

NEAH·KAH·NIE

SCHOOL DISTRICT

2024-2028 Strategic Plan



In partnership with:



Strategic Planning Process



Explore

- Review of relevant strategic plan progress and engagement to date
- Informational interviews with organization leaders
- Facilitated Board session



Engage

- Implement community engagement plan
- Informal interviews
- Listening sessions
- Community presentations
- Digital survey
- Engagement summary



Emerge

- Strategic planning committee meetings to develop the vision of a graduate and strategic plan
- Present final plan to board for adoption
- Development of executive summary



Elevate

- Implementation of the strategic plan.

Timeline



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February 2024

Launch Strategic Planning

- Informational interviews with organizational leaders

April 2024

Complete Community Engagement

- Complete interviews with staff, students, district partners
- Facilitate two listening sessions
 - Nehalem – April 9
 - Garibaldi – April 24
- Continue community presentations
- Continue Superintendent led listening sessions
- Close online community survey

Summer 2024

- Strategic Planning Advisory Committee meetings
 - Development of Vision of a Graduate
 - Development of priority areas, goals, measurements of success

March 2024

Begin Community Engagement

- Launch online community survey
- Begin community presentations
- Begin Superintendent led listening sessions
- Begin interviews with staff, students, district partners

May 2024

Strategic Plan Development

- Activate Strategic Planning Advisory Committee
 - Share community engagement report
 - Identify district core values

Fall 2024

- Advisory Committee meeting
- Final strategic plan development
- Board adoption of strategic plan
- Begin implementation

Who We Heard From



491 connections were made with Neah-Kah-Nie community members.

(this is equal to approximately **70% of student body enrollment**).

*Multiple answers per participant are possible.



14 Community Interviews



233 connections at listening sessions and school meetings with district families, staff, and students



87 connections at City Council presentations across the district



157 responses to community wide survey

Who We Heard From



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208

connections with
staff members

90

connections with
**parents and
family members**

70

connections with
students

14

connections with
**business and
community
members**

17

connections with
district partners

*Multiple answers per
participant are possible.

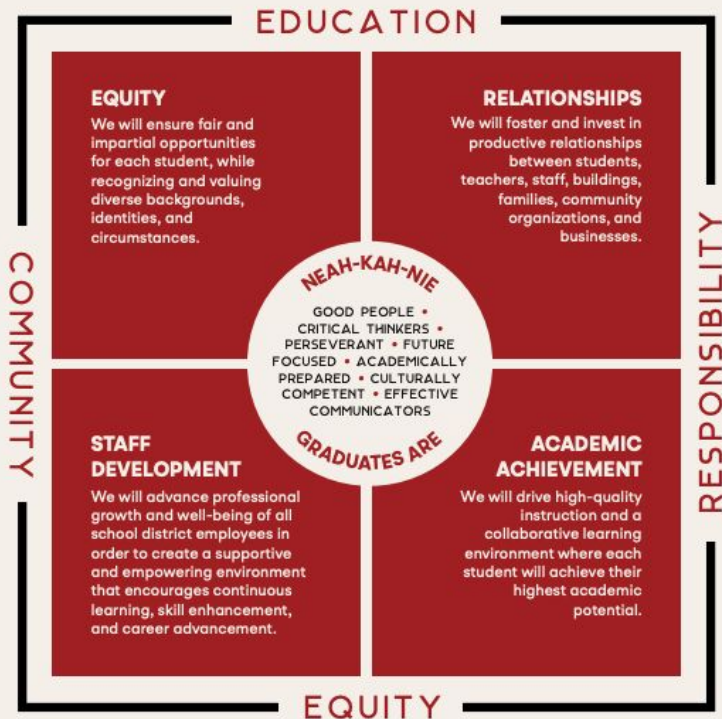
2024-2028 Strategic Plan



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STRATEGIC PLAN | 2024 - 2028



EDUCATION

EQUITY

We will ensure fair and impartial opportunities for each student, while recognizing and valuing diverse backgrounds, identities, and circumstances.

RELATIONSHIPS

We will foster and invest in productive relationships between students, teachers, staff, buildings, families, community organizations, and businesses.

NEAH-KAH-NIE

GOOD PEOPLE •
CRITICAL THINKERS •
PERSEVERANT • FUTURE
FOCUSED • ACADEMICALLY
PREPARED • CULTURALLY
COMPETENT • EFFECTIVE
COMMUNICATORS

GRADUATES ARE

STAFF DEVELOPMENT

We will advance professional growth and well-being of all school district employees in order to create a supportive and empowering environment that encourages continuous learning, skill enhancement, and career advancement.

ACADEMIC ACHIEVEMENT

We will drive high-quality instruction and a collaborative learning environment where each student will achieve their highest academic potential.

COMMUNITY

RESPONSIBILITY

EQUITY

Values



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- **Education:** Value lifelong learning while providing effective and meaningful learning opportunities for each student.
- **Community:** Foster a strong sense of belonging and connection for each student.
- **Responsibility:** Support each student as they persevere through challenges, accomplish personal goals, and become positive contributors to a changing world.
- **Equity:** Ensure opportunities that meet each student where they are, while respecting one's background, rights and traditions.

Vision of a Graduate



Neah-Kah-Nie Graduates Are...

- **Academically Prepared:** Accomplished in numerous academic subjects and equipped with life ready skills.
- **Critical Thinkers:** Empowered to think analytically and approach any opportunity with creativity and innovation
- **Effective Communicators:** Proficient in oral communication, written communication, and digital literacy.
- **Perseverant:** Resilient, adaptable, and independent while able to navigate life's challenges confidently.

Vision of a Graduate



Neah-Kah-Nie Graduates Are...

- **Culturally Competent:** Aware of global issues, embrace diverse cultures, and respect varied perspectives.
- **Future Focused:** Equipped for future pathways whether in higher education, vocational training, and/or the workforce.
- **Good People:** Act with integrity, demonstrate empathy and compassion for others, while being a positive contributor to their community.

Priority Area: Relationships



Relationships: Foster and invest in productive relationships between students, teachers, staff, buildings, families, community organizations, and businesses.

- **Goal 1: Strengthen Communication and Engagement Across the School Community**
- **Goal 2: Foster Positive Student-Staff Relationships and Empathy**
- **Goal 3: Expand Community Partnerships and Real-World Learning Opportunities**

Priority Area: Equity



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Equity: Ensure fair and impartial opportunities for each student, while recognizing and valuing diverse backgrounds, identities, and circumstances

- **Goal 1: Increase Equitable Access to Resources and Opportunities**
- **Goal 2: Create a Culturally Responsive and Inclusive Curriculum**
- **Goal 3: Support Individual Student Needs with a Focus on Equity**

Priority Area: Staff Development



Staff Development: Advance professional growth and well-being of all school district employees in order to create a supportive and empowering environment that encourages continuous learning, skill enhancement, and career advancement.

- **Goal 1: Align District and Building-Level Professional Development**
- **Goal 2: Differentiate and Personalize Professional Development Opportunities**
- **Goal 3: Strengthen Instructional Coaching and Support**

Priority Area: Academic Achievement



Academic Achievement: Drive high-quality instruction and a collaborative learning environment where each student will achieve their highest academic potential.

- **Goal 1: Enhance Instructional Practices and Curriculum Relevance**
- **Goal 2: Increase Attendance and Engagement through Targeted Interventions**
- **Goal 3: Leverage Data-Driven Instruction and Personalized Learning**

Key Performance Indicators



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By 2028:

- 60 Percent of 3rd graders will read at grade level
- 90 Percent of 9th graders will be on-track to graduate
- 90 Percent of high school students will graduate within four years
- 92 Percent of high school students will graduate within five years
- 80 Percent of students report a strong sense of safety/belonging
- 70 Percent of students are regular attenders



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Questions and Comments