



STRATEGIC PLAN 2025–2027

DEVELOPED BY PERRY TOWNSHIP SCHOOLS

WE GROW KIDS





MISSION

The mission of Perry Township Schools is to offer enriching educational opportunities that honor differences, empower strengths and ignite a passion for lifelong learning, enabling ALL students to achieve at high levels.

VISION

ALL students are empowered to grow academically, socially and behaviorally.

VALUES

INTEGRITY

Upholding honesty, fairness, and ethical behavior in all interactions and decisions within the Perry Township School District. This includes transparency in communication and accountability for actions.

RELATIONSHIPS

Building strong, positive connections among students, staff, families, and the broader community. This value emphasizes trust, collaboration, and mutual support to create a exceptional learning environment.

EQUITY

Ensuring fairness and providing equal opportunities for every student to succeed regardless of background, ability, or circumstances. This involves actively addressing disparities and promoting inclusive practices.

RESPECT

Valuing and honoring the perspectives, contributions, and rights of every individual within the school district. This includes promoting civility, empathy, and understanding in all interactions.

HIGH EXPECTATIONS

Challenge students academically while creating a culture of respect and acceptance. This approach acknowledges and celebrates the strengths and contributions of every individual, thereby enhancing overall educational outcomes and promoting a positive school climate.

CONTINUOUS LEARNING

Committing to ongoing professional development for staff and providing opportunities for students to learn and grow academically, socially, and emotionally. This value supports lifelong learning and adaptation to new challenges and opportunities.



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STRATEGIC PLAN AT A GLANCE

VALUES

INTEGRITY

HIGH EXPECTATIONS

EQUITY

RESPECT

CONTINUOUS LEARNING

RELATIONSHIPS

VISION

ALL students will be empowered to grow academically, socially and behaviorally.

MISSION

The mission of Perry Township Schools is to offer enriching educational opportunities that honor differences, empower strengths and ignite a passion for lifelong learning, enabling ALL students to achieve at high levels.

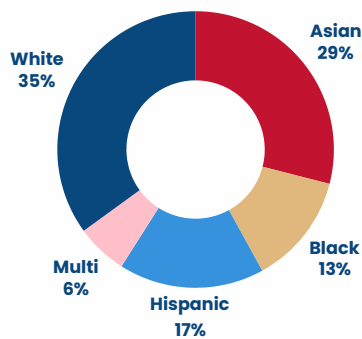
WHO ARE WE?

16,050 STUDENTS

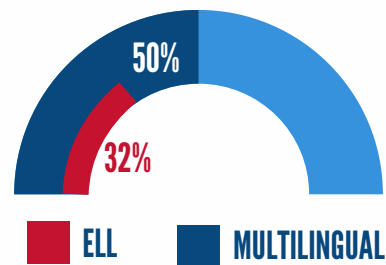
80 COUNTRIES

87 LANGUAGES

DEMOGRAPHIC MAKEUP



LANGUAGE DIVERSITY



EDUCATIONAL OPPORTUNITIES AND GOALS

COLLEGE AND CAREER CREDENTIALS

GRADUATION RATE



AP COURSES

20+

DUAL CREDIT OFFERINGS

25+

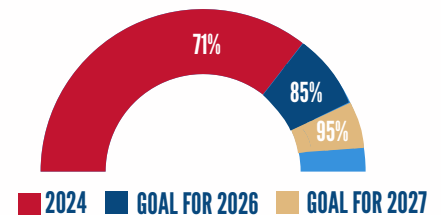
EARLY COLLEGE CREDITS
EARNED (2024)

9048

ROBOTICS TEAMS

43

IREAD PASS RATE AND GOALS



THE 4 CORE INITIATIVES

1. IMPROVE ACADEMIC PERFORMANCE

Improve academic performance so that **all** students will achieve at high levels as they prepare for higher education and careers

3. SCHOOL COMMUNITY

Strengthen relationships with parents, guardians, local businesses and community organizations to enrich students' educational experiences.

2. POSITIVE SCHOOL CLIMATE

Foster a positive school climate for all stakeholders that promotes respect and inclusivity.

4. FISCAL STEWARDSHIP

Prioritize transparency and accountability in financial management, ensuring that taxpayer funds are allocated efficiently and effectively to support student learning and well-being.



1 IMPROVE ACADEMIC PERFORMANCE

Improve academic performance so that all students will achieve at high levels as they prepare for higher education and careers.

- Identify achievement gaps and allocate resources so that every student can achieve at high levels.
- Ensure all students are literate.
- Prepare students for success beyond high school through high quality educational opportunities.

IMPROVE ACADEMIC PERFORMANCE

INITIATIVE 1

Develop and implement a comprehensive K–12 Career-Connected Learning Model designed to systematically guide students in identifying, exploring, and nurturing their individual passions and career interests.

DIVISION RESPONSIBLE

Academic Department

STRATEGIES

- Incorporate Project Based Learning (PBL) strategies into our K-12 programming to ensure authentic experiences and Career-Connected Learning occurs.
- Collaborate with community partners to provide teachers with training on how to infuse lessons with strategies that teach employability skills.
- Develop an innovative Entrepreneurship Pathway that provides students with authentic, local work-based challenges in various aspects of business.

METRICS

- By June 30, 2026, PTS will collect and analyze baseline data related to the Year 1 implementation of the Entrepreneurship Pathway. Based on this analysis, specific and measurable goals for Year 2 will be developed and finalized by August 15, 2026.
- By August 31, 2027, PTS will ensure that 100% of the K-12 certified staff receives training in PBL. Training will follow a phased professional development plan beginning in the 25–26 school year.
- By August 31, 2027, PTS will ensure that 100% of schools are trained to integrate employability skills into their curriculum. Ongoing training will begin in the 25–26 school year.



IMPROVE ACADEMIC PERFORMANCE

INITIATIVE 2

Ensure that all students can read after four years of continuous enrollment in Perry Township Schools.

DIVISION RESPONSIBLE

Academic Department

STRATEGIES

- Provide training on foundational literacy instruction through Lexia LETRS to all elementary teachers.
- Provide on-going professional development on the CKLA curriculum and leadership development to provide staff with the curricular knowledge and coaching needed to successfully grow our students.
- Enhance and expand NIET structures to ensure alignment in literacy programming across the district and develop best teaching practices.

METRICS

- By July 1, 2027, 45% of all PTS students in grades 3–8 will demonstrate proficiency in English/Language Arts as measured by the ILEARN assessment.
- By July 1, 2030, 95% of all PTS 3rd grade students will read on grade level, as measured by the IREAD-3 assessment.
- By August 1, 2027, PTS juniors will score within 2% points of the state average on the Evidenced-Based Reading and Writing (EBRW) portion of the SAT.



IMPROVE ACADEMIC PERFORMANCE

INITIATIVE 3

Ensure students develop the mathematic skills necessary for post-secondary success.

DIVISION RESPONSIBLE

Academic Department

STRATEGIES

- Provide training and support for teachers on the district-adopted math curriculum to ensure fidelity of district-approved programming, securing both vertical and horizontal alignment.
- Provide teacher training on how to infuse Employability Skills and Career -Connected Learning into the math existing curriculum.
- Expand and Enhance NIET Structures to ensure alignment in mathematics programming across the district and develop best teaching practices.

METRICS

- By July 1, 2027, 40% of all PTS students in grades 3–8 will pass the math portion of the ILEARN assessment.
- By August 1, 2027, PTS juniors will score within 2% points of the state average on the math portion of the SAT.





2

POSITIVE SCHOOL CLIMATE

Foster a positive school climate for all stakeholders that promotes respect and inclusivity.

- Proactively plan to celebrate and honor the unique identities and experiences of our students and community.
- Recruit and retain high quality employees.
- Commit to fostering an inclusive learning environment where all students, regardless of their background, feel valued, respected, and empowered to succeed.
- Maximize the student experience in all of our schools.

POSITIVE SCHOOL CLIMATE

INITIATIVE 1

Reduce the frequency and impact of student behaviors that disrupt the learning environment, thereby maximizing instructional time, fostering a culture of respect, and promoting academic achievement for all students.

DIVISION RESPONSIBLE

Student Services

STRATEGIES

- Provide training and support to all staff on strategies to deter and respond to challenging student behavior
- Develop an MTSS model that provides targeted interventions and plans that decrease negative behaviors
- Create environments of dignity and belonging through intentional work promoting acceptance.

METRICS

- During the 25-26 school year, PTS will collect baseline suspension data by category and develop targeted goals.
- During the 25-26 school year, PTS will collect baseline data on intervention outcomes and process completion through our MTSS database to develop a 2027 goal.



POSITIVE SCHOOL CLIMATE

INITIATIVE 2

Enhance opportunities for participation in after-school and off-campus extracurricular programs, ensuring broader access and greater inclusivity.

DIVISION RESPONSIBLE

Operations Department

STRATEGIES

- Identify Barriers that prevent access to after-school and off-campus extra-curricular programming.
- Survey students and families regarding specific needs and barriers for after-school and off-campus extra curricular activities.

METRICS

- During the 2025–2026 school year, PTS will collect baseline transportation data to inform the development of a comprehensive long-range transportation plan, inclusive of extra-curricular transportation options for students in grades 7–12.
- By August 2026, PTS will communicate the results and next steps of the transportation planning process to stakeholders across the community.



POSITIVE SCHOOL CLIMATE

INITIATIVE 3

Design and implement a comprehensive, data-driven K-12 Multi-Tiered System of Supports (MTSS) program that is vertically and horizontally aligned across all grade levels, ensuring seamless coordination of academic, behavioral, and mental health/safety interventions to meet the unique needs of every student.

DIVISION RESPONSIBLE

Student Services and Academic Departments

STRATEGIES

- Embed evidence-based mental health practices into PTS' Tier 1 academic and behavioral instruction to proactively support the well-being of all students and create safe, supportive learning environments.
- Develop a district-wide consistent MTSS framework with common tracking documents.
- Form a district-level MTSS leadership committee tasked with fostering vertical and horizontal alignment, and recommending continuous improvements based on data analysis.

METRICS

- By January 1, 2025, PTS will create a District MTSS Team responsible for leading the identification of the MTSS framework and the development of common documents to be used across the district.
- By August 1, 2027, 100% of PTS schools will implement a comprehensive, vertically and horizontally aligned K-12 MTSS program.





3 SCHOOL COMMUNITY

Perry Township is proud of our school community and will collaborate with parents, guardians, local businesses and community organizations to enrich students' educational experiences.

- Grow and maintain a culture that recognizes and values relationship inside and outside of our schools.
- Strengthen internal and external communication.
- Provide opportunities for families and students to learn alongside each other.
- Provide outstanding customer service.

SCHOOL COMMUNITY

INITIATIVE 1

Increase the number of current business partnerships to provide our students with a variety of authentic challenges through our K-12 Career-Connected learning Program.

DIVISION RESPONSIBLE

Communications and Title I Departments

STRATEGIES

- Create a position that has a primary responsibility to increase business partnerships.
- Identify and obtain membership to organizations that provide ample opportunities to network with potential local industry partners.
- Create a marketing campaign that focuses on building partnerships with local businesses.

METRICS

- By June 30, 2026, PTS will establish at least six new business partnerships to enhance student opportunities and resource alignment.
- By June 30, 2026, PTS will join a minimum of two new professional or industry organizations that support strategic partnership development.
- By December 1, 2026, PTS will launch an Advisory Board focused on partnership development and the Entrepreneurship Pathway, with clear goals and a defined membership structure in place.



SCHOOL COMMUNITY

INITIATIVE 2

Deliver clear, consistent, and responsive internal and external communications that foster trust, promote engagement, and ensure all stakeholders are well-informed and connected to the district's mission and initiatives.

DIVISION RESPONSIBLE

Communications Department

STRATEGIES

- Develop internal and external communication protocols.
- Define Key Performance Indicators and expectations for school webmasters.
- Provide ongoing training to school leaders and webmasters that is responsive to our ever-changing community needs and society's most relevant forms of communication.

METRICS

- By January 1, 2026, PTS will achieve and maintain 100% accuracy and timeliness of all PTS webpages by implementing regular content reviews, ensuring all information is updated quarterly and aligned with the latest district standards and initiatives.
- By December 1, 2026, PTS will distribute community surveys to gather comprehensive feedback on current communication practices and stakeholder satisfaction, with a target response rate of 75% to ensure actionable insights for future improvements.
- By August of 2027, PTS will ensure 100% of all webmasters received comprehensive, role-specific training on their responsibilities and best practices annually, with training sessions designed to reflect the evolving needs of the district and feedback from prior year evaluations.



SCHOOL COMMUNITY

INITIATIVE 3

Establish and host a Leadership Academy to engage the community, parents, local leaders, and stakeholders with transparent in-depth insights into Perry Township Schools' educational practices, operations, strategic goals, and future initiatives.

DIVISION RESPONSIBLE

Office of the Superintendent

STRATEGIES

- Share updates from each department during Leadership Academy sessions to keep the community informed about district operations, successes, and challenges.
- Incorporate ongoing district issues into Leadership Academy sessions, fostering real-time education and community input on key initiatives.
- Train PTS Ambassadors—staff, students, and parents—to answer questions, offer guidance, and facilitate communication about district goals and activities.

METRICS

- Beginning in the 25-26 school year, 100% of the Leadership Academy meetings will have a survey at the conclusion measuring the effectiveness of the meeting and solicit the community for current needs and topics of discussions.
- Beginning in the 25-26 school year, The Leadership Academy membership will increase by 5% year over year until we have a minimum of 50 engaged members.





4 EXEMPLARY FISCAL STEWARDS

Prioritize transparency and accountability in financial management, ensuring that taxpayer funds are allocated efficiently and effectively to support student learning and well-being

- Maintain appropriate cash balances to allow Perry Township to withstand adverse economic conditions and be flexible to respond to important academic and student needs.
- Plan to meet the needs of future enrollment growth, maintain strong co-curricular and extracurricular activities, meet the academic needs of students and provide spaces for our community to come together.

EXEMPLARY FISCAL STEWARDS

INITIATIVE 1

Establish and maintain comprehensive fiscal transparency by providing clear, timely, and accessible financial information to all stakeholder.

DIVISION RESPONSIBLE

Finance Department

STRATEGIES

- Deliver a comprehensive finance presentation to the Leadership Academy to build financial understanding, promote transparency, and support informed leadership across the organization.
- Provide clear and timely monthly financial reports to ensure stakeholders are consistently informed of the district's fiscal status and spending activities.
- Maintain and enhance the Finance Department's website by ensuring transparency links, are accurate and easily accessible to the public, promoting open access to critical financial data.

METRICS

- On a quarterly basis, PTS will receive a 90% School Board satisfaction rating on the timeliness, clarity, and usefulness of the financial reporting,
- During the 25-26 school year, PTS will collect baseline data on the number of visits to transparency related web pages to create goals for the following year.



EXEMPLARY FISCAL STEWARDS

INITIATIVE 2

Commit to being responsible stewards of taxpayer funds by maintaining strong internal controls to ensure financial integrity and timely reporting that results in consistent clean audit outcomes.

DIVISION RESPONSIBLE

Finance Department

STRATEGIES

- Annually update the comprehensive system of internal controls designed to prevent errors, detect fraud, and ensure the accuracy and reliability of financial reporting.
- Deliver timely and comprehensive audit updates to key stakeholders, including the final audit report, as soon as they are made available by the State Board of Accounts, ensuring transparency and accountability throughout the process.

METRICS

- By the end of the standard post-fiscal year timeline, PTS will complete 100% of required audits, address all findings or improvement suggestions within 30 days of receipt, and achieve clean audit outcomes to ensure continued financial accountability."
- PTS will ensure 100% on-time submission of all mandated financial reports to the State Board of Accounts and governing bodies throughout the fiscal year, maintaining full compliance with reporting requirements and reinforcing transparency, regulatory compliance, and stakeholder confidence in the school system's financial operation
- By December 1, 2026, PTS will update the Business Office webpage to include links to all current audit reports and financial statements, ensuring accessible and up-to-date financial transparency for stakeholders.

