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# USC STRATEGIC PLAN WORK BOOKLET

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Customizing Learning,  
Nurturing Potential...  
Delivering Excellence



Developing lifelong learners and responsible citizens for a global society is the mission of the Upper St. Clair School District, served by a responsive and innovative staff who in partnership with the community provides learning experiences that nurture the uniqueness of each child and promotes happiness and success.

**[usc.d.org/strategicplan](http://usc.d.org/strategicplan)**

Please use this email address to provide us with any feedback or thoughts you may have during the strategic planning process:

**[strategicplan@usc.d.k12.pa.us](mailto:strategicplan@usc.d.k12.pa.us)**

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We believe that:

1. education is a shared responsibility and requires collaboration of the institution, the governing authority, the student, the family, and the community.
2. the involvement of the parents and community in the schools is critical to the education of students and sets an example for children to grow as responsible citizens.
3. a commitment to excellence demands an investment of financial, human, and material resources.
4. the quality of the school district impacts the quality of life in the community.
5. an exemplary educational institution aims to promote an environment of academic excellence and pride in the school community.
6. a school district that offers a variety of programmatic choices ensures greater student engagement in the learning process.
7. a school district, staff, students, parents, and community benefit from an attitude of continuous progress and consistent practices of exploration, forward-thinking, and openness to change.
8. a safe learning environment is a right and a responsibility for all stakeholders.
9. children are our community's most valuable asset, and each child has intrinsic worth.
10. education is most effective when decision-making is focused on the best interests of the student.

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11. children achieve their maximum potential through hard work and dedication in an environment when expectations are high, when they understand the purpose for learning, and when they are engaged in the process.
12. exposure to a balanced curriculum, including academics, arts, and athletics, expands the human experience and allows each student to discover his or her own particular interests and abilities.
13. a wide variety of extra-curricular activities develops a sense of leadership and teamwork in students.
14. effective education develops the whole person – ethically, intellectually, emotionally, socially, and physically – and promotes self-esteem and personal happiness.
15. interaction and collaboration with people of diverse backgrounds and character encourages tolerance, open-mindedness, and appreciation for others.
16. because students learn at different rates and in different ways, it is essential to recognize each student’s needs and interests when creating opportunities for continuous progress.
17. effective education fosters students’ abilities to listen and communicate, think critically and creatively, and apply their knowledge to all of their decision-making.
18. children do best when they are mentored through their failures as well as their successes.
19. service to others encourages students to develop an understanding of and appreciation for other people and encourages them to become contributing members of society.

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## Strategic Plan Goals 2008-2014

**I. Develop the fullest potential of the whole child** by providing a healthy, safe, engaging, supportive, and challenging environment that nurtures each child. Achieving this essential goal requires the infusion of necessary resources, the collaboration of our staff, and the engagement of our community.

**II. Foster thinking and learning among our students** by providing a curriculum that sets high expectations appropriate to the child together with a broad variety of extra curricular opportunities. Our students will develop critical thinking skills, character, ethics, and respect for themselves and others in an environment where the instruction engages and motivates them to become self-directed learners. We will monitor and assess whether students are progressing and their needs are being met. The results of the monitoring and assessment will be used to improve students' thinking and learning.

**III. Challenge students to contribute and succeed in an increasingly interconnected world** by preparing staff to integrate global knowledge so that students can discern and value cultural diversity; by equipping students with skills to think critically about world issues and to act collaboratively in finding creative solutions; and by providing students with international learning opportunities across the curriculum to stimulate and expand their global awareness and understanding.

**IV. Develop student and staff competency in current technologies** through the selection and use of technologies based in sound theory or research which enable and enhance thinking, learning, or operational efficiency. We will work to assure that students also gain the skills and confidence to adapt to technologies that are continually changing and emerging. Our District will be visionary and vigilant in addressing the constant evolution of technology and the ways that these emerging technologies can augment thinking and learning and enhance the operation of our organization.





**2015 Goals of the USC Board of School Directors  
Adopted: January 26, 2015**

The USC Board of Directors has adopted the following goal statements for 2015. Also, the District will be developing and approving a new strategic plan in 2015 that addresses the District's mission, vision, shared beliefs, and overarching goals for the next five years.

**Customizing Learning and Nurturing Potential**

- ◆ Continue the implementation of safety/security enhancements, emergency preparedness, and training including a strong prevention focus on student connectivity to school, relationships, and analysis of related student survey data.
- ◆ Expand the one-to-one learning initiatives to grades 5 to 8 and begin planning for high school implementation.
- ◆ Enhance the use of student achievement and performance data in order to maximize student learning.
- ◆ Expand student opportunities at all levels through curriculum and instructional programs that address creativity and innovation, including Science, Technology, Engineering, Arts and Mathematics (STEAM).
- ◆ Develop the District Strategic Plan for 2015 to 2020 with stakeholder input from students, teachers, administrators, Board, and community members.
- ◆ Examine the student high school experience to look at the impact of the many changing influencers, including but not limited to: technology and social media, the structure of time and schedule, academic rigor and pressures, transitions, safety/security, the role of activities/athletics/arts, etc.



### **Delivering Excellence**

- ◆ Continue to align instructional leadership practices using the Professional Learning Community model at all buildings to customize and maximize student learning and achievement District-wide.
- ◆ Energize the Total Leaders staff development initiative, with an emphasis on developing new and future curriculum, building, and District leaders.
- ◆ Implement the recent changes made to the leadership structure and the new state effectiveness evaluation models for school leaders.
- ◆ Implement changes to practices and policies related to recent state legislation regarding volunteers, background checks, and child abuse.

### **Facilities and Finance**

- ◆ Continue community engagement and public education advocacy efforts to address the impact of state/federal laws and directives, such as significant increases to the District's pension (PSERS) costs, decreased funding, and increased mandates.
- ◆ Address projected budget shortfall while continuing to Customize Learning, Nurture Potential, and Deliver Excellence in all that we do for the students, families, staff, and community.
- ◆ Expand our Advancement function to supplement traditional funding of school programs, such as curriculum enhancements, professional development, and technology investments.
- ◆ Prioritize District capital improvement and investment needs while developing an advancement plan that addresses the means of funding the projects and/or major purchases.
- ◆ Continue to explore the school placement of students from families living in new housing developments in order to equalize enrollment among the three elementary schools.
- ◆ Continue to explore opportunities for increased partnerships with the Township on various endeavors, which decrease the overall tax burden to the community.







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Nurturing Potential...  
**Delivering Excellence**

**Upper St. Clair School District**

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