

2008-2013 Strategic Improvement Plan

The improvement Plan is based on the District Mission. Goals are not listed in any priority order.

Mission: The mission of Eastmont School District is to maximize the potential of all students by:

- Ensuring students develop and demonstrate academic excellence.
- Developing partnerships with students, parents, staff and community.
- Providing a safe and secure learning environment for students and staff.

Motto: A Great Place to Learn

Belief Statements

- The school district must adapt and adjust as students' needs change.
- Higher expectations lead to higher achievement and all students can learn – but in different ways and at different rates.
- Using resources wisely and practicing sound fiscal management will ensure public trust and is essential to District operations.
- Teamwork supports school and program improvements through partnerships with students, parents, staff and community.
- Cooperative and effective communication is necessary for improvement and success
- The physical, cognitive, and social-emotional development of students shall always be considered in decision-making.

The Board established the following priority goals for 2008-09:

1. Implement and operate from a common strategic plan that addresses student and staff safety, improve student learning opportunities for all students, demonstrate responsible use of public funds, improves trust and respect for the District, prepares for long-term facilities and operation and maintenance needs, increases staff and community knowledge of District, State, and National assessment systems.
2. Focus on student issues – kids first
3. Partner with parents to improve student learning
4. Improve public relations, communications, and trust
5. Continue making prudent financial decisions with students as the priority
6. Increase knowledge of board policies and procedures
7. Practice good communication with each other
8. Complete long-term comprehensive plan including facility needs
9. Attend functions, be in buildings, know staff
10. Maintain health and personal and professional balance

GOAL #1: Build morale & trust with students, staff, community, and promote transparency.

Actions/Strategies	Completion Time	Responsible Party	Report of Progress
1) Make decisions based on the best interests of students	Ongoing	All Employees	
2) Explain decisions, admit and learn from experience	Ongoing	All Employees	
3) Provide a Sept-May monthly Employee Newsletter.	Ongoing	Superintendent	Issues published Sept., Oct., Nov., and Dec.
4) Visit a school or attend a district event per month	Ongoing	Board	
5) Attend a district event per week	Ongoing	Superintendent	
6) Visit each school no less than three times a month	Ongoing	Superintendent	
7) Deliver paychecks during school year	Ongoing	Superintendent	
8) Ride each bus during the school year	Ongoing	Superintendent	
9) Survey employees, students, and parents using the Educational Effectiveness Surveys. Explore use of on-line survey instruments.	Ongoing	Data Person Principals Superintendent	
10) Include assessment related information in employee and citizen publications as well as maintain resource links on the District website.	Ongoing	Webmaster Public Relations Superintendent	
11) Parents shall be involved at each building on parent advisory/site council type planning groups.		Principals Superintendent	
12) Seek ways to partner with community businesses.		Superintendent Administrators	
13) Provide parent information in English and Spanish.	2010	Administrators Superintendent	

GOAL #2: Ensure student and staff safety with emphasis on security and health issues.

Actions/Strategies	Completion Time	Responsible Party	Report of Progress
1) Implement common emergency response flip chart	07-08	All Employees *C & I Dir.	
2) Implement common green/red signaling system during emergencies	07-08	All Employees *C & I Dir.	
3) Decrease harassment and bullying of students	Ongoing	All Employees *Principals	
4) Improve and provide video camera security systems in all schools	07-12	\$ Board, Supt, and *Maint. Dir.	
5) Improve exterior lighting and locks	07-12	\$ Board, Supt., & *Maint. Dir.	
6) Meet new State Safety Incident Command and other new safety requirements for administrators and relevant staff.	9/08	Principals C & I Dir.	
7) Improve student participation through behavior interventions and training on appropriate student conduct. Evidence shall be indicated by suspension and expulsion data.	Annual Review	Administrators Teachers Counselors	
8) Provide programs that recognize appropriate behavior, improvement, and academic success.	Ongoing	Administrators Teachers Counselors	

GOAL #3: Maintain a financially healthy district that demonstrates responsible use of public funds.

Activities/Strategies	Completion Time	Responsible Party	Report of Progress
1) Annual budget expenditures shall not exceed revenue funds or expend the cash reserve below 3.0%. (align with policy)	Annually	*Finance Director Superintendent Administrators Board	
2) Purchases will be made on long-term use and cost rather than short-term cost.	Annually	*All Staff	
3) A minimum of 3.5% of the district’s annual budget will be allocated to each of the following expenditure categories: (1) One percent (1%) for curriculum improvement such as textbooks, resources, staff training, and additional staff work in support of District goals, instructional and operational (2) One half to one percent (.5-1%) for technology upgrades, (3) One half to one percent (.5-1) to fund projects that maintain and upgrade facilities and grounds, (4) One quarter to one half (.25 -.5%) for transportation upgrades. (5) One quarter to one- half percent (.25 - .5%) for safety improvements.	Annually	*Finance Director Superintendent Administrators Board	
4) Facilities, equipment, and grounds will be repaired and maintained to ensure longevity and maximum use of public resources.	Daily	*Maintenance Director Administrators Superintendent	

GOAL #4: Provide adequate facilities that are well operated and maintained.

Activities/Strategies	Completion Time	Responsible Party	Report of Progress
1) Complete State Facility Study and Survey.	Annually	Superintendent	
2) Improve cleanliness and appearance of all facilities.	Annually	Custodians Maintenance Administrators Superintendent	
3) Initiate repairs within 24 hours for safety issues, 30 days for minor non-safety issues, and 90 days for major maintenance items.	Annually	Custodians Maintenance Administrators	

GOAL #5: Recruit and retain high quality staff and Board members.

Activities/Strategies	Completion Time	Responsible Party	Report of Progress
1) Promote leadership from District through internships and seek candidates for instructional and administrative positions via web advertisements.	Ongoing	*HR Director	
2) Allocate a minimum of .5% of <u>combined state and federal</u> expenditures for staff training according to improvement priorities.	Ongoing	*Finance Director Board Superintendent	
3) Board shall be actively involved in regional and state training opportunities.	Annually	*Board Superintendent	

GOAL #6: Improve learning opportunities for all Eastmont students by creating a first class education system through the improvement of curriculum, instruction, assessment methods, and the use of data.

Activities/Strategies	Completion Time	Responsible Party	Report of Progress
1) Align curriculum horizontally and vertically P-12.	2011	Teachers Administrators	
2) READING – Average District WASL tested students shall increase performance by 1% per year.	2010	* Teachers Administrators	
3) MATH – Average District math WASL/course competency tests shall increase performance by 2% per year.	2010	* Teachers Administrators	
4) WRITING – Average District WASL tested students shall increase performance by 2% per year.	2010	* Teachers Administrators	
5) SCIENCE – Average District WASL tested students shall increase performance by 2% per year.	2010	* Teachers Administrators	
6) Review/revise K-12 writing curriculum and purchase related materials during the 2007-08 school year.	2008	* Teachers Administrators	
7) Review/revise K-12 math curriculum and purchase related materials during the 2008-09 school year.	2008-09	* Teachers Administrators	
8) The number and percentage of students participating in extra-curricular activities will increase 2% from the prior year.	Ongoing	* Teachers Administrators	
9) Continue training on Powerful Teaching and Learning/Critical Friends Groups, within Professional Learning Communities (PLC).	Ongoing	* Teachers Administrators	
10) Implement Response to Intervention (RTI) K-12	2008-09	* Teachers Administrators	

GOAL #6: Improve learning opportunities for all Eastmont students by creating a first class education system through the improvement of curriculum, instruction, assessment methods, and the use of data.

11) Review Student Learning Plan process and continuation from grade to grade with the goal of increasing efficiency and consistency while allowing individual school flexibility.	2007-08	* Teachers Administrators	
12) Use NEWEA testing in reading and math in grades 3 to 10 th to meet student's individual needs with differentiated instruction.	Ongoing	* Teachers Administrators	
13) Use DIBBLES reading and math testing in grades K-2 to meet student's individual needs with differentiated instruction.	Ongoing	* Teachers Administrators	
14) Align curriculum horizontally and vertically P-12	2009-10 Ongoing	* Teachers Administrators	
15) Develop common grade level report cards for K-4, 5-7, and 8-12.	2010	* Teachers Administrators	
16) Develop competencies for students who wish to challenge a course for credit.	Math 2009 Sci. 2010 Lang. 2009	* Teachers Administrators	
17) Students will perform academically at or above the state average for districts of similar size and demographics	Ongoing	* Teachers Administrators	
18) Average performance differences based on gender, income, and ethnicity will be no more than 10%	Ongoing	* Teachers Administrators	
19) All schools and subgroups will meet State and Federal Adequate Yearly Progress (AYP) requirements.	Ongoing	* Teachers Administrators	

GOAL #6: Improve learning opportunities for all Eastmont students by creating a first class education system through the improvement of curriculum, instruction, assessment methods, and the use of data.

20) Update school improvement plans using Olympia SD template with the following categories: (1) Introduction (2) Goal 1 Reading + Action Plans, (2) Goal 2 Writing + Action Plans, (3) Goal 3: Math + Action Plans, (4) Goal 4: Science + Action Plans, (5) Safe and Inclusive School (6) Targeted Assistance (7) Technology implementation, AND (8) Parent/community involvement activities to improve student learning.	2008-09	* Administrators	
21) Provide greater choices for students to learn including on-line and other alternative activities.	Ongoing	* Teachers Administrators	

GOAL #7: All students will graduate on time with hope and knowing they have various career choices as a result of their academic performance.

Activities/Strategies	Completion Time	Responsible Party	Report of Progress
1) Graduation rate will increase 1% each year.	Ongoing	*Counselors Teachers Administrators	
2) Student surveys will indicate an increasing satisfaction with school experience.	Ongoing	*Counselors Teachers Administrators	
3) Students registered at the conclusion of their senior year at a college, university, technical school, or for the armed services will increase 1% each year.	Ongoing	*Counselors Teachers Administrators	
4) Provide transition opportunities between major school levels.	2010	Administrators Teachers	

GOAL #8: Educate the Board, staff, and community on the District’s academic status and needs.

Activities/Strategies	Completion Time	Responsible Party	Report of Progress
1) Develop audience tailored presentations of the District, State, and National assessment systems for the Board, staff and community.	Ongoing	* C & I Director	

GOAL #9: Technology shall be integrated with instruction and used to increase operational efficiencies and accuracy.

Activities/Strategies	Completion Time	Responsible Party	Report of Progress
1) Current technology shall be provided as instructional, research, and presentation tools with the highest priority being at the high school level. This is to ensure graduating students have recent experience current software and hardware as they enter the workforce and participate in additional education.	Ongoing	*Tech Director Administrators	
2) Current technology shall be provided as a tool to staff with responsibilities requiring computer related technology on a daily basis	Ongoing	*Tech Director Administrators	
3) Staff without daily computer related responsibilities shall have access to technology as needed.	Ongoing	*Tech Director Administrators	
4) Technology training shall be provided to staff on an on-going process.	Ongoing	* Tech Director C & I Dir. Administrators	
5) Board decisions, agendas, policies, forms, and other public and internal documents shall be digitized and made available via web site.	2009	Tech Director Superintendent	

GOAL #10: Federal and State student category specific funds shall be used consistent with District and Building goals and activities/strategies. Instructional programs shall be modified as needed in response to student learning data.

Activities/Strategies	Completion Time	Responsible Party	Report of Progress
1) The maximum amount of Federal and State resources shall be obtained through quality applications, program implementation, data reporting, and program success.	Ongoing	*Special Programs Director Administrators Teachers	
2) Federal and State programs shall focus on supporting building goals.	Ongoing	*Special Programs Director Administrators Teachers	
3) Federal and State programs shall be integrated with regular programs whenever possible.	Ongoing	*Special Programs Director Administrators Teachers	
4) Federal and State programs shall maintain compliance with all laws, rules, and official guidelines.	Ongoing	*Special Programs Director Administrators Teachers	

Future suggestions and concerns for consideration during plan review/revision.

Activities/Strategies	Completion Time	Responsible Party	Report of Progress
1)			
2)			
3)			
4)			
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