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## **STRATEGIC PLAN**

### **BACKGROUND INFORMATION:**

The Strategic Plan THRIVES document has been evaluated and simplified to sharpen our instructional focus. Future reports will incorporate the initiatives and outcomes. All letter areas have been reviewed and updated. The "I" outcomes will be reported on each month, the "T", "H", "R", "V" and "E" will be reported on an annual basis. The "S" has been eliminated.

### **RECOMMENDATION:**

- (11-93)** BE IT RESOLVED that the School Board approve the updates to the Strategic Plan THRIVE document.

# THRIVES Strategic Plan Outcomes

## Technology

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### Technology Report- November

#### Outcomes reported:

- Status of Technology Plan initiatives- percent complete; qualitative survey data
- Student Information System Replacement- percent complete
- Tools Supporting PLCs (TeacherSource, Data Warehouse, Google rollout)- survey data on use; user feedback
- Models of innovation- highlight innovative practices in District supporting increased student achievement
- Horizon Report- report new technologies supporting student achievement

## High Quality Empowered Staff

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### Human Resources Report- November

#### Outcomes reported:

- Five-year retention rates by employee group
- Percent of staff mirroring student demographics
- Percent of staff reporting a safe and inclusive environment (District Survey and Risk Management data)
- Percent of teachers reporting improved professional practice due to participation in PLCs
- Percent of teachers reporting increased student achievement due to improved professional practice
- Progress on “grow our own” strategies
- New Teacher Chat data
- Teacher mentoring program

## Responsible and Sustainable Stewardship of Resources

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### Operations & Support Services Report- May/June

#### Outcomes reported:

- Safety Report- annual student survey data; innovative practices
- Sustainability Performance Scorecard
- Nutrition Services Report- innovative practices and programs
- Long Range Facilities Plan Update- including plans for a future capital bond
- Transportation Services Update- including innovative practices and efficiencies

# Individual Student Growth

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- **College & Career Ready/Individual Student Growth Report** – November  
**Outcomes reported:** CCR & Individual Student Growth including ACT and OAKS results
- **Academic Learning Targets Report** – January  
**Outcomes reported:** Operationalizing the Common Core State Standards for Math, Science, Social Studies and Language Arts
- **Professional Learning Communities (PLCs)** – February  
**Outcomes reported:** Promising practices of PLCs and time currently available for implementation
- **Extensions & Interventions to Meet Individual Needs** – April  
**Outcomes reported:** Sheltered Instruction Observation Protocol (SIOP)
- **Innovative Instructional Practices** – May  
**Outcomes reported:** Whitford MS pilot; Arts for Learning (A4L); Elementary Science PLCs; Science, Technology, Engineering & Math (STEM)
- **Assessment** – June  
**Outcomes reported:** Classroom and large scale assessments; formative assessments; assessment literacy

# Volunteerism & Engagement

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## **Volunteerism & Engagement Report** – September

### **Outcomes reported:**

- Volunteer hours as reported by schools; brief narratives from schools about promising practices and accomplishments
- Information about other volunteer programs data such as OASIS Intergenerational Reading Program, SMART, etc.
- Business/Education Partnership Report
- Annual Parent Survey data
- Progress in implementation of Volunteerism & Engagement Plan

# **Service Learning**

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## **Service Learning Plan - September**

### **Outcomes reported:**

Once the plan is adopted and implemented in 2012, report percentage of students participating in career-related experiences such as service learning, apprenticeships and internships.

# **Equity in Student Outcomes**

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## **Annual Equity Report- June**

### **Outcomes reported:**

**Student and staff survey data will be disaggregated by race, sexual orientation, and school/department to report**

- A minimum of 90% or a gain of 5% in every subgroup of students reporting their school has a safe, inclusive, and respectful climate
- A minimum of 90% or a gain of 5% in every subgroup of staff reporting they work in a safe, inclusive, and respectful climate
- A minimum of 90% or a gain of 5% in students reporting at least one adult in school really cares about them
- A minimum of 90% or a gain of 5% in every subgroup of students reporting not being bullied either at school or on the way to/from school

**Culturally competent professional development will be offered to all staff and the annual report will include:**

- Number of equity work groups by school and department
- Number of participants reporting increased knowledge and skills

Strategic Objectives	Description	District Reports	
<b>T</b> echnology Employ 21st Century Technology to support innovation and excellence.	Technology will be integrated in a manner that furthers a learning community where students are actively engaged in relevant, rigorous learning experiences that provide immediate feedback for growth. Students, staff, parents and community members are connected to student learning through a seamless technology system that provides real time communication and collaboration.	Technology Report - November	
<b>H</b> igh Quality Empowered Staff Hire, develop and retain qualified, committed and diverse staff throughout the District.	Hiring, developing and retaining a highly qualified, committed and diverse staff is at the heart of student success. Support and development is critical to retaining employees and to becoming a culturally competent organization that reflects the needs of our changing community.	Human Resources Report - November	
<b>R</b> esponsible and Sustainable Stewardship of Resources Ensure a safe and sustainable learning environment for all students and staff.	The District embraces its stewardship responsibilities for our environment and community, and manages its activities with future generations in mind. The District will strive for continuous improvement in long range facilities planning and construction, procurement and materials management, energy and water management, buildings and grounds, nutrition services, transportation and education for sustainability.	Operations & Support Services Report - May/June	
<b>I</b> ndividual Student Growth Strengthen student learning experiences through teacher collaboration, student proficiency, differentiation and common assessment.	In a standards-based learning system, clear learning targets represent the breadth and depth of knowledge and skills indicating if a student is on track to college and career readiness. Students receive clear feedback on their progress toward mastery of learning targets. Teachers use a range of effective instructional and assessment practices to identify and address the needs of individual learners. Ongoing, job-embedded teacher collaboration (in professional learning communities) strengthens the instructional core.	CCR & Individual Student Growth - November Academic Learning Targets - January Professional Learning Communities - February	Extensions & Interventions to meet Individual Needs - April Innovative Instructional Practices - May Assessment - June
<b>V</b> olunteerism & Engagement Service Learning Directly connect parents and the community to student learning and students to community life.	Parent/family and community engagement are essential elements in a learning system that prepares all students to be college and career ready. Volunteer and engagement programs will engage all sectors of the community and reflect the diversity of students in schools.  Students K-12 will have multiple, age-appropriate opportunities to learn about, and engage in meaningful service to community, culminating in a capstone experience as part of the District's graduation requirements. These experiences may be recorded in the student Plan & Profile.	Volunteerism & Engagement Report - September  Service Learning Report - September	
<b>E</b> quity in Student Outcomes Develop a culturally responsive organization to ensure all students regardless of background will graduate college and career ready.	The District will develop a culturally responsive organization to ensure equity in student outcomes by providing professional development to staff in culturally competent practices and creating a supportive, inclusive learning environment.	Annual Equity Report - October	

# Beaverton Strategic Plan Implementation Overview 2011-2012

*Thrive. Contribute. Excel.*



<b>T</b>	<b>Technology:</b> Employ 21st Century Technology to support innovation and excellence.
<b>H</b>	<b>High Quality Empowered Staff:</b> Hire, develop and retain qualified, committed and diverse staff throughout the District.
<b>R</b>	<b>Responsible and Sustainable Stewardship of Resources:</b> Ensure a safe and sustainable learning environment for all students and staff.
<b>I</b>	<b>Individual Student Growth:</b> Strengthen student learning experiences through teacher collaboration, student proficiency, differentiation and common assessment.
<b>V</b>	<b>Volunteerism, Service, Engagement:</b> Directly connect parents and the community to student learning and students to community life.
<b>E</b>	<b>Equity in Student Outcomes:</b> Develop a culturally responsive organization to ensure all students regardless of background will graduate college and career ready.