

STRATEGIC PLAN  
JANUARY 5, 2010

# Target 1



Increase every student's achievement through improvement of the instructional core (the relationship between teachers' knowledge and skill, students' engagement in their own learning, and academically challenging content—not the qualities of any one in isolation).

Activity: Develop a system to assess student learning for instructional decision-making and a communication system to meaningfully involve parents in understanding test results.

- Assessments include MAP since the 2004/05 school year, MSP and HSPE, DIBELS, assessments on AIMS web, and assessments developed by the ESD CBA Coop
- Formative classroom based assessments constructed by teachers – part of the basis for interventions
- Discuss assessment results with parents at conferences
- State test data results sent home to parents
- Parents are able to schedule other meeting times with teachers regarding assessment results
- New format for elementary report cards
- Navigation 101 with student led conferences
- Need to continue with in this area as part of District Improvement Plan

# Target 2



Model and maintain a collaborative culture and common vision in which mutual trust, respect, understanding, and effective communication exists between the students, staff, parents, and community.

Activity: Ensure systems are in place to effectively communicate district goals and programs as well as meaningfully engage parents and community members to increase the achievement of each student.

- District Key Communicators – October 27 (Budget), December 8 (District Improvement), March 23 (Legislative Update), May 25 (Strategic Plan)
- Brainstormed with Key Communicators about ways to involve the community in improving student learning (December 8)
- District and school websites
- Facility Committee
- Special Education Advisory Committee
- Parent Advisory (PAC-Title I)
- Parent Nights
- Handouts in school offices
- PTA/Booster Club Meetings
- Partnerships at each school
- Community Speakers
- School Volunteers
- Elementary Council meetings
- District Improvement Planning
- Budget Task Force

Activity: Ensure a focus and cohesion of the development of the personal skills of an individual and citizen are addressed through Lifeline Guidelines and Lifeskills, Navigation 101, and Advisory programs.

- Range of implementation of Lifeskills and Lifelong Guidelines K-12; schools have theme weeks, theme assemblies, student recognition
- PSMS, SMS, SHS have weekly advisory sessions teaching OSPI/Envictus Navigation 101 lessons

# Target 3



Maintain and provide structures (Resource Allocation, Building/Grade Level Configurations, Organizational Chart) and systems (Transportation, Food Service, Maintenance/Facilities) necessary to support the instructional core.

Activity: Provide job-embedded professional development for all staff to improve the instructional core.

- Math coach
- ESD math coach
- Learning walks in collaboration with Sandy Austin and ESD 189
- Para educator training related to job skills – math, reading, secure
- Principal weekly meetings and walks related to instruction and other operational components

Activity: Ensure coherence across grades and classrooms through common core materials to support all content areas.

- Recent math adoption has facilitated this for mathematics K-8

Activity: Ensure support systems are in place so teaching staff can focus on the instructional core.

- Clarified chain-of-command and communication process for Food Service Department
- Developed rubric to evaluate walk route conditions to and from school and bus stops
- Creating/Field Testing process for weekly monitoring of grounds-keeping routes and maintenance work order completion
- Clarifying “Levels of Cleaning” relative to each facility and custodial allocations

Activity: Create systems for a proactive approach to maintenance.



- Aforementioned monitoring of work order completion
- Classifying work orders and repair costs to create proactive maintenance of problematic equipment
- Will fill HVAC position: Preventive Maintenance Schedule Developed by Maintenance Manager

Activity: Ensure the Facilities Advisory Committee provides continuous feedback regarding district facilities to the Board of Directors and community.

- The FAC has produced long-term and short-term recommendations that were submitted to the board on November 3 and 17, 2009.
- On December 15, 2009, the board directed the administration to move forward with clarifying the scope of work for each of the projects recommended by the committee. This work is to include the refinement of the initial cost estimates. In addition, the district will be issuing a call for bids for completing the committee's two highest priority projects: reroofing Twin City Elementary and the Stanwood High School Stadium. Those two projects should be completed by August 15, 2010.

Activity: Ensure a strong instructional core and fiscal stability are maintained through budget and staffing allocation models.



- Projections of enrollment are made well into the future and are updated several times each year
- Impacts of declining economic resources are evaluated annually and are projected three years into the future
- The Budget Task Force has been formed in FY2009-10 to help identify suggested reductions in the FY2010-11 budget
- Staffing allocation models are reviewed annually and updated as appropriate to reflect funding sources

Activity: Continue to examine and refine the organizational chart to ensure resources are directed to support the instructional core.

- Decreasing budgets and increased demands requires the school district to reorganize staff and their responsibilities to support our Theory of Action.

QUESTIONS