

Park County School District #1

Strategic Plan 2019-2024

Mission - As a learning community, we inspire, engage, and prepare all students.

Vision - Empowered with knowledge, skills, and empathy, all students grow, achieve, and succeed.

Motto - Driven by Excellence

GOAL 1: We will create a positive, healthy, and engaged learning community that improves student performance and fuels success.

Objectives:

1. All schools will meet or exceed targets as measured by the state accountability report.
2. All schools will train staff to fully implement the Professional Learning Communities (PLC) model, and use student outcomes to drive teaching and learning.
3. The district will provide a safe and secure learning environment for all students and staff.
4. The district will provide quality social, emotional, mental, and physical health support for all students.

Measures of Success:

1. State accountability ratings of meets or exceeds for all schools.
2. Maintain a district wide on-time graduation rate of 90% or better.
3. 85% or more of students will read at grade level by the end of 3rd grade.
4. 90% or more of students will be Algebra 1 ready by the end of 8th grade.
5. 100% of all certified staff will be trained to implement the PLC model.
6. Decrease the gap between recommended levels of mental health professional staffing and current staffing levels.
7. Improved security measures and protocol.
8. Bi-Annual School climate surveys.

GOAL 1 -- OBJECTIVE 1 -- All schools will meet or exceed targets as measured by the state accountability report.

Implementation Steps/Strategies (What Will Be Done?)	Responsibilities (Who Will Do It?)	Resources (Funding/Time/People/Materials)	Timeline By When? (Day/Month)
Evaluate the essential standards in Math, ELA and Science against the Wyoming State Standards, WYTOPP blueprints and make adjustments where needed.	K-5 Facilitators/Principals	Early release collaboration Fridays Essential Standard Template Grade level teams and facilitators	Math – May 2019 Science & ELA – May 2020
Evaluate WYTOPP data to ensure students are meeting Growth, Equity (subgroup) growth and Achievement.	Building leadership team K-5 grade level teams Admin Team	Early release collaboration Fridays Monthly progress monitoring meetings	Fall 2019
Identify students in Equity subgroup needing remediation/interventions throughout the year.	Building leadership team K-5 grade level tea	Early release collaboration Fridays Monthly progress monitoring meetings	Fall 2019
Identify students in ELL subgroup needing remediation/interventions throughout the year to meet their annual English language proficiency goal.	Building leadership team K-5 grade level teams	Early release collaboration Fridays WIDA and WYTOPP Monthly progress monitoring meetings	Fall 2019
Promote postsecondary readiness with students in college, career and/or military.	HS Counselors, Building Admin, CTE Teachers	Funding to pay for CTE exams, ASVAB, and ACT prep resources. Travel, training and progress monitoring meetings.	Fall 2019
Conduct credit checks for students in grades 9-11 for on-time graduation.	HS Counselors	Time for credit checks at the end of each semester.	Fall 2019
Continue credit recovery for students in need.	HS & SLC Admin, At-risk teachers, counselors and summer school staff	Funding to pay for at-risk teachers, classes and summer school staff.	Fall 2019

GOAL 1 -- OBJECTIVE 1 -- All schools will meet or exceed targets as measured by the state accountability report. (Continued)

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
Define essential skills necessary to be reading at grade level by 3rd grade at 85% in all subsequent years.	K-5 Facilitators/Principals	Early Literacy Plan: Tier I: Dibels, Fountas and Pinnell (F & P) Benchmark Assessment System Tier II: Leveled Literacy Intervention (LLI) progress monitoring & running records Tier III: BIT Process w/ batteries of subtests assessing dyslexia PD: F/P Assessment Calibration Training - IF and Title I Teachers	Spring 2020-2025

GOAL 1 – OBJECTIVE 2 -- All schools will train staff to fully implement the Professional Learning Communities (PLC) model, and use student outcomes to drive teaching and learning.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
The district will train new teachers on the Professional Learning Community (PLC) process and expectations during orientation every fall.	Admin Team	New teacher orientation day	August 2019
The district will send teams of teachers with administration to PLC conferences.	Jason Sleep Building Principals	Grant and general funds	2020-2025
Schools will have PLC processes embedded in their schools i.e. intervention/enrichment groups identified from common assessment results using collaborative structures.	Building Principals K-12, IF's and grade level teams	Intervention/enrichment schedules Team agendas Professional reading collaboration Collaboration on Common Assessments Building & Team SMART goals Building commitments and norms Building schedules and Early release schedule	2020-2025
District administration will take input from building administrators to help identify potential technical barriers which could prevent full implementation of PLC.	Jay Curtis, Jason Sleep	Monthly building admin meetings, potential district funds, professional development.	Fall 2019-ongoing

GOAL 1 – OBJECTIVE 3 -- The district will provide a safe and secure learning environment for all students and staff.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
The district will train new teachers on the Alert, Lockdown, Inform, Counter and Evacuate (ALICE) process during orientation every fall.	District trainers	New Teacher Orientation	August 2019
Schools will complete an annual refresher of school specific safety plans.	Building Principal	Early release Friday	August 2019- Ongoing
Schools will conduct table top exercises to practice safety plan and assess responses.	Building Principal Crisis Team SRO Rob McCray	Early release Friday ALICE procedures Safety response plan	Annually by March
District will coordinate interagency cooperation on table top exercises.	Rob McCray	Interagency safety drill protocols and templates MOUs with responders and evacuation sites Early release PD ALICE Procedures District safety response plans	Annually by February
Annual upgrades on security systems i.e. cameras, check-in system, fire alarm, phone system and PA system.	Rob McCray Mike Reed	State funding District technology maintenance plan	
District will approve and regularly review a district security plan that addresses 5 pillars of school safety and security.	School Board, Jay Curtis, Rob McCray, Jason Sleep and building admin	Funding for additional SRO, Mental health, building security (structural and equipment)	Fall 2019- ongoing

GOAL 1 – OBJECTIVE 4 -- The district will provide quality social, emotional, mental, and physical health support for all students.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
Build partnerships with area mental health organizations in the Big Horn Basin	Jason Sleep, Jay Curtis	Meeting time, possible grant writing,	Fall 2019-ongoing
Establish system wide expectations for providing Social Emotional Learning support for students.	Admin Team, School Counselors	Funds for PD and Implementation	Spring 2020
Review staffing of mental health professionals on a yearly basis	Jay Curtis, Jason Sleep, Building Admin, Counselors	Potential new hires for additional mental health professionals.	Annually, to begin 2019-2020 school year
Educate staff, parents, and students on symptoms of and help for mental health problems	Building Admin, Counselors	Literature resources, printing, and digital content	Begin by Spring of 2020
Promote social and emotional competency and build resilience through systematic social emotional learning k-8 and support 9-12	Building Principals, Counselors	Second Step Curriculum, and Steps to Respect Curriculum	Ongoing to continue 2019-2020 and beyond
Through purposeful culture building ensure a positive, safe school environment free from bullying, harassment, and intimidation.	All staff	Rachel's Challenge, PD, and others as deemed necessary by admin.	Spring 2019 and ongoing

GOAL 1 Implication for Professional Development:

- Professional Learning Community (PLC) Institutes and State PLC Training
- WDE Hosted training
- Anti-bullying
- Mental health
- Safety and security
- Second Step
- Steps to Respect

GOAL 2: We will ensure that all students have the opportunity to participate in activities and programs that enhance the classroom learning experience.

Objectives:

1. The district will provide all students with opportunities for cooperative learning and collaboration through relevant hands-on activities.
2. The district will provide varied choices in curricular, co-curricular, and extra-curricular programs to increase student engagement.
3. The district will commit to and maintain a culture of growth and student success.
4. The district will promote internal and external communication to all stakeholders.

Measures of Success:

1. 95% of students in grades 7-12 will participate in extra-curricular, co-curricular, and/or community-based activities.
2. Elementary schools will offer two days a year where student projects are showcased.
3. Elementary schools will offer a minimum of three activities outside the regular school day.
4. Elementary schools will allow all students the opportunity to select reading materials as measured by surveys.
5. Elementary schools will monitor growth using curriculum-based measurements, benchmark assessments and WYTOPP
6. The district will create a district communication plan for both internal and external stakeholders. Effectiveness measured by surveys.

GOAL 2 – OBJECTIVE 1 -- The district will provide all students with opportunities for collaboration through relevant hands-on activities.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
Establish current reality by taking inventory of current instructional strategies and practices	Jason Sleep, Principals, Assistant Principals, IF's	Survey staff, students and parents	Fall 2019
Create an instructional plan to incorporate more hands-on activities and cooperative learning strategies across all grade levels	Jason Sleep, Principals, Assistant Principals, IF's	Kagan, Hattie, Quantum	Fall 2020
Provide professional development to all instructional staff in cooperative learning instructional strategies and the use of hands-on project-based learning.	Jason Sleep, Jay Curtis, Principals	Kagan, Hattie, Quantum PD days, Trainers, time,	Spring 2020
Establish yearly expectations for every grade level to incorporate cooperative learning	Jay Curtis, Jason Sleep, Principals	Develop district focus during admin meetings	Fall 2020
Monitor expectations through instructional walk-throughs	Principals	IAspire, calibration time for admin	Fall 2020 and ongoing
Provide ongoing support to teachers.	Principals, IF's	Early release Fridays (school and district)	Yearly refreshers after implementation

GOAL 2 – OBJECTIVE 2 -- The district will provide varied choices in curricular, co-curricular, and extra-curricular programs to increase student engagement.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
Survey all students 7-12 about activity participation and interests in and out of school	Chanler Buck, Scott McKenzie, counselors,	Survey Monkey, or paper-pencil, Time	Begin Fall of 2019
Inventory all curricular, co-curricular, extra-curricular, and community activity offerings to establish a master list.	Principals	Time	Fall 2019
Evaluate on a yearly basis, the activity offerings at all grade levels	Jay Curtis, Jason Sleep, Board, Principals	Time	Begin July 2019
Adopt policy that both promotes, and responsibly regulates new activities, clubs, curricular, and co-curricular offerings	Jay Curtis, Principals, Board	Time	August 2019
Utilize survey results to identify students that are not associated with a school or community-based activity or sport, and meet with each student to encourage participation in something of interest.	School Administration and counselors	Time	Fall and Spring of each year

GOAL 2 – OBJECTIVE 3 -- The district will commit to and maintain a culture of growth and student success.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
Collect climate and culture surveys from students and staff to determine baseline.	Building admin	Needs assessment data (surveys assessment results)	Winter 2020 and every other year thereafter
PLC- Continued Professional development in the areas of implementation, culture, collaboration, intervention and enrichment (see Goal 1 – Objective 2).	District and Building Administration	PD funds and days, and conferences	Summer 2019-ongoing
Provide timely interventions and enrichment to all (see Goal 1 – Objective 2)	Building Admin, teachers, and paras	PD funds and days, and appropriate scheduled time	Fall 2019-ongoing
Recognize and model the importance of celebrating success at the classroom level, school level, and district level.	All employees	Funds and time for awards	Fall 2019-ongoing
Evaluate district wide grading practices with emphasis on growth mindset vs compliance mindset.	Admin Team	Professional Development	2019-2025
Review Evaluations and SMART Goals, tools and evaluation cycles, and adjust as needed to promote continued professional individual growth for all employees.	Admin Team	N/A	2019-2020
Utilize instructional walk-throughs to provide timely feedback to instructional staff to foster continued professional growth and improved instructional practice.	Admin Team	IAspire, dedicated classroom observations, time to calibrate evaluation and walk-through	2019-2020

GOAL 2 – OBJECTIVE 4 -- The district will promote internal and external communication to all stakeholders.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
Survey stakeholders to determine communication strengths, weaknesses, and additional needs.	Jay Curtis	Survey Monkey	Winter 2020
Establish communication plan to address communication deficiencies at school and district levels.	District and School Admin	Time	Spring 2020
Fully review the website content and features and make changes to align with district communications priorities.	District and School Admin	Potential new web platform	Summer 2020
Implication for Professional Development:			

GOAL 3: All schools will prepare good citizens who are ready for their futures.

Objectives:

1. All staff will incorporate the attributes of effective collaboration, communication, problem-solving, and self-advocacy to improve those skills in all students.
2. All students will learn and exhibit social skills and positive character traits through a systematic approach.
3. All schools will promote service to our community and real-world learning experiences.

Measures of Success:

1. Teachers will provide evidence of instruction of student soft skills.
2. All Students will have the ability to write effective resumes and effectively interview.
3. Systematic delivery of social skills and character-based curriculum at all appropriate grade levels.
4. Bi-annual climate surveys
5. 10% reduction in student behavior referrals in all schools.

GOAL 3 – OBJECTIVE 1 -- All staff will incorporate the attributes of effective collaboration, communication, problem-solving, and self-advocacy to improve those skills in all students.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
Establish current reality by taking inventory of current instructional strategies and practices.	School Administration	N/A	December 2019
Create an instructional plan to incorporate additional cooperative learning strategies, problem-solving across all grade levels	Curriculum Director, Building Admin, teachers	N/A	Spring 2020
Provide professional development to all instructional staff in cooperative learning instructional strategies and the use of hands-on project-based learning.	District Administration	Professional development funds and days	January 2010
Establish yearly expectations for every grade level to incorporate practices.	School Administration	N/A	Fall 2020
Monitor expectations through instructional walk-throughs	District and School Admin	IAspire	Fall 2020 and ongoing
Provide ongoing support to teachers.	District and School Admin	PD	Fall 2020 and ongoing
Implication for Professional Development:			
Kagan IAspire			

GOAL 3 – OBJECTIVE 2 -- All students will learn and exhibit social skills and positive character traits through a systematic approach.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
Schools will teach positive character traits and bullying prevention to students throughout the elementary schools using a variety of evidence based SEL programs.	Counselors	Counselors will deliver character lessons in the elementary schools a minimum of nine lessons total per year.	Fall 2019-2021
Students will be recognized for positive social behavior throughout the year.	Building Principals All Staff Board of Education	Board meetings Awards Assembly Newsletters Social Media	At least 1x/ month
All K-5 students will participate in peer mentoring.	Building Principals All Staff	Grade level scheduling and lesson plan for activity	At least 1x/ quarter
Collaborate with outside resources for training to support student’s social skill development.	Building Principals Counselors	Counselors/Principals attend wrap around meetings; BIT meetings w/ outside agency involvement; Attendance at DFS interagency meetings; Park County Resource Guide and promotion of community-based youth programs	Annually
Staff and students will participate in bully prevention training annually.	Building Principals All Staff	Bullying prevention policy & forms Staff training presentation	Annually by Sept
Implication for Professional Development:			

GOAL 3 – OBJECTIVE 3 -- All schools will promote service to our community and real-world learning experiences.

Implementation Steps/Strategies	Responsibilities	Resources	Timeline
Schools will develop activities for students to interact in the community.	School Admin and teachers	Time and planning	Spring 2020
Schools will continue to work with community professionals and resources to provide enriched learning opportunities.	Principals, counselors, classroom teachers	Time and planning	Spring 2020
Schools will provide a list of community service opportunities to the district office on an annual basis.	Principals	Time and planning	June 2020
Schools will promote student participation in service opportunities within the school and community.	Principals, counselors, teachers, other instructional staff	Time and planning	Fall 2019 and ongoing