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 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 2016-2018

1. Consistently use Indistar as primary tool to plan and monitor continuous district and school improvement efforts

2. Ensure every student makes appropriate reading growth by implementing Response to Intervention and Instruction (RtIi) across all elementary and middle school levels, and incorporate writing with reading to support literacy rich instruction.

3. Ensure every student (pre-K through 12) makes appropriate math growth by completing mathematics instructional materials adoption, training, implementation 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.

5. Implement the district's technology plan and the SAMR model to increase staff and student ability to utilize technology as an effective learning tool.

GOAL 1: Every campus has a healthy and positive school climate	Current Performance What data will we use and what does it look like today?	2020 Target *What will success look like?*
To achieve this goal, we must...	**Increase attendance**	NE - 93.1% GGS - 92.2% MS - 94.3% HS - 72%	90% at each school
	Increase participation in TELL survey	65% licensed staff participated in TELL (2016)survey NKN HS= 71.43% NKN MS=100.00% GGS= 29.41% NES=70%	100% licensed staff take TELL (2018) survey.
	Improve satisfaction with school climate for all certified staff	X% satisfied with school climate NKNHS=Q10.7 Overall my school is a good place to work and learn= 86.7% NE: 57% GGS: MS: 70%	90% satisfied with school climate NES 2017: Staff: 92.31%
	Improve satisfaction with school climate across all schools with classified staff, students, and parents ● 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	X% of classified staff, students, and parents are satisfied with school climate NKN HS (AdvancED Assist): Parent=3.79 Student=3.35 staff=3.87 NE: students 77%, parents 90%, staff: 92.31% GGS: MS=baseline 2016	80% of classified staff, students, and parents are satisfied with school climate.

GOAL 2: Staff and students drive improvement through data-informed decisions	Current Performance What data will we use and what does it look like today?	2020 Target *What will success look like?*
To achieve this goal, we must…	**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 teachers meet for RTIi "20% meetings" in reading	100% elementary and middle school teachers meet for RTIi "20% meetings" in reading
		Elementary math data teams meet inconsistently	100% Elementary math teams meet for RTIi "20% meetings" every 6 to 8 weeks
		Middle school data teams meet once per month, and high schools meet twice a month using effective data team review cycle.	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 is reviewed at leadership team meetings monthly if available.	Data review is formalized to make district decisions and identify celebrations or weaknesses
		Budget does reflect professional development priorities that reflect data trends	Continued budget alignment for professional development and communicate alignment to staff
	Ensure 100% of Student-led/ parent teacher conferences use achievement data and increase the percentage of students and parents participating in conferences. ● Provide training for all new staff	90% MS/HS attend conferences utilizing Student Led Conference data NES=95% GGS=93%	100% attend conferences utilizing data

GOAL 3: Increase the number of students who graduate ready for college and career	Current Performance What data will we use and what does it look like today?	2020 Target *What will success look like?*

To achieve this goal, we must…	**Increase the number of students who are proficient readers at end of 3rd Grade**	DIBELS GGS 2016 - 68% NE 2016 - 74%	DIBELS - 80%
		SBAC NE 2016 - 45% NE 2017 - 70% GGS 2016 -32% GGS 2017 -	SBAC - >70% or 20 pts above State Average
	Increase the number of 9th Grade students who are on track to graduate	80%	>90%
	Increase the number of students who graduate in four years (5 yrs)	89.7% (97.3)	>90%
	Increase the number of students completing all activities in Career Information Systems (CIS)	baseline spring 2017 by counselors	100%
	Increase post graduation enrollment in college.	38.9%	Exceed state average

GOAL 4: Professional development aligns with improvement plans and educator evaluations	**Current Performance** What data will we use and what does it look like today?	**2020 Target** *What will success look like?*
To achieve this goal, we must…	**Develop and implement new cycle and budget for school and district professional development priorities.** ● Increase the opportunities for PD that align with improvement plan? ● Admin team needs to sit down with Paul 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.	2017-18 school year, PD includes 32 late start Mondays at 75 min and 5 full days (2 district paid & 3 ESL grant paid) Classified staff participated in ESL grant PD including Developing Academic Language Learners, Constructing Meaning, and new math curriculum	PD calendar and budget align with the identified areas for school and district improvement priorities in educator evaluations and improvement plans PD Calendar includes 32 days of 75 min and 2 full days PD
	Increase proficiency in professional standards identified by the Educator Effectiveness Committee as needing improvement across the district.	Educator evaluation data indicate there are 8 areas for improvement (1b, 2e, 3c, 4a and 4d, 5e, 6c, 6i)	Educator evaluation data indicate there are 4 areas for improvements or fewer

GOAL 5: Strengthen the connection between schools and families	**Current Performance** What data will we use and what does it look like today?	**2020 Target** *What will success look like?*

To achieve this goal, we must…	**Increase the number of parents who participate in Student-Led, Parent-Teacher Conferences.**	Parent Teacher Conf. data: NE-95% GGS-85% MS-95+ HS-90%	≥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	Baseline 2016 survey results	X% increase over baseline survey results

GOAL 6: Increase opportunities for community-based programs		**Current Performance** What data will we use and what does it look like today?	**2020 Target** *What will success look like?*
To achieve this goal, we must…	**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.)**	144 credits	235 credits
	Improve and strengthen ASPIRE partnerships	6 ASPIRE mentors Heidi will invite all district staff to become a mentor	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		**Current Performance** What data will we use and what does it look like today?	**2020 Target** *What will success look like?*
To achieve this goal, we must…	**Ensure District Leadership and Site Councils use Indistar with fidelity**	100%	100%
	Schedule District Leadership to participate in relevant professional development opportunities	2 - 5 per year, alternating law conference Leo, Paul Dec. 6-8 Eugene Hilton, special education conference Oct. 4-6 Stacey and Janmarie?, Principal Conference Oct. 22, 23, 24 Heidi in Bend	All administrators attend the Oregon Law Conference and Sped Law Conference every other year. All administrators attend COSA Seaside Conference annually.

		COSA- June	
	District Leadership completes building walkthroughs and give timely feedback	RtIi walkthroughs take place regularly and administrators do building walkthroughs. Admin team does not formally do district wide walkthroughs 2017-2018 DAL and CM training planned	3 walkthroughs a year in each building with administration team for Language Arts and Math district wide.