

Neah-Kah-Nie School District Long Range Plan – 2016-2020

Created through collaboration with parents, students, administrators, the board, and community citizens, this plan consists of the Long Range Visionary Goals, near-term strategic initiatives, and strategies for attaining each goal.

MISSION

Neah-Kah-Nie School District prepares students to become productive and responsible citizens for an ever-changing world through diverse educational opportunities in partnership with the community.

VALUES

Excellence – we prepare students for their future
Learning – we are all learning, every day
Rigor – we are challenged by each other to learn more
Creativity – we individualize our teaching and learning
Community – we build partnerships

Respect – we treat each other with respect and dignity
Diversity – we seek to understand and celebrate our differences
Collaboration – we work together and communicate effectively
Responsibility – we take responsibility for our work
Relevance – we are aware and responsive to those around us

Long Range Visionary Goals - 2020

District and School Structure and Culture: Effective district and school systems support the learning and achievement of all students

- 1. Every campus has a healthy and positive school climate**
- 2. Staff and students drive improvement through data-informed decisions**

Teaching and Learning: Effective teaching and learning relationships are supported by the district

- 3. Increase the number of students who graduate ready for college and career**

Educator Effectiveness: Effective educators promote the success of every student

- 4. Professional development aligns with improvement plans, strategic initiatives and educator evaluations**

Family and Community Involvement: Effective family involvement efforts bring families and educators together to collaboratively work to support student achievement

- 5. Strengthen the connection between schools and families**
- 6. Increase opportunities for community-based programs**

Technical and Adaptive Leadership: Effective leaders create a professional learning community

- 7. District and school leadership drive improvement efforts**

Strategic Initiatives for 2018-2020

1. Teachers will embed Developing Academic Language (DAL) and Constructing Meaning (CM) instructional practices in all classrooms across all grade levels.
2. Ensure every student (K through 5) makes appropriate writing growth through effective instruction, training, and curriculum adoption.
3. Ensure every student (pre-K through 12) makes appropriate math growth through effective instruction and training, and vertical alignment.
4. Ensure every student benefits from a safe, responsible and respectful learning environment by implementing and maintaining PBIS (positive behavior and instructional supports) district-wide.

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LONG RANGE PLAN:

GOAL 1: Every campus has a healthy and positive school climate		2020 Target <i>What will success look like?</i>
<i>To achieve this goal, we must...</i>	Increase attendance	90% at each school
	Increase participation in TELL survey	100% licensed staff taken every two years
	Improve satisfaction with school climate for all certified staff	90% satisfied with school climate
	Improve satisfaction with school climate across all schools with classified staff, students, and parents <ul style="list-style-type: none"> ● Include specific targeted survey data for each school ● Compare school staff survey data to choose common climate priorities ● Have laptop stations available at parent events for surveys to be completed 	80% of classified staff, students, and parents are satisfied with school climate.

GOAL 2: Staff and students drive improvement through data-informed decisions		2020 Target <i>What will success look like?</i>
<i>To achieve this goal, we must...</i>	Consistently use school-level data teams that follows the complete data cycle (collection of baseline data, establishing growth goals, selecting and implementing instructional strategies; collect progress monitoring data, determine effectiveness of strategies used; revise goals/strategies)	100% elementary and middle school teachers meet for RTIi "20% meetings" in reading 100% Elementary math teams meet for RTIi "20% meetings" every 6 to 8 weeks 100% middle and high school content teams follow effective data team cycle in reading, writing, and math at least 3 times a year
	Consistently use data in reading, math, and PBIS Committees and District Leaderships team to inform professional development and budget priorities (including staffing)	Data review is formalized to make district decisions and identify celebrations or weaknesses

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		Continued budget alignment for professional development and communicate alignment to staff
	<p>Ensure 100% of Student-led/ parent teacher conferences use achievement data and increase the percentage of students and parents participating in conferences.</p> <ul style="list-style-type: none"> ● Provide training for all new staff 	100% attend conferences utilizing data

GOAL 3: Increase the number of students who graduate ready for college and career		2020 Target <i>What will success look like?</i>
<i>To achieve this goal, we must...</i>	Increase the number of students who are proficient readers at end of 3rd Grade	DIBELS - 80%
		SBAC - \geq 70% or 20 pts above State Average
	Increase the number of 9th Grade students who are on track to graduate	\geq 90%
	Increase the number of students who graduate in four years (5 yrs)	\geq 90%
	Increase the number of students completing all activities in Career Information Systems (CIS)	100%
	Increase post graduation enrollment in college.	Exceed state average

GOAL 4: Professional development aligns with improvement plans, strategic initiatives and educator evaluations		2020 Target <i>What will success look like?</i>
<i>To achieve this goal, we must...</i>	<p>Develop and implement new cycle and budget for school and district professional development priorities.</p> <ul style="list-style-type: none"> ● Increase the opportunities for PD that align with improvement plan? ● Admin team needs to sit down with superintendent and decide what needs to be done here. ● Improved focus on district wide priorities during whole day PD? ● Increase follow up implementation of district wide priorities during late start PD? ● Increase the amount of time and money dedicated to PD. 	<p>PD calendar and budget align with the identified areas for school and district improvement priorities in educator evaluations and improvement plans</p> <p>District calendar includes late start</p>

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	<ul style="list-style-type: none"> Implement the district's technology plan and the SAMR model to increase staff and student ability to utilize technology as an effective learning tool. 	Monday and two full days of PD
	Increase proficiency in professional standards identified by the Educator Effectiveness Committee as needing improvement across the district.	Educator evaluation data indicate there are 4 areas for improvements or fewer

GOAL 5: Strengthen the connection between schools and families		2020 Target <i>What will success look like?</i>
<i>To achieve this goal, we must...</i>	Increase the number of parents who participate in Student-Led, Parent-Teacher Conferences.	≥95% participation in conferences.
	Increase the parent satisfaction with teacher communication (include in parent survey- district priorities) -utilize easy and incentivized methods for parent information return	Increase over 2016 baseline survey results GGS 96% NE 85% MS 85% HS >3.46

GOAL 6: Increase opportunities for community-based programs		2020 Target <i>What will success look like?</i>
<i>To achieve this goal, we must...</i>	Increase the number of credits high school students earn credit through community college and regional college program classes (Willamette Promise, Dual Credit TBCC, ORVED, etc.)	235 credits
	Improve and strengthen ASPIRE partnerships	25% of the NKN HS students (55 students) will have ASPIRE mentors

GOAL 7: District and school leadership drive improvement efforts support growth in student outcomes		2020 Target <i>What will success look like?</i>
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<p><i>To achieve this goal, we must...</i></p>	<p>Ensure District Leadership and Site Councils use Indistar with fidelity</p>	<p>100%</p>
	<p>Schedule District Leadership to participate in relevant professional development opportunities</p>	<p>All administrators attend the Oregon Law Conference and Sped Law Conference every other year. All administrators attend COSA Seaside Conference annually.</p>
	<p>District Leadership completes building walkthroughs and give timely feedback</p>	<p>3 walkthroughs a year in each building with administration team for Language Arts and Math district wide.</p>