



Neah-Kah-Nie SD # 56 School Board Report

TOPIC: 2023-27 NKNSD Strategic Plan and Integrated Application

SUMMARY:

The district must submit an integrated application for aligned program funding in March 2023 that includes Student Investment Account (SIA), High School Success (HSS/M98), Early Indicator and Intervention Systems (EIS), and Career and Technical Education (CTE). The integrated application and programs require the district to have a strategic plan, community engagement, and longitudinal performance growth targets (LPGTs).

BOARD ACTION:

- ☒ February 13, 2023: Public presentation, first read, and feedback
- ☒ March 13, 2023: Public presentation and approval of the Integrated Application

CHANGES SINCE LAST MEETING:

1. **New Question:** ODE added a new question on January 30, 2023 that was not included in the February draft application. The new question is now included in the application and highlighted for reference.
2. **LPGTs:** This plan includes draft Longitudinal Performance Growth Targets (LPGTs). These LPGTs are the common metrics and research-based indicators of the effectiveness and health of our educational system. The district will be evaluated over time on its performance toward meeting the LPGTs. Included are baseline targets, stretch targets, and gap closing targets. Final LPGTs will be approved in June 2023.

BACKGROUND:

Integrated Guidance

On February 8, 2022 the Oregon Department of Education (ODE) released [Aligning for Student Success: Integrated Guidance for Six ODE Initiatives](#) to create efficiency for districts and communities. ODE is operationally integrating six programs with similar requirements into one application for funding and a unified progress monitoring system. The programs include:

- High School Success (HSS)
- Student Investment Account (SIA)
- Career and Technical Education - Perkins V (CTE)
- Continuous Improvement Planning (CIP)
- Every Day Matters (EDM)
- Early Indicator and Intervention Systems (EIS)

Integration is possible for these six programs because of what they have in common. The Integrated Application brings together what has historically been separate, so schools and districts can leverage multiple strategies and funding sources to implement more cohesive plans that positively impact students. Moving forward, the outcomes and strategies for each initiative will come together into a single strategic plan that supports the common goals. The aim is to build these goals into the entire educational system to embed the work at all levels and ensure sustainability.

In 2019, Neah-Kah-Nie School District developed a long range plan that met the requirements

for the District Continuous Improvement Plan and the new SIA grant. This year, the district has built on that work and further aligned the district's strategic investments in one plan that also includes High School Success, CTE, EIIS, and Every Day Matters.

Needs Assessment

District leadership worked with a strategic planning contractor to complete the requirements of the Integrated Application and draft an updated strategic plan for the district. Starting in the fall, staff met regularly to analyze multiple measures of data including demographics, student learning, perception, and school processes. Using the District's Equity Lens embedded in analysis tools, the needs assessment process resulted in some of the following areas of need:

1. Expanded support for student behavioral and mental health needs including social emotional learning
2. Early literacy and embedded literacy interventions pre-k through grade nine, attending to emerging bilingual students
3. Wraparound support and intervention for students experiencing poverty K-12
4. Strengthened math interventions, grades five through nine
5. Increased access to CTE programs of study for students experiencing poverty, migrant students, girls, and students with disabilities
6. Greater leverage of hands-on, integrated lessons to increase relevance and engagement for students in grades 6-12.

Community Engagement

To ensure the updated strategic plan and Integrated Application reflect the needs and interests of the broader Neah-Kah-Nie School District Community and focal groups, the District leveraged engagement practices from the 2019 SIA grant cycle and deepened opportunities for input.

These practices include:

- Regular climate surveys for students in grades 3-12, families, and staff.
- Community-wide surveys focused on gathering input and feedback from community members, volunteers, local businesses, and regional education partner organizations.
- Monthly meetings with the superintendent and a school board member available to families and the broader community.
- Monthly meetings for staff to connect with the superintendent that rotate from building to building.
- Intentional, targeted 1:1 conversations between principals and students/families within the focal groups to understand progress and areas of opportunity.
- Focus groups with focal group students and families.
- Focused staff meetings to intentionally engage on strategic priorities and opportunities for improvement.
- Intentional conversations in regular, ongoing meetings with community and education partners.

In 2022, the District leveraged the established community engagement strategies and expanded opportunities for staff to provide input. Staff were specifically engaged early in the process with a survey and short video explaining the integrated application and strategic plan process. Then in the fall, the district prioritized staff engagement at an all staff meeting where staff provided real-time feedback and areas for additional support.

The District's efforts are summarized in the [2022-23 NKNSD Community Engagement Report](#).

Strategic Plan

To help the district continue making progress, prioritize important initiatives, and address education equity, NKNSD has implemented a strategic planning process. The recent strategic plan spanned 2019-2023 and helped the district navigate the COVID-19 pandemic while still achieving SIA and other goals. The current draft strategic plan will cover 2023-2027 and

includes aligned strategies from the Integrated Application and program. This plan was developed using inputs from the needs assessment and community engagement process.

The plan is the overarching strategic intention for NKNSD over the next four years and can be used to inform budgets, staffing, relationships, and systems. There are seven goals in total with the first five goals supporting programs in the Integrated Application. Goals 1-4 are organized by the four common metrics the district will be held accountable to with the Integrated Application and goal 5 centers student well-being. Not included in the Integrated Application, but critically important to the District's success are two goals to advance community engagement and support staff.

Some strategies within the plan are aspirational and will need continued review with the Equity Lens as budget decisions are made. However, if the district navigates the next four years with attention to the strategies named in this plan, Neah-Kah-Nie students are more likely to thrive.

Integrated Application

Within the strategic plan, NKNSD identified strategies aligned to the programs in the Integrated Application. Each strategy is tied to specific programmatic investments outlined below. NKNSD is allocated \$847,572.75 in the Integrated Application for the 2023-25 biennium.

| Program and Aligned Strategies | Allocation and Investments |
|--|---|
| Student Investment Account (SIA) | \$601,222.78 |
| Maintain full-time pre-kindergarten at both elementary schools | Early Learning Teacher Early Learning Assistants |
| Increase support for students and families at each school (FRC) | MS/HS Family Resource Coordinator |
| Strengthen RtII implementation and coaching (Middle School) | Middle School RtII Coach |
| Increase behavior specialist support and sustain/Increase counseling support | Middle School Counselor High School Counselor |
| Early Indicator and Intervention Systems (EIS) | \$2,091.87 |
| Strengthen data team meetings (100%, 20%, and CARE) | NWRES Data Supports |
| High School Success (HSS) | \$244,258.10 |
| Increase opportunities for student clubs and activities for all students at all schools | Future Natural Resource Leaders CTE Student Club Support |
| Targeted interventions and increased support for math, reading, speech | Intervention Specialist |
| Robust CTE programs with clear career pathways and opportunities for work-based learning | CTE Construction Trades Teachers CTE Supplies and Modernization Projects Program Curriculum and Student Licenses CTE Professional Development Online Courses Middle School CTE Support |
| Increase behavior specialist support and sustain/Increase counseling support | SEL Counselor Classes Tuition Reimbursement |

Draft LPGTs

These LPGTs are the common metrics and research-based indicators of the effectiveness and health of our educational system. The district will be evaluated over time on its performance toward meeting the LPGTs. Included are draft baseline targets, stretch targets, and gap closing targets. The district will co-develop final LPGTs with ODE during the summer and include them in the final grant agreement.

| Four-Year Cohort Graduation Rate | 2023-24 Target | 2024-25 Target | 2025-26 Target | 2026-27 Target | 2027-28 Target |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|
| Baseline Target: All Students | 86.7% | 86.8% | 86.8% | 86.9% | 87.00% |
| Stretch Target: All Students | 87.68% | 88.76% | 89.84% | 90.92% | 92.00% |
| Gap Closing Target: All Focal Group Students | 80.1% | 81.1% | 82.0% | 83.0% | 84.0% |
| Five-Year Cohort Completion | 2023-24 Target | 2024-25 Target | 2025-26 Target | 2026-27 Target | 2027-28 Target |
| Baseline Target: All Students | 91.3% | 91.2% | 91.2% | 91.1% | 91.00% |
| Stretch Target: All Students | 92.12% | 92.84% | 93.56% | 94.28% | 95.00% |
| Gap Closing Target: All Focal Group Students | 86.8% | 87.4% | 87.9% | 88.5% | 89.0% |
| 9th Grade On-Track | 2023-24 Target | 2024-25 Target | 2025-26 Target | 2026-27 Target | 2027-28 Target |
| Baseline Target: All Students | 79.96% | 81.72% | 83.48% | 85.24% | 87.00% |
| Stretch Target: All Students | 81.56% | 84.92% | 88.28% | 91.64% | 95.00% |
| Gap Closing Target: All Focal Group Students | 74.0% | 76.5% | 79.0% | 81.5% | 84.0% |
| 3rd Grade ELA Proficiency | 2023-24 Target | 2024-25 Target | 2025-26 Target | 2026-27 Target | 2027-28 Target |
| Baseline Target: All Students | 48.8% | 51.6% | 54.4% | 57.2% | 60.00% |
| Stretch Target: All Students | 52.80% | 59.60% | 66.40% | 73.20% | 80.00% |
| Gap Closing Target: All Focal Group Students | 38.0% | 42.3% | 46.5% | 50.8% | 55.0% |
| Regular Attenders | 2023-24 Target | 2024-25 Target | 2025-26 Target | 2026-27 Target | 2027-28 Target |
| Baseline Target: All Students | 74.9% | 76.2% | 77.4% | 78.7% | 80.00% |
| Stretch Target: All Students | 75.88% | 78.16% | 80.44% | 82.72% | 85.00% |
| Gap Closing Target: All Focal Group Students | 68.5% | 70.9% | 73.2% | 75.6% | 78.0% |

NEXT STEPS:

The NKNSD Board must approve the plan prior to ODE submission. The Integrated Application will include the draft LPGTs that will be finalized in collaboration with ODE during the grant agreement negotiations.

- **RECOMMENDATION:** Approve the NKNSD Integrated Application including the Integrated Budget and NKNSD Strategic Plan.

ATTACHMENTS:

1. [NKNSD Integrated Application](#)
2. Integrated Planning Tool and Budget
 - a. [Planning Sheet](#)
 - b. [2023-24 Budget](#)
 - c. [2024-25 Budget](#)
 - d. [Tiered Planning](#)
 - e. [NKNSD LPGTs](#)
3. [2023-27 NKNSD Strategic Plan \(CIP\)](#)