

OLYMPIA CUSD 16 - STRATEGIC PLAN

MISSION

THE OLYMPIA COMMUNITY INSPIRES, EDUCATES, AND CHALLENGES EACH STUDENT TO ACHIEVE PERSONAL SUCCESS.

VISION

OLYMPIA STRIVES TO BE AN EXEMPLARY SCHOOL DISTRICT WITH AN UNPARALLELED REPUTATION FOR MAXIMIZING STUDENT LEARNING.

VALUES

- SINCE WE VALUE STUDENT LEARNING, WE HAVE HIGH EXPECTATIONS WITH CLEAR LEARNING TARGETS AND MAKE DATA-BASED DECISIONS IN RESPONSE TO INDIVIDUAL STUDENT NEEDS.

- SINCE WE VALUE QUALITY STAFF, WE WILL CULTIVATE A WORK ENVIRONMENT THAT ATTRACTS AND RETAINS SUCH PERSONNEL AND PROVIDE PROFESSIONAL DEVELOPMENT AND TRAINING TO SUPPORT STUDENT ACHIEVEMENT.

- SINCE WE VALUE POSITIVE RELATIONSHIPS AMONG SCHOOL, HOME, AND COMMUNITY, WE WILL LISTEN AND OPENLY COMMUNICATE TO ENCOURAGE ACTIVE INVOLVEMENT, MUTUAL RESPECT, AND TRUST.

- SINCE WE VALUE A POSITIVE LEARNING ENVIRONMENT, WE WILL CREATE A SAFE AND SECURE ATMOSPHERE FILLED WITH COLLECTIVE RESPONSIBILITIES, ENTHUSIASM, AND COLLABORATION.

#1 Goal – Student Learning – We have high expectations with clear learning targets and make data-based decisions in response to individual student needs.

Strategic	<ul style="list-style-type: none">• Maximize student learning by utilizing a guaranteed and viable curriculum.• Utilize a systematic method for use of data in instructional decision making.• The student will become an active participant and demonstrate a sense of ownership in learning.
Tactical	<ul style="list-style-type: none">• Develop a vertically aligned Pre K-12 curriculum map including essential learning targets, common assessments, and formative assessments.• Develop a systematic method to maximize student learning through classroom assessments, interventions, and enrichment opportunities.• Develop a systematic process for the collection and analysis of student achievement data for student instructional decision making.• Develop a systematic process for the development of student ownership through student generated achievement goals, student driven data conferences, as well as continuous self assessment, reflection and monitoring of learning.
Operational	<ul style="list-style-type: none">• Ongoing use of essential learning outcomes to create student friendly language. (Year 13-14)• Assure students are required to set, monitor, and reflect on academic goals that are grade level and/or subject area appropriate. (Year 13-14)• Teachers and Administration will continue to review and implement Common Core goals horizontally and vertically. (Year 14-15)• Teachers will utilize and reflect on best practices to ensure high quality instruction. (Year 14-15)• Collect, analyze, and interpret data at the classroom, school, and district level to improve student achievement. (Year 15-16)• Create formative/summative assessments and utilize data to improve achievement. (Year 15-16)

#2 Goal – Quality Staff – We will cultivate a work environment that attracts and retains such personnel and provide professional development and training to support student achievement.

Strategic	<ul style="list-style-type: none">• Articulate clear expectations for teachers integrated with and driven by goals for student learning.
Tactical	<ul style="list-style-type: none">• Participate in ongoing professional development focused on improving student learning.• Use data and data analysis to improve student learning.• Integrate technology into the learning environment: “The goal is to improve student learning, not use technology well.”• Collaborate with professionals focusing on student learning and the learning environment.
Operational	<ul style="list-style-type: none">• Continue to offer professional opportunities in the areas that support district targets, such as<ul style="list-style-type: none">-Common Core, Next Generation Science Standards & College Career Readiness Aligned Classroom-Formative and Summative Assessments-Data analysis, goal setting & monitoring-Differentiated instructional training-PLC-driven mentoring-Hands on technology training-Social and Emotional Student training(All Year 13-14)• Provide time during institute/ School Improvement days, and other team time to monitor data to achieve learning targets (Year 14-15)

#3 Goal - Positive Learning Environment-We will create a safe and secure atmosphere filled with collective responsibilities, enthusiasm, and collaboration.

Strategic	<ul style="list-style-type: none"> • Continue to monitor enhancement of security, guidelines, processes, and procedures through annual audits and reviews. • Build a collaborative culture of trust and positive learning environment through School Improvement Leadership Team (SILT), K12 School Improvement Planning Curriculum Council (K12), and Professional Learning Communities (PLC) structures as measured by district and building reviews.
Tactical	<ul style="list-style-type: none"> • Annually review the district security systems and procedures. • Participate in the annual health, life safety review by Regional Office of Education (ROE). • Principals will provide annual SILT status report to the Superintendent with feedback regarding a safe learning environment. • Principals will provide reports monthly regarding building climate and celebrations.
Operational	<ul style="list-style-type: none"> • Each year principals will conduct annual safety drills. District business office will conduct annual safety checks. (Annual) • Principals, Business Office and Board of Education will review and approve health, life and safety reports and respond accordingly. (Annual) • Unit Office Administrators, Principals, K-12, and SILT members will utilize annual SILT status reports to analyze safe learning environment feedback and respond accordingly. (Annual) • Celebrations to ensure positive climate for both students and staff will be planned and implemented. (On-going)

#4 Goal – School, Home and Community Partnership – We will listen and openly communicate to encourage active involvement, mutual respect, and trust.

Strategic	<ul style="list-style-type: none">• The district will develop methods to enhance two way communication with school, home and community.
Tactical	<ul style="list-style-type: none">• Utilize electronic surveys to acquire input/feedback on the collaborative culture and “customer satisfaction”.• Maintain communication through website, newsletters, news articles, broadcast media, School Reach, and Board of Education news releases.• Enhance student learning through community involvement.
Operational	<ul style="list-style-type: none">• District will administer, review, and analyze the results of state mandated survey to facilitate improvement. (Year 13-14)• District will continue efforts to ensure information is shared with appropriate stakeholders. (Year 13-14)• Utilize parents, alumni, businesses, and civic groups to promote community partnerships. (Year 14-15)• Re-evaluate all survey/communication needs, update or adjust as needed. (Year 14-15)