



**Tippecanoe School Corporation  
Board of School Trustees Goals  
2017-2020**

The Board reaffirms the current TSC Mission Statement:

**Based upon the highest professional standards, the Tippecanoe School Corporation will strive to educate our students to reach their academic potential in an environment that encourages confidence, competence, and a desire for learning.**

**1. Wellness and Personal Development**

**Objective 1:** Attract, retain, and support a diverse community of employees who are engaged in their work and motivated to perform at their full potential.

Action Step 1: Utilize a multi-pronged approach to recruitment of personnel: recruitment and job fairs hosted locally and regionally, advertisement locally and on state university websites, the Indiana Department of Education, K-12 JobSpot, and through TSC HR Social Media.

Coordinator: Assistant Superintendent for Personnel  
Date: Ongoing  
Evidence: Candidate report of applicant recruitment effort

Action Step 2: Foster and encourage a sense of community within the work environment through corporation and school sponsored wellness activities.

Coordinator: Assistant Superintendent for Personnel and Administrators  
Date: Ongoing  
Evidence: Leaderboard activity, reports of school/corporation events, applicable agendas, walking courses

Action Step 3: Support teachers new to the school corporation through increased communication and focused outreach.

Coordinator: Assistant Superintendent for Personnel and Instructional Coach with New Teacher Emphasis  
Date: Annually  
Evidence: End of year report



**Objective 2:** Establish a health promoting culture.

Action Step 1: Promote hydration through free, unflavored drinking water and increased availability to students and staff throughout the school day and during mealtimes.

Coordinator: Assistant Superintendent for Personnel

Date: Ongoing

Evidence: Water provided

Action Step 2: Promote healthy food options for employees at the worksite and at school corporation sponsored meetings and events.

Coordinators: Administrators

Date: Ongoing

Evidence: Corporation pledge, school pledges, #TSCINtegrate  
Twitter tags

Action Step 3: Promote healthy snacks in classrooms, vending machines, concession stands, and fundraisers.

Coordinator: Administrators

Date: Fall 2019

Evidence: School pledges, Alliance for a Healthier Generation,  
school framework

Action Step 4: Encourage physical activity for students and staff during the school day.

Coordinator: Administrators

Date: Fall 2017

Evidence: School and employee pledges, newsletters,  
announcements, agendas

Action Step 5: Establish wellness committees and individual champions at each school.

Coordinator: Principals

Date: 2016-17 school year

Evidence: Rosters



**Objective 3:** Provide a welcoming environment to students and people of all backgrounds.

Action Step 1: Adopted student material represents diverse cultures.

Coordinator: Assistant Superintendents for Curriculum  
Date: Annually  
Evidence: Curriculum evaluation rubrics

Action Step 2: Print and electronic media will reflect cultural sensitivity and diversity.

Coordinator: Communications Coordinator and Principals  
Date: Annually  
Evidence: Corporation publications

Action Step 3: Provide staff professional development to increase the level of sensitivity for families with varied ethnic and economic backgrounds.

Coordinator: Principals, Assistant Superintendent for Personnel  
Date: Annually  
Evidence: Course completion report for diversity awareness: staff to staff diversity awareness, staff to students, or other applicable training compliance

## **2. Curriculum and Instruction**

**Objective 1:** Our students will be prepared to interact globally.

Action Step 1: Promote and celebrate student exchange programs and cultural opportunities in our high schools by informing counselors, administration, students and families of cultural exchange opportunities and highlighting exchange students.

Coordinator: Assistant Superintendent for Curriculum, High School Principals  
Date: Ongoing  
Evidence: Publication of exchange contact information, TSC board highlights, World Food Project

Action Step 2: Partnering virtually with diverse classrooms domestic and abroad by using mechanisms such as Mystery Skype.



Coordinator: Instructional Technology Coordinator  
Date: Ongoing  
Evidence: Participation instructions and teacher feedback

**Objective 2:** Certified staff evaluations shall be consistent, comprehensive, and effectively achieve quality instruction.

Action Step 1: Review and monitor strengths and weaknesses of current documents, processes, and practices and make potential recommendations on modifications.

Coordinator: Assistant Superintendent for Personnel  
Date: Annually  
Evidence: Adoption of revisions to Educator Development & Evaluation Handbook

Action Step 2: Provide ongoing administrative training and support in the evaluation process.

Coordinator: Assistant Superintendents for Curriculum  
Date: Ongoing  
Evidence: Training sessions for new administrators, BEST agendas

Action Step 3: Familiarize new faculty on TSC expectations and corporation evaluation document and process.

Coordinator: Assistant Superintendent for Personnel and Instructional Coach with Emphasis on New Teachers  
Date: Annually  
Evidence: New teacher orientation agenda and meeting agendas from Instructional Coach with Emphasis on New Teachers

**Objective 3:** Utilize technology to enhance classroom instruction.

Action Step 1: Staff will receive appropriate professional development and training on the utilization and integration of instructional technology.

Coordinator: Principals, Director of Technology, Coordinator of Connected Learning, Instructional Coaches  
Date: Annually



Evidence: List of in-service topics provided, list of technology resources created, professional development offerings for teachers, technology summer camp attendance, training sessions offered by the high school media specialist/technology integration position

Action Step 2: Students will have various technology devices available to them in the classroom.

Coordinator: Director of Technology, Assistant Superintendents for Curriculum, Principals

Date: June 2018

Evidence: Student devices

Action Step 3: Learning management systems will be utilized by teachers and students within the classroom to interact digitally.

Coordinator: Director of Technology, Assistant Superintendents for Curriculum, Principals

Date: June 2019

Evidence: Canvas implementation at secondary level, Google classroom usage at elementary schools

**Objective 4:** Utilize innovative research-based strategies in meeting the academic standards.

Action Step 1: Align curriculum with Indiana State Academic Standards.

Coordinator: Principals, Assistant Superintendents for Curriculum

Date: June 2020

Evidence: Curriculum planning maps, pacing guides, and project based learning activities

Action Step 2: Align curriculum between grade levels and within the transition stages (5-6 and 8-9) of our buildings.

Coordinator: Principals, Assistant Superintendents for Curriculum

Date: June 2020

Evidence: Meeting dates, agenda, and products



**Objective 5:** To promote a culture of academic excellence, TSC will strive to attain the Indiana Department of Education’s benchmark of 90-25-90.

Action Step 1: Increase student graduation rates to 90%.

Coordinator: Assistant Superintendents for Curriculum,  
Principals  
Date: June 2020  
Evidence: Compilation of TSC trend data relating to student retention and graduation rates

Action Step 2: 25% of TSC graduates need to receive a score of 3, 4 or 5 on at least one Advanced Placement exam or receive the equivalent of 3 semester hours of college credit, or earn an Industry Certification.

Coordinator: Assistant Superintendents for Curriculum,  
Principals  
Date: June 2020  
Evidence: Compilation of TSC data

Action Step 3: 90% of TSC students should pass both the Math and English/Language Arts sections of ISTEP+.

Coordinator: Assistant Superintendents for Curriculum,  
Principals  
Date: June 2020  
Evidence: Compilation of TSC data

**Objective 6:** Utilize formative assessment and appropriate testing data to drive instruction.

Action Step 1: Provide professional development to staff on the effective use of test data in planning instructional programming.

Coordinator: Principals, Assistant Superintendents for Curriculum, Director of Technology  
Date: Ongoing  
Evidence: List of staff development sessions

Action Step 2: Staff will utilize assessment data to gain information on student achievement and alternative programming.

Coordinator: Assistant Superintendents for Curriculum,  
Principals



Date: Ongoing  
Evidence: RTI action plans, high ability placements, and data meetings

Action Step 3: Staff will utilize formative assessment in schools as a tool for informing effective instruction.

Coordinator: Assistant Superintendents for Curriculum, Principals  
Date: Ongoing  
Evidence: Curriculum meeting agendas, list of examples of use of effective progress monitoring, domain 3 of evaluations, data analysis meetings

**Objective 7:** Further develop the use of instructional coaches across the district.

Action Step 1: Explore the use of Title II monies to expand the number of instructional coaches across the district.

Coordinator: Assistant Superintendents for Curriculum  
Date: Ongoing  
Evidence: Title II Grant

Action Step 2: Refine the role of instructional coaches across the district.

Coordinator: Assistant Superintendents for Curriculum  
Date: Ongoing  
Evidence: Job descriptions

Action Step 3: Support the role of instructional coaches as instructional leaders and mentors.

Coordinator: Assistant Superintendents for Curriculum, Principals, Instructional Department  
Date: Ongoing  
Evidence: Effective growth of the coaching program, survey data

### 3. Operations and Support Services

**Objective 1:** Maintain sound financial practices to ensure financial stability.

Action Step 1: Maintain a sufficient General Fund operating balance to support two months of operating expenses.



Coordinator: Chief Financial Officer  
Date: Ongoing  
Evidence: General Fund operating balance

Action Step 2: Maintain a Rainy Day Fund balance that provides support for other taxable funds equal to two months of operating expenses.

Coordinator: Chief Financial Officer  
Date: Ongoing  
Evidence: Rainy Day Fund balance

Action Step 3: Invest school district operating balances in accordance with Indiana Code to maximize earnings for the TSC.

Coordinator: Chief Financial Officer  
Date: Ongoing  
Evidence: Investment report

Action Step 4: Support legislative efforts towards the permanent use of Capital Projects Funds for payment of utilities and other funding for public K-12 schools.

Coordinator: Chief Financial Officer, Superintendent  
Date: 2017  
Evidence: Completion of meetings prior to General Assembly meeting dates

**Objective 2:** Maintain and/or revise a fair and consistent compensation model according to state laws and IEERB compliance rubric.

Action Step 1: Gather and analyze compensation models from other Indiana school districts that have been approved by the Indiana Education Employment Relations Board.

Coordinator: Central Office Administration  
Date: 2016-17  
Evidence: Example compensation models

Action Step 2: Meet, discuss, and subsequently negotiate with the Tippecanoe Education Association leadership for the modification of TSC's compensation model.

Coordinator: Central Office Administration





Date: Summer 2017  
Evidence: Development and implementation of the model

Action Step 3: Review and monitor implementation of modified compensation model.

Coordinator: Central Office Administration  
Date: 2016-17  
Evidence: Adoption of possible revisions

**Objective 3:** Develop a fiscally responsible plan for accommodating additional student enrollment growth.

Action Step 1: TSC will work closely with the Tippecanoe Area Plan Commission to obtain the most recent information regarding growth projections.

Coordinator: Central Office Administration, Board  
Date: Annually  
Evidence: Regular meetings and annual report to board

Action Step 2: Monitor student population growth to best determine school attendance areas based on APC data and TSC Demographic Study.

Coordinator: Superintendent, Board  
Date: Annually  
Evidence: Report to board

Action Step 3: Focus efforts in land use and site acquisition planning to identify sites for a potential new school building to serve TSC's growth area(s).

Coordinator: Superintendent, Board  
Date: 2017-2020  
Evidence: Report to board

Action Step 4: Contract with a service provider to update the TSC Facility Utilization and Demographics study.

Coordinator: Superintendent, Board  
Date: 2020  
Evidence: Report to board

**Objective 4:** Develop a fiscally responsible plan for TSC facilities.



Action Step 1: Commission a feasibility study for the renovation of Harrison High School and McCutcheon High School.

Coordinator: Chief Financial Officer, Superintendent

Date: 2017

Evidence: Report to board

Action Step 2: Commission a feasibility study for the renovation of Battle Ground Middle School.

Coordinator: Chief Financial Officer, Superintendent

Date: 2018

Evidence: Report to board

Action Step 3: Commission a feasibility study to address training space needs, traffic flow, security, and utilization of central office operations.

Coordinator: Director of Buildings and Grounds, Chief Financial Officer

Date: 2018

Evidence: Report to board

Action Step 4: Regularly meet with the TSC Long Range Facility Planning Working Group

Coordinator: Superintendent

Date: Quarterly

Evidence: Meeting agenda

Action Step 5: Commission a feasibility study to address standardization of facilities and the needs of the changing curriculum and instruction.

Coordinator: Director of Buildings and Grounds, Chief Financial Officer

Date: 2018

Evidence: Report to board

**Objective 5:** Facilities will be energy efficient and well maintained in a manner that will complement TSC's curriculum and instruction.

Action Step 1: Commission building surveys for replacement and/or updates of all buildings in these areas: structural, mechanical, roofs, interiors (i.e. media centers and kitchens), grounds and equipment.



Coordinator: Director of Buildings and Grounds

Date: Ongoing

Evidence: Place projects in CPF plan

Action Step 2: Pursue additional "green" initiatives.

Coordinator: Energy Manager

Date: 2017-2020

Evidence: Report to board

Action Step 3: Implement a copier and printer replacement plan to reduce paper and maintenance costs and complement the TSC's 1:1 initiative.

Coordinator: Chief Financial Officer, Director of Technology

Date: 2017

Evidence: Corporation copy/printer analysis report

Action Step 4: Implement a district wide LED light replacement program to reduce energy costs.

Coordinator: Director of Building and Grounds, Energy Manager

Date: 2017-2020

Evidence: Place projects in the Capital Projects Plan

**Objective 6:** TSC will maintain safe and secure facilities

Action Step 1: The TSC Crisis Response Team (CRT) will meet regularly to enhance staff, student, and building security.

Coordinator: Director of Building and Grounds/Safety Specialist

Date: Monthly

Evidence: Meeting agendas

Action Step 2: Pursue additional school safety initiatives.

Coordinator: Director of Buildings and Grounds

Date: Ongoing

Evidence: Place projects in the Capital Projects plan

Action Step 3: Building administrators will become Indiana School Safety Specialists.

Coordinator: Director of Buildings and Grounds/Safety Specialist, Administrators

Date: Annually



Evidence: Certification

Action Step 4: Schools will maintain secure public access points.

Coordinator: Director of Buildings and Grounds

Date: As needed

Evidence: Place projects in the Capital Projects plan

Action Step 5: Implement a badge identification system for all employees to ensure the safety of students and staff.

Coordinator: Director of Building and Grounds, Assistant Superintendent for Personnel

Date: Ongoing

Evidence: Photo badge identification for all staff

#### 4. Community Engagement

**Objective 1:** Develop and maintain positive working relationships with educational policy makers including the State Board of Education and the Indiana Department of Education.

Action Step 1: TSC will host breakfast meetings for parents, students, teachers, administrators, board members, and legislators to discuss current legislative actions.

Coordinator: Superintendent

Date: Annually-December

Evidence: Meeting

Action Step 2: TSC will host a luncheon in Indianapolis for parents, students, teachers, administrators, board members, and legislators to discuss current or pending legislation.

Coordinator: Superintendent

Date: Annually-February

Evidence: Meeting

Action Step 3: TSC will communicate with parents, when appropriate, on legislative action which affects the TSC.

Coordinator: Superintendent

Date: Ongoing

Evidence: Newsletter, website, social media



Action Step 4: TSC will encourage and support administrator and board member participation in educationally related associations including state and national principal and school board associations.

Coordinator: Superintendent, Administrators

Date: Annual

Evidence: Membership list of associations

**Objective 2:** TSC will engage, observe, and report regarding legislation and the educational impacts on TSC.

Action Step 1: Administrative meetings will include updates and discussions on legislation to be shared with the staff and public.

Coordinator: Superintendent, Principals

Date: Monthly

Evidence: Meeting agendas

Action Step 2: TSC will allow administrators to attend pertinent legislative sessions including providing testimony at legislative hearings regarding educational matters affecting TSC.

Coordinator: Superintendent

Date: Legislative sessions

Evidence: List of sessions attended

Action Step 3: TSC will authorize board member representatives to attend the local Third House meetings.

Coordinator: Superintendent, Board

Date: Legislative sessions

Evidence: Attendance

Action Step 4: TSC will encourage teachers and staff to serve on state policy committees.

Coordinator: Teachers, Principals, Superintendent

Date: Ongoing

Evidence: Attendance

**Objective 3:** Increase TSC's public visibility in Greater Lafayette and beyond.

Action Step 1: The TSC will send two newsletters to all patrons annually.



Coordinator: Superintendent, Communications Coordinator  
Date: July and April  
Evidence: Newsletters

Action Step 2: Create TSC promotional materials highlighting student and staff accomplishments.

Coordinator: Superintendent, Communications Coordinator  
Date: Ongoing  
Evidence: Materials

Action Step 3: TSC Schools will maintain and regularly update websites.

Coordinator: Principals, Webmasters, Communications Coordinator  
Date: Ongoing  
Evidence: Informative websites

Action Step 4: Principals and Webmasters will receive training and frequent reminders on website maintenance including basic navigational commonalities.

Coordinator: Director of Technology, Communications Coordinator  
Date: Ongoing  
Evidence: List of agenda item coverage

Action Step 5: Redefine the webmaster job description.

Coordinator: Director of Technology, Superintendent, Principals  
Date: January 2017  
Evidence: Job description

**Objective 4:** Increase parent engagement in educational process.

Action Step 1: Regularly meet with the TSC Parent Council.

Coordinator: Superintendent  
Date: Monthly  
Evidence: Meeting agenda

Action Step 2: Increase the number of Pinwheel users.



Coordinator: Superintendent  
Date: Annually  
Evidence: Data from School Datebooks

Action Step 3: Increase the number of hits to corporation and school websites.

Coordinator: Director of Technology, Communications  
Coordinator  
Date: Annually  
Evidence: Technology data

Action Step 4: Increase the number of electronic communications that are considered mobile friendly.

Coordinator: Director of Technology  
Date: Ongoing  
Evidence: Mobile friendly applications

**Objective 5:** Foster and encourage school and community partnerships that ultimately lead towards helping students reach their full potential.

Action Step 1: Engage the local Community Commitment to Education efforts.

Coordinator: Superintendent, Staff  
Date: Regularly  
Evidence: Programs or community discussions

Action Step 2: Support local joint school board collaboration in various areas including the alternative accountability/assessment model creation.

Coordinator: Superintendent, Board, Administrators, Teachers  
Date: Ongoing  
Evidence: Meetings and document development

Action Step 3: Regularly meet with community leaders.

Coordinator: Superintendent  
Date: Monthly  
Evidence: Meeting agenda

**Objective 6:** Raise the level of awareness of educational, community, and TSC matters among TSC staff.



Action Step 1: Publish semi-monthly employee newsletter pertaining to corporation matters, announcements, and staff celebrations.

Coordinator: Superintendent, Communications Coordinator  
Date: Coincide with corporation paydays  
Evidence: TSC Matters

Action Step 2: Create channels and opportunities for increased conversations among staff such as through on-line communities.

Coordinator: Director of Technology, Assistant Superintendents for Curriculum, Administrators, Staff  
Date: 2018  
Evidence: On-line community

Action Step 3: Create procedures, standardized brochure templates, or expectations for avenues for staff to market their classrooms, schools, and TSC.

Coordinator: Superintendent, Communications Coordinator  
Date: 2018  
Evidence: Brochure template