

Strategic Plan 2009-2012 Year 2 Priorities



Goal Team Leaders
August 26, 2010

Student Achievement

GOAL:

***ALL STUDENTS WILL MEET OR
EXCEED PROFICIENCY IN CORE
CONTENT AREAS***

Goal Team Leader: Aileen Sterling

- **Target A: Essential Learnings**—Instructional staff will identify, understand, and use common K-12 curriculum in core content areas for all students.
- **Strategy 1:** Develop and implement K-12 common curriculum in the core content areas.

ACTIONS

- *Complete the development of the Essential Learnings in the content areas and make revisions where necessary.*
- *Implement and monitor pacing guides through the use of common formative assessments and supervision protocols.*
- *Provide ongoing staff development for principals and teachers through the Cycle of Effective Instruction.*

- **Strategy 2:** Develop and implement a K-12 collaborative district culture.

ACTIONS

- *Provide time for team collaboration through an accountable professional learning plan for each school.*
- *Utilize in-house expertise by creating instructional leadership at the district and at each school.*
- *Implement a system-wide continuous improvement model through the use of data and evidence to strengthen teaching and learning in all schools.*

- **Target B: Instruction**—Staff will identify, understand and implement effective standards-based classroom instruction.
- **Strategy 1:** Develop a K-12 professional toolbox: “Essential Elements of Instruction.”

ACTIONS

- *Develop and/or renew K-12 professional toolbox by developing expertise and monitoring the use of research-based lesson design.*
- *Monitor use of teaching strategies and instructional strategies through the use of agreed upon protocols and lesson design/delivery.*
- *Refine curriculum and instruction through common expectations for implementation of learning strategies in classrooms.*

- **Target C: Assessment**— Instructional staff will use data to improve student achievement.
- **Strategy 1:** Develop and implement systematic processes that make data easily accessible.

ACTIONS

- *Provide continual staff development to help staff understand and use the Data Director system to review student assessment data for improved student outcomes.*
- *Certificated staff will be able to use Data Director by the end of the 2011 school year to identify specific, measureable goals for improved student achievement.*
- *SMART Goals for each grading period will be developed to ensure the continuous improvement of teaching practices.*

- **Strategy 2:** Develop and implement systematic processes to use data to inform instructional practices and identify student interventions.

ACTIONS

- *Implement and monitor data analysis protocols in the cycle of effective instruction.*
- *Reflect, monitor, and readjust SMART Goals to identify student interventions for struggling students.*
- *Provide staff development for data dialog protocols through the partnership between district and school level instructional leaders.*

- **Target D: Narrowing the Achievement Gap** — Strategies will be refined to narrow the achievement gap of identified student subgroups (English Language Learners, Special Education and Socio-Economically Disadvantaged Students).
- **Strategy 2:** Reiterate and ensure the use of data to inform instructional practices and prescribe student interventions.

ACTIONS

- *Utilize the systematic collection of formative and summative data to inform instruction and provide appropriate interventions.*
- *Provide the K-12 systemic pyramid of intervention for students not learning including: teacher/classroom interventions, site based intervention, and district based interventions.*

ACTIONS Continued

- *Audit and Review the English Language Learner Master Plan and current instructional supports for English Language Learners.*
- *Review the current Resource and Special Day class programs to ensure instructional practices are standards based.*
- *Review the current student success team structure and align to district wide system focused on early prevention strategies and achievement.*

Student Engagement

GOAL:

STUDENTS WILL BE CHALLENGED WITH ACADEMIC RIGOR, ENGAGED WITH RELEVANCE, AND PROVIDED OPPORTUNITIES TO EXPLORE A VARIETY OF EDUCATIONAL OPTIONS.

Goal Team Leader: Michelle Moore

- **Target A:** Each school will identify and publicize the curricular programs, co-curricular programs, and other enrichment opportunities that increase student engagement and strengthen student connection to school.
- **Strategy 1:** Each site will assess its current and planned programs that impact student engagement.

ACTIONS

- *Conduct and publish an audit to assess currently offered curricular programs, co-curricular programs, and other enrichment opportunities at each site.*
- *Monitor and refine the effectiveness of curricular programs, co-curricular programs, and other enrichment opportunities through the study of the effective classroom practices.*

- **Target B:** Strategies will be developed to increase the variety of program personalization and student educational options to maximize student engagement.
- **Strategy 3:** Define and establish rigorous, relevant instructional programs that include technology.

ACTIONS

- *Develop common expectations for implementation of classroom practices to maximize student engagement through the use of a lesson design strategy using research based strategies.*
- *Set measureable goals correlated to staff development and student engagement to increase the percentage of time students are engaged in the classroom.*
- *Monitor, evaluate, and refine the effectiveness of classroom practices relating to student engagement through the use of the continuous improvement cycle and effective monitoring tools.*

Safe, Welcoming Schools

GOAL:

***STUDENTS WILL LEARN AND STAFF WILL
WORK IN A SAFE, WELCOMING
ENVIRONMENT.***

Goal Team Leader: Jon Briquetelet

- **TARGET A:** All school sites will engage in activities designed to build school pride and morale.
- **Strategy 1:** Build student pride and morale by increasing opportunities for recognition of their efforts.

ACTIONS

- *Assess and publish positive behavior recognition programs offered at each school site.*

- **TARGET C:** School staff and students will receive training to facilitate the creation of safe, welcoming schools.
- **Strategy 1:** Provide information to students, staff and parents on current safety issues, such as cyber-crime, bullying and drug/alcohol abuse.

ACTIONS

- *Assess current anti-bullying practices and develop district-wide expectations and strategies to prevent bullying.*
- *Focus trainings on proactive strategies for identifying and eliminating potential problems.*

- **Strategy 2:** Provide all staff training on effective customer service.

ACTIONS

- *Develop and implement customer service trainings for principals, certificated, and classified staff.*

- **TARGET D:** All school sites will collaborate with Child Welfare & Attendance (CWA) to improve OUSD safety procedures and policy enforcement.
- **Strategy 1:** Review, revise and implement safety policies and procedures.

ACTIONS

- *Review and revise school placement committee procedures and interventions for students.*
- *Implement the restructuring of CWA, including the utilization of high school assistant principals on the district safety team.*
- *Finalize development of Emergency Operations Center (EOC).*
- *Continue the ongoing development and revision of site safety plans as a foundation for disaster preparedness.*

Parent & Community Partnerships

GOAL:

***WE WILL DEVELOP MEANINGFUL PARTNERHIPS
WITH OUR PARENTS AND COMMUNITY, ALL
CONTRIBUTING TO THE SUPPORT OF OUR
STUDENTS IN ACHIEVING SUCCESS.***

Goal Team Leader: Randi Leach

- **Target A:** Parent/School Partnerships

Examine current parent involvement practices.

- **Strategy 1:** Increase, encourage, and recognize opportunities for parent involvement to support student success.

ACTIONS

- *Develop District Advisory Council, providing parents and community opportunities to study student achievement results and provide input for improved academic achievement.*
- *Continue to share successes among feeder schools.*

- **Strategy 2:** Enhance the awareness and improve the effectiveness of existing communications

ACTIONS

- *Provide district-wide parent trainings.*

- **Target B. Business/Community Partnerships**
Collaborate with external community to create opportunities for partnerships.
- **Strategy 2:** Utilize expertise of community volunteers in our schools.

ACTIONS

- *Continue to enhance the Community Resources page on the OUSD website.*

Communications

GOAL:

***WILL BE A TRANSPARENT ORGANIZATION
THAT IS CHARACTERIZED BY OPEN, TWO-WAY
21ST CENTURY COMMUNICATION.***

Goal Team Leader: Larry Hausner

- **Strategy 1:** Increase the effectiveness of communication internally and externally.

ACTIONS

- *Develop a plan with benchmarks of communication expectancies:*
 - *Teacher communication to parents*
 - *School/principal communication to school community*
 - *District to community and staff*

- **Strategy 2:** Improve the amount and quality of communicated content while expanding the role of technology.

ACTIONS

- *Develop a suggestion box on the OUSD website which will provide additional opportunities for open communication.*

Effective Use of Resources

GOAL:

***WE WILL USE OUR RESOURCES EFFECTIVELY
WITHIN A CULTURE OF SYSTEMIC PRACTICES
THAT SUPPORT OUR PRIORITIES FOR
TEACHING AND LEARNING.***

Goal Team Leader: Michael Christensen

- **Target A:** Establish priority budgeting that focuses financial resources on district goals.
- **Strategy 1:** Identify specific educational goals.

ACTIONS

- *Continue to prioritize goals based on student achievement needs.*

- **Target B:** Maximize revenue and minimize expenditures.
 - **Strategy 1:** Evaluate surplus and underutilized properties for revenue generation opportunities.

ACTIONS

- *Report on the results of surplus property appraisals.*
- *Identify commercial uses and potential revenues for already identified surplus properties.*

- **Strategy 2:** Maximize revenue by increasing student attendance.

ACTIONS

- *Encourage parents to reimburse the District for lost Average Daily Attendance (ADA).*
- *Develop an incentive program to recognize schools with increased student attendance.*