources to help with conflict management issues
- c. Utilize parent mentoring group
- d. Utilize community hotline
- e. Create or utilize existing student blog sites
- f. Develop support groups as needed

Strategy 2: Provide students with awareness building resources.

- a. Engage student newspaper information center
- b. Offer arts or media-rich programming / events
- c. Conduct all student training(s)
- d. Integrate into classroom instruction and follow up discussions
- e. Offer applied / experiential learning exercises (connection to real life)
- f. Review student blog sites
- g. Utilize student mentoring group
- h. Post / read messages in morning announcements
- i. Explore global connection project

Strategy 3: Demonstrate how Mosaic Projects are tied to student achievement

- a. Create supporting evaluation tools with programs
- b. Conduct both qualitative and quantitative evaluation activities
- c. Stay attuned to best practices related to diversity and student achievement
- d. Conduct professional pre and post surveying
- e. Distribute data to regional and national entities of interest
- f. Collaborate with other program partners to assist in this demonstration

Goal D: ENSURE THE MOSAIC PROJECT SUSTAINS ITS WORK BEYOND THE INITIAL PROJECT PERIOD.

Strategy 1: Seek out grant funding with multiple year terms

- a. Explore federal, state, and private grant opportunities; create data bank
- b. Develop core, boiler plate proposal
- c. Explore collaborative grant projects with peer program providers

Strategy 2: Develop the Mosaic volunteer structure

- a. Solidify Mosaic Leadership Committee
- b. Continue to develop volunteers for a Community Advisory Committee
- c. Utilize RESPECT Committee at each school (parents, teachers, students)
- d. Utilize Youth RESPECT Group as support infrastructure
- e. Provide leadership training and awareness for every group
- f. Define function and protocols for each group

Strategy 3: Create evaluation tools to validate program impact.

- a. Work with consultants, program partners and universities to create solid evaluation tools for both quantitative and qualitative evaluation
- b. Yield information that continuously improves Mosaic functioning
- c. Yield information that enriches FPSD Continuous Improvement Plan
- d. Share data with peer / collaborating partners (regional, state and national)
- e. Use data to support project continuation and/or expansion

Strategy 4: Explore the creation of staff position to coordinate Diversity Initiatives

- a. Secure funding to support designated staff person(s), consultants and supplies
- b. Develop job description
- c. Recommend the hiring a dedicated staff person by end of year 2

Strategy 5: From collaborative partnerships to support programming

- a. Identify programming qualities needed and seek out relevant partners
- b. Explore collaborative grantsmanship projects
- c. Feature partnerships and sponsors on the web to demonstrate program strength
- d. Support each partnership with written agreements

Strategy 6: Continuously integrate technology to improve efficiency and outcomes

- a. Confer regularly with District Technology Manager
- b. Ensure technology ventures fit in with District Technology Plan
- c. Stay attuned to best practices related to diversity and technology integration