



Strategic Plan  
2016-2019

# Development of the Strategic Plan

Twenty-five years ago, Washington Union's Board of Trustees determined the need to set long-range goals and objectives for the district. The Board selected a process called Strategic Planning, in which district administrators, teachers, Board members and parents looked at the state of the district and planned a course of action in six different goal areas. They also discussed the district's beliefs about students and learning, and from these discussions, developed a mission statement for the district.

The establishment of long-range objectives allows all district staff members to focus on the same goals for improving student achievement. The Strategic Planning Committee reviews and evaluates the district's progress by looking at student achievement data, parent surveys, and other information related to the attainment of the plan's goals and objectives. In 2003-04, the committee revised the district's Mission Statement and defined the district's core values. In 2009 the committee added a finance goal and combined the curriculum and instruction goal to reflect curriculum, instruction and accountability.

This pamphlet contains the district's goals and objectives for 2016-19, developed in the spring of 2016. The six goals in the Strategic Plan are general statements about the district's focus in that particular area. The objectives in each goal area provide measurable, time-related information about the focus of the district for the next three-year period. The Strategic Planning Committee will review the progress made toward each of the objectives in January.

DISTRICT MISSION STATEMENT	OUR DISTRICT VALUES:
<ul style="list-style-type: none"> <li>To create a safe, friendly, dynamic learning environment;</li> <li>To promote excellence in student academic achievement challenging the ability of each individual;</li> <li>To nurture positive personal, social and civic growth and responsibility; and</li> <li>To instill a lifelong love of learning.</li> </ul>	<ul style="list-style-type: none"> <li>Decision-making based on the Best Interests of Students</li> <li>Integrity</li> <li>Mutual Respect and Compassion</li> <li>Effective Leadership and Accountability at All Levels</li> <li>Communication, Cooperation and Teamwork</li> <li>Excellent Staff</li> </ul>

Strategic Planning Committee			
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**CURRICULUM, INSTRUCTION AND ACCOUNTABILITY GOAL: We will provide an enriching, challenging curriculum which is aligned with common core state standards, is articulated across grade levels and demonstrates powerful teaching and learning to maximize student performance and serve all students equitably.**

<b>Curriculum, Instruction &amp; Accountability Objectives</b>	<b>Measurement</b>
CIA1. Over the next three years, the district will implement the current Technology Plan and complete the objectives as described in the Plan (2015-18).	Performance on Technology Plan objectives as described in annual reports to the Board
CIA2. By June 2017, 50% of the students will exceed district standards in language arts.	Student performance reports using the district's Multiple Measures Index
CIA3. By June 2017, 50% of the students will exceed district standards in math.	Student performance reports using the district's Multiple Measures Index
CIA4. By June 2017, 50% of the students will show thorough understanding of science standards as measured by grades.	Student performance reports using student's grades
CIA5. By June 2017, 50% of the students will show thorough understanding of history /social science standards. as measured by grades.	Student performance reports using student's grades
CIA6. All students who are identified as English Learners will be re-classified as Fluent English Proficient within three years of entrance into the program.	Student performance on the CELDT
CIA7. Annually, RtI instruction, encompassing enrichment and remediation, will be provided by teachers to meet the academic needs of all students, including advanced learners, challenged learners, and English language learners.	Student performance reports using the district's Multiple Measures
CIA8. Annually, instructional strategies and best practices will be aligned with Common Core State and Next Generation Science Standards and will be applied district-wide.	Student performance reports using the district's Multiple Measures

**FACILITIES GOAL: We will maintain and improve facilities so that each student may learn in a welcoming, functional and dynamic environment.**

<b>Facilities Objectives</b>	<b>Measurement</b>
F1. Annually, the district will develop and monitor a Deferred Maintenance Plan for all three schools and identify capital projects.	Report to Board on projects
F2. The district will meet as needed with a group of community leaders to provide an update on current facilities and maintenance projects to request their input and support in implementing our plan.	Report to Board on results of meetings
F3. During the 2016-19 school years, working with state and local agencies, the district will monitor the progress and the grant status to resolve the water quality issues at Washington Union School.	Board report on water system at Washington Union

**STAFF GOAL: We will recruit and retain exceptional staff who hold high expectations, who participate in professional growth opportunities and who are valued and recognized for their efforts.**

Staff Objectives	Measurement
S1. Over the next three years (2016-19), teachers will participate in information and practicum workshops to enhance instructional strategies aligned with Common Core State and Next Generation Science Standards.	Teacher evaluation reports on workshops and training sessions
S2. Over the next four years the staff will receive ongoing technology training based on identified needs in alignment with the objectives in the district's Technology Plan (2015-18).	Teacher evaluation reports on training sessions Results of staff technology surveys
S3. During the 2016-17 school year, the district will provide training for teachers in Grades K-8 in the implementation of the ELA materials adopted in May, 2016.	Teacher evaluation reports on training sessions in ELA
S4. The district values life-long learning and encourages staff members to seek out and participate in professional development activities outside of the district and through educator effectiveness programs at county offices.	Teacher presentations to staff about training sessions attended
S5. Over the next three years (2014-17), staff development will be provided to support teachers and instructional aides with instruction of English language learners and students with special needs in the regular classroom.	Student performance on classroom, district, and state assessments

**COMMUNITY RELATIONS GOAL: We will promote and develop positive relations with all segments of the school community, in order to foster open**

Community Relations Objectives	Measurement
CR1. Annually, the district will continue to update and expand its web site, using current technology and its interactive features.	Ongoing implementation of updated features
CR2. Annually, the district will provide multiple opportunities for parent education and communication such as, website use, digital citizenship, character education, school policies, LCAP and common core state standards.	Log of parent education workshops and attendance sign in sheets
CR3. Annually the district will review and implement strategies to improve any parent survey response areas that have received less than a 90% satisfaction rate.	Board report on areas to be addressed from the Annual Parent Survey results
CR4. Parent participation in the Annual Survey will be no less than 70% of district families.	Board report on Annual Parent Survey results
CR5. Annually, the District will publish a "State of the District" newsletter to all residents of the district and to the school community.	Published "State of the District" newsletter

**CLIMATE GOAL: Students, staff and parents will enjoy a friendly, respectful and safe learning environment that encourages responsible, productive and innovative learning opportunities.**

Climate Objectives	Measurement
CL1. Annually, the district will expect increasingly healthy, respectful and responsible attitudes in students, staff and parents.	Board report on program outcomes Staff and student survey results
CL2. Annually, our schools will serve as a model for a safe, orderly and positive learning environment, that expects appropriate behavior and appearance by all students and staff.	Board review of student behavior data Staff and student survey results
CL3. Annually, the district will monitor the effectiveness of district-wide character development and bullying prevention programs.	Annual student, staff and parent survey results
CL4. Over the next three years, (2016-19), the district will provide opportunities for staff and students to participate in activities which develop an appreciation for the importance of community service and environmental conservation.	Board review of individual and group community service activities at each school Board review of report on progress in effective implementation of practices
CL5. The District will seek and implement opportunities to educate students, parents and staff about digital citizenship and cyber bullying.	Log of opportunities provided to students, staff and parents

**FINANCE GOAL: We will ensure that the district's budget is aligned, integrated and evaluated to maintain fiscal solvency.**

Finance Objectives	Measurement
FG1. Over the next three years (2014-17), the district will communicate budget information through the LCAP process and seek methods to reduce deficit spending, while maintaining and improving the quality of the current programs.	Budget reports to the Board LCAP
FG2. Annually, the district will collaborate with WUEF and Parents' Club to promote our schools and maximize funding sources.	Increased participation in WUEF and Parents' Club events and increased funding base
FG3. Annually, the schools will communicate to parents the financial implications and importance of regular daily attendance to achieve an average daily attendance (ADA) rate of 98%.	Board review of monthly average daily attendance reports
FG4. Annually, the district will continue to seek funding sources to assist in expanding its visual and performing arts program, technology resources and improving the playground and athletic fields at all three schools.	Board approval of plan for program expansion