



Strategic Plan  
2022-2025

# Development of the Strategic Plan

In 1990, 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 2009 the committee added a finance goal and revised the curriculum and instruction goal to reflect curriculum, instruction and accountability. In 2019 the committee developed a district vision statement, creating a vision for our students that is reflective of our district’s mission and core values.

This pamphlet contains the district’s goals and objectives for 2022-25 developed in the spring of 2022. 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.

Our District Vision:	Our District Mission:
<p style="text-align: center;">Our students will achieve personal success in their learning and become respectful, responsible, and productive citizens.</p>	<ul style="list-style-type: none"> <li>• To create a safe, friendly, dynamic learning environment that teaches respect and kindness as core values;</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>

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. Through expanded learning opportunities and learning loss mitigation strategies, teachers and staff will provide RtI instruction that encompasses enrichment and remediation to meet the academic, behavioral, and social-emotional needs of all students and addresses learning gaps.	Student performance reports using the district's Multiple Measures Index  RtI
CIA2. Over the next three years (2021-24), the district will implement a new Technology Plan (2021-2024) and complete the objectives as described in the plan.	Performance on Technology Plan objectives as described in annual reports to the Board
CIA3. By June 2024, 80% of students will meet or exceed district standards with a target of 50% exceeding district standards in Language Arts.	Student performance reports using the district's Multiple Measures Index
CIA4. By June 2024, 80% of students will meet or exceed district standards with a target of 50% exceeding district standards in Math.	Student performance reports using the district's Multiple Measures Index
CIA5. By June 2023, the district will adopt state-approved materials for Math in grades K-8.	Adopted state-approved materials
CIA6. All students who are identified as English Learners will be reclassified as fluent English Proficient within four years of entrance into the district.	Student performance on the ELPAC Performance reports using the district's Multiple Measures Index  Reclassified students will continue to be monitored for an additional two years.

**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. During the 2021-24 school years, working with state and local agencies, the district will continue to pursue a permanent solution to resolve the water quality issues at Washington Union School.	Board report on water system at Washington Union
F3. By June 2024, the district will develop a plan for renovation of the track/field areas at Washington Union School and San Benancio Middle School and implement the plan by 2027.	Board reports on progress made towards developing the plan.

**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 years 2021-2024, teachers will participate in information and practicum workshops to enhance instructional strategies aligned with 21 <sup>st</sup> century skills across all subject areas.	Teacher evaluation reports on workshops and training sessions
S2. Over the years 2021-24, all staff will receive ongoing technology training based on identified needs in alignment with the objectives in the district's 2021-24 Technology Plan.	Teacher evaluation reports on training sessions Results of staff surveys
S3. The district values life-long learning, provides opportunities, and encourages staff members to seek out and participate in professional growth opportunities.	Teacher presentations to staff about training sessions attended
S4. Over the years 2021-24, staff development will be provided to support <u>all staff</u> with instruction of English language learners and students of special populations in the general education setting.	Student performance on classroom, district, and state assessments

**CLIMATE GOAL: Our district will serve as a model for a safe, positive and innovative learning environment which promotes healthy dialogue, respectful attitudes, and responsible behavior in students, staff and parents.**

Climate Objectives	Measurement
CL1. Over the next three years (2021-24), staff will adopt and implement social-emotional learning practices aimed at improving and maintaining a safe and positive climate and culture.	Implementation of SEL curriculum. Board report on program outcomes. Staff and student survey results.
CL2. Over the next three years (2021-24), the district will monitor the effectiveness of district-wide character development, bullying prevention, and social emotional learning.	Annual student, staff and parent survey results. Incident reports
CL3. Over the next three years (2021-24), 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
CL4. The district will seek out and provide opportunities to educate students, parents and staff about digital citizenship and cyber bullying.	Log of opportunities provided to students, staff and parents

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

Community Relations Objectives	Measurement
CR1. Annually, the district will provide multiple opportunities for parent education and communication such as digital citizenship, social-emotional learning, school policies, LCAP and current curriculum practices and standards.	Log of parent education workshops and attendance sign in sheets
CR2. Parent participation in the Annual Survey will be no less than 70% of district enrollment.	Board report on Annual Parent Survey results
CR3. Annually, the district will review and implement strategies to improve any parent survey response areas that have received greater than a 10% dissatisfaction rate.	Board report on areas to be addressed from the Annual Parent Survey results
CR4. Annually, the district will provide a report of its activities to all residents of the district and to the school community.	Printed and social media reports

**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 (2021-24), the district will seek methods to maintain a balanced budget and improve the quality of the current programs.	Budget reports to the Board
FG2. Over the next three years (2021-24), 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. Over the next three years (2021-24), the schools will communicate to parents the academic and 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. Over the next three years (2021-24), 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
FG5. As part of the LCAP process, the district will communicate budget information, monitoring supplemental funding expenditures and their impact on the targeted student populations.	Budget reports to the Board LCAP