



The Winston-Dillard School District connects our community, students and families with educators for the purpose of creating enthusiastic lifelong learners.



Winston-Dillard School District

Strategic Plan: 2014-2019

Dear Winston-Dillard Community Partner:

I am pleased and grateful to present to you the Winston-Dillard School District Strategic Plan. To my knowledge, this is the first time our Board of Directors has taken the step of creating a prioritized set of goals to guide our district.

This strategic plan represents months of hard work by the Winston-Dillard School Board of directors in collaboration with the entire education community. The Board held a number of workshops and analyzed survey results from hundreds of community members and students to shape our future direction.

The plan certainly comes at a critical time in our district's history. Winston-Dillard School District is slowly recovering from the 2008 financial crisis dubbed the "Great Recession" by the media. We are at an important crossroads as we consider our past and look to the future.

"When everything is a priority, nothing is a priority, and nothing gets done." – Business

As the quote says, careful planning will allow us to keep our limited resources focused on what is most important to our community.

One of the areas of focus you will see in this new plan is that of expanding our vocational and technical offerings to our students, including in the area of technology. Our community, the board, and students themselves were very clear that we need to provide more coursework and support in this area.

Another goal area designated by the Winston-Dillard School Board of directors is that of a long-term financial plan. As we consider planning for our financial future it would be prudent to consider the excerpt below provided by financial planner Shayne Kavanagh (ASBO 2007)

"Financial planning can help districts that are growing and those that are not. Growing districts need to plan for investments, such as facility construction and workforce expansion, to accommodate an increasing population. Districts that are not growing need to ensure that their current cost structure does not overcommit them to an unsustainable level of expenditures that

would later require dramatic and painful cuts if not first scaled back gradually."



Over the past forty years the student population in our district has declined by nearly 600 students. This decline is similar to other school districts in Douglas County as our communities adapt to the declining local lumber industry. Keeping this fact in mind, it is important that we work to consolidate our resources and not overcommit these resources causing the "boom and bust" cycle that is so devastating to our students and families.

The plan also calls attention to the need to develop and retain high quality educators, to further attention to our physical infrastructure, greater collaboration with our community, and continued emphasis on providing a safe and supportive environment for our students.

In addition, the plan will also eventually include appendixes that incorporate other plans that represent additional focus and/or meet state mandates. These areas will include technology, financial and the district improvement plans. All of these plans will be aligned with and consolidated under the umbrella of guidance provided by this strategic plan.

These are ambitious goals. Our collective work is to prepare our students for a continually changing world. With the support and collaboration of our Winston-Dillard community I am sure we can succeed.

Kevin Miller

Superintendent

The Winston-Dillard School Board of Directors:

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Winston-Dillard School District #116

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Strategic Plan Framework

Where We Want to Be:

Vision

In partnership with our community, Winston-Dillard School District is a positive learning environment where each and every student graduates from high school, ready for higher education or career and prepared to make a valued contribution to society.

What We Do:

Mission

The Winston-Dillard School District connects our community, students and families with educators for the purpose of creating enthusiastic lifelong learners.



Goals

Goal Area I: Increase student readiness for college and career

Goal Area II: Create and Maintain Financial Sustainability and Flexibility

Goal Area III: Recruit and Retain Excellent Educators

Goal Area IV: Build and maintain facilities that students want to attend

Goal Area V: Increase Collaboration with the Community and its Resources

Goal Area VI: Create a safe and welcoming learning environment

How We Created the Strategic Plan

PROCESS:

In July of 2012 the Winston-Dillard school board of directors met with consultant and facilitator Kris Backes to begin a process to create a vision, mission and goals for the District. This process was considered essential by the school board of directors as a means to provide guidance and direction to the district administrative team as well as outline a preferred future for our community in terms of education. The planning process was also intended to help the district determine budget priorities as we struggled with an “ever shrinking” district budget. During subsequent meetings the school board adopted a vision, mission, and a brief set of goals, which the administrative team set out to implement.

Starting in July of 2013 the school board decided to improve on the previous planning outcomes and embark on a strategic planning process that would provide additional guidance and direction for the Winston-Dillard school district as the district strives to improve its services to students and families in our community. The outcome of this most recent process is this strategic planning document that includes goals, activities and measurable outcomes.

During this process:

- The planning team incorporated survey data from community members, school staff, and students.
- The team met repeatedly to brainstorm and prioritize goals and strategies, as well as review and refine proposed actions.
- The district administrative team provided continuous feedback, additional data and further information, and incorporated the team’s work into successive drafts.

The final leg of this process will be to present the final version of the district strategic plan to the school board for approval at the June 2014 school board meeting. After acceptance by the board the plan will be shared with the community and implementation of the plan will commence.

What We Want to Accomplish: Goals and Action Plan

Goal Area I: Increase student readiness for college and career				
Strategy Description	Activities/Action	School - Responsible Party	Time Line	Resources \$ = few - \$\$\$\$ = many
1.1 Increase Vocational Electives	1.1.1 Continue to establish community/business partnerships with DAHS/DHS Voc. programs	DAHS/DHS Voc. - Admin	Fall 2013 - Ongoing	\$\$\$
	1.1.2 Establish/Expand UCC partnership for Voc. Offerings – Fire Science, Automotive etc.	DHS/DAHS – School Site Council - Admin	Spring 2014 - Ongoing	\$\$
	1.1.3 Integration of vocational units in current programs Science/Math etc.	DIST – All Levels, School Site Councils, Admin	Fall 2014 - Spring 2016	\$\$\$
	1.1.4 Shared instruction between middle and high school levels. (Dependent on adding FTE)	DHS/DAHS/WMS – School Board/Admin – Budget Process	Schl Yr – 2016 2017	\$\$\$\$
	1.1.5 Budget for 1 - 2 FTE CTE teachers at DHS/DAHS – Hire FTE	DHS/DAHS – School Board/Admin – Budget Process	Schl Yr – 2016 2017	\$\$\$\$
1.2 Take action at all levels to improve cohort graduation rate	1.2.1 Full Time Kindergarten	DIST - BES/LES – School Board, School Site Councils, Admin	Fall 2015	\$\$\$\$
	1.2.2 Implement district wide common assessments that are aligned with State assessments K-12	DIST – All Levels	Research 2013 – 2015 (Smarter Balance?) Implement 2015 - 2016	\$\$\$
	1.2.3 Research possibility and value of a Pre-School program	DIST - BES/LES – School Site Councils, Admin – Title Coord.	Research – 2016-2017 Implement 2017-2018	\$\$\$
	1.2.4 Increase academic interventions at needed grade levels.	DIST – All levels	Fall 2014 - Ongoing	\$\$\$

1.3 Increase technology usage by staff and students in the classroom	1.3.1 Develop district technology plan – that addresses all levels of technology implementation.	DIST- School Site Councils, Admin	Develop Plan – 2014-2015	\$\$
	1.3.2 Access DESD technology coach as a resource to teachers	DIST/Curr/Title- School Site Councils, Admin	Fall 2014 – or when resource available, ongoing	\$\$
	1.3.3 Provide staff PD for integrating technology in the classroom.	DIST/Curr/Title- School Site Councils, Admin	Fall 2014 – or when resource available, ongoing	\$\$\$
	1.3.4 Identify and access grants funds to improve technology offerings in district. (Could include accessing a grant writer).	DIST Tech Committee (once formed)/Curr. Title – School Site Councils, Admin	Spring 2015 – upon completion of Dist. Tech Plan.	\$\$
	1.3.5 Identify technology partnerships in the community (mentor, internships)	DIST Tech Committee (once formed)/Curr. Title – School Site Councils, Admin	Spring 2015- Ongoing	\$
	1.3.6 Evaluate and improve access to <u>full</u> capabilities of available online resources i.e. ED2020, Study Island etc.	DIST Tech Committee (once formed)/Curr. Title – School Site Councils, Admin	Fall 2015 – Spring 2017 (Set up system for continuous evaluation in Tech plan).	\$\$
	1.3.7 Create Tech/Bus department at the secondary level – Increase FTE or Exchange programs	DHS/DAHS – School Board/Admin – Budget Process	Board Decision – Fall 2015? Add FTE – (Depends on board priority for Voc. FTE in 1.1.5 above).	\$\$\$\$ - add FTE \$\$ - Replace Current Program.
1.4 Create multiple “fluid” avenues for students to access college and career opportunities	1.4.1 Integration of academic standards and credits into career related learning.	DHS – School Site council, Admin, Curr.	Fall 2013-Fall 2019 Ongoing	\$\$\$
	1.4.2 Provide career related learning experiences at middle level – implement CIS as a tool to promote career awareness and interest	WMS - School Site council, Admin	Fall 2014 – Spring 2016 Ongoing	\$\$

	1.4.3 Creating units focused on career related learning at all levels.	DIST-All Levels – School Site councils, Admin	Fall 2014 – Spring 2019 Ongoing	\$\$
	1.4.4 Integration of vocational units at the middle level.	WMS – School Site council, Admin	Fall 2014 - Spring 2019	\$\$
1.5 Create Program to help kids find funds for post-secondary education	1.5.1 Collaborate with county effort to Implement Eastern Promise program	DIST – All Levels	Winter 2014 - Ongoing	\$\$ - DESD Grant DENIED
	1.5.2 Create a Career Center at DHS (also used by DAHS)	DHS – School Board, Admin	Research 2014-15 Determine cost feasibility Imp.	\$\$\$\$
	1.5.3 Increase Parent Training/Awareness/Support Program (Informational Nights)	DIST-All Levels	Schl Yr 2014 - 15	\$\$
	1.5.4 Oregon Student Access commission (OSAC) – Prep Night/Sessions	DHS/DAHS – School Site Council, Admin	Fall 2014 – Spring 2015	\$\$
1.6 Retain Current Quality Programs	1.6.1 Evaluate current “Magnet” programs to determine needs. Make improvements in facilities and address barriers to improvement for these programs.	DIST – All levels these programs exist, School Site Councils, Admin.	Fall 2014 – Spring 2015 Ongoing improvement process.	\$\$\$-\$
	1.6.2 Improve recognition for the success of these programs (media etc.)	DIST – All levels these programs exist, School Site Councils, Admin.	Fall 2014 – Spring 2015	\$
	1.6.3 Expand elementary and middle school offerings - Additional FTE music/band	DIST – School Board/Admin – Budget Process	Board Decision – Fall 2016 Add FTE	\$\$\$\$ - add FTE \$\$ - Replace Current Program.

1.7 Create 3 to 4 “Magnet Programs” (May need additional data i.e. survey community etc.)	1.7.1 Expand DAHS model – grow into magnet program.	DHS/DAHS – School Site Council, Admin	Fall 2013 - Ongoing	\$\$\$
	1.7.2 Identify current program(s) that we would like to consider “Magnet” support and improve.	DIST – School Board/Admin – Budget Process	Strategic Planning Process, Ongoing	\$\$\$
	1.7.3 Establish Ag. Program – Tie in with growing healthy kids.	DIST – School Board/Admin – Budget Process	Exch. Board Decision – Fall 2015? Add FTE – (Depends on board priority for FTE in)	\$\$\$\$
	1.7.4 Business/Technology – Department-at secondary level – Elementary prep programs.	DIST – School Board/Admin – Budget Process	Exch. Board Decision – Fall 2015? Add FTE – (Depends on board priority for FTE in)	\$\$\$\$
1.8 Explore 5 day week and other options	1.8.1 Research - Options such as early student release (RSD, Suth, SU)	DIST - Admin	Fall 2014 - Spring 2015	\$

Goal Area II: Create and Maintain Financial Sustainability and Flexibility

Strategy Description	Action	School - Responsible Party	Time Line	Resources \$=Few - \$\$\$\$=Many
2.1 Have a long term financial plan	2.1.1 Research a long term financial plan format and process that will work for W-D. (App. to strategic plan)	DIST - Admin	Fall 2014 – Winter 2015	\$
	2.1.2 Work on a long term financial plan that provides future projections based on historical trends. Align this plan with the overall strategic plan.	DIST - Admin	Fall 2015 – Spring 2016 Ongoing	\$\$
2.2 Maintain a two year cushion for financial stability	2.2.1 Provide and maintain a healthy ending fund balance. Identify, review and implement district policy that provides a mandated ending fund balance level approved by the board.	DIST - Admin	Fall 2014-Winter 2015	\$
	2.2.2 Invest in the debt services fund to prepare the district for future obligations to include the significant QSCAB and PERS debts.	DIST - Admin	Fall 2014 - Ongoing	\$\$\$\$
	2.2.3 Provide sufficient resources in the capital outlay and project funds to avoid the need to borrow resources to repair and maintain current facilities.	DIST - Admin	Fall 2014 - Ongoing	\$\$\$\$

2.3 Identify and leverage Grants and other “soft” resources to address areas of need.	2.3.1 Continue to access DESD grant writing services to access grant funding for specific programs.	DIST - Admin	Fall 2014 - Ongoing	\$
	2.3.2 Identify specific areas/programs of interest to the Board, align these interests with available resources. Work to receive funding (Grants, Donations, Volunteers etc.)	DIST - Admin	Strategic Planning process 2014-Ongoing	\$
	2.3.3 Identify and track grant funding cycles that provide resources for district areas of need.	DIST – Admin/DESD grant writing support	Fall 2014 - Ongoing	\$\$

Goal Area III: Recruit and Retain Excellent Educators				
Strategy Description	Action	School - Responsible Party	Time Line	Resources \$=few - \$\$\$\$=Many
3.1 Recruit quality staff for all positions	3.1.1 Attend Job Fair: Portland & Western Oregon University	Admin – All Levels, School Site councils	Each year when available and personnel needed	\$\$
	3.1.2 Extra Duty Contracts-Include extra duty contract opportunities on job postings.	Admin – All Levels	Spring 2014-Ongoing	\$
	3.1.3 Marketing: Promote District PERS pickup, 4-Day School Week etc. make information available to job candidates	Admin – All Levels	Spring 2014-Ongoing	\$

3.2 Improve, promote and reward staff	3.2.1 Provide a program that identifies staff interested in pursuing admin endorsements. Create a plan with each individual that allows for experiences to promote leadership opportunities for these staff members at various levels.	DIST – Bld. Principals, All Levels	Fall 2015 – Spring 2017	\$
	3.2.2 Research and create a quarterly Staff recognition program. Similar to employee of the month programs in business.	DIST – Admin Team	Research and Implement 2015-2016 School Year	\$
	3.2.3 Research implementation of Critical Friends Group - National School Reform Faculty (NSRF) or similar program.	DIST – Admin Team	Research 2015-2016 School Year	\$\$\$
3.3 Include staff sharing skills with other staff as part of PD opportunities, including coaching to/from teachers.	3.3.1 Promote Teacher Leadership in district training opportunities. Identify teaching staff with positive skills that they could share with others. Provide time to do so.	DIST – Admin Team/Curr Inst	Research 2014-2015 School Year Implement by Fall 2015 Ongoing	\$\$
	3.3.2 Identify essential “trainer of trainer” opportunities, identify interested staff to become trainers in these areas.	DIST – Admin Team/Curr Inst	Fall 2015 - Spring 2016 Ongoing	\$\$

Goal Area IV: Build and maintain facilities that students want to be in

Strategy Description	Action	School - Responsible Party	Time Line	Resources \$=few - \$\$\$\$=many
4.1 Explore the option of combining HS and MS (or other grade levels). Consolidation of students in fewer buildings or sharing campuses?	4.1.1 Research and provide a feasibility study on various consolidation scenarios.	DIST - Admin	Fall 2014-Winter 2015	\$
	4.1.2 Determine board support for particular scenarios.	DIST - Admin	Winter 2015-Spring 2015	\$
	4.1.3 Survey for public input concerning proposed scenarios.	DIST – Admin	Fall 2015- Winter 2016	\$
	4.1.4 Develop plan to implement proposed changes if any.	DIST - Admin	Winter 2016 – Spring 2016	\$
4.2 Maintain facilities in a manner that shows care and respect.	4.2.1 Implement Roof Maintenance recommendations provided by Schaber Assoc.	DIST - Admin	Fall 2013-Spring 2020	\$\$\$\$
	4.2.2 Implement BES water intrusion Repairs	DIST - Admin	Spring – Summer 2014	\$ - Should be settlement funds
	4.2.3 Survey the district to determine other areas of efficiencies. Implement plan to address these areas.	DIST - Admin	Fall 2013 - Ongoing	\$\$\$
4.3 Explore potential bond issue for 2020 – may or may not be a new building.	4.3.1 Access OSBA training for board on GO bond procurement.	DIST - Admin	Fall 2014 – Spring 2015	\$
	4.3.2 Develop district plan and timeline for bond process.	DIST - Admin	Fall 2015-Winter 2016	\$\$

	4.3.3 Survey for public input concerning proposed bond procurement	DIST - Admin	Winter 2016-Spring 2016	\$
	4.3.4 Decide on project and level of funding. Develop/implement campaign strategy to secure a Go bond.	DIST - Admin	Fall 2017 – Spring 2018	\$

Goal Area V: Increase Collaboration with the Community and its Resources				
Strategy Description	Action	School - Responsible Party	Time Line	Resources \$=few - \$\$\$\$=many
5.1 Link Students with internships, mentoring, work-study, etc. opportunities	5.1.1 Research successful HS internship and mentoring, work-study programs.	DHS – DAHS - Site Councils – Counseling Dept. - Admin	Schl Yr 2014-16	\$
	5.1.2 Research Middle and Elementary programs that provide preparation for the HS internships and work-study program.	WMS – Elem – Site Councils - Admin	Schl Yr 2014-16	\$
	5.1.3 Research Middle and Elementary programs that provide mentoring support for students. (Adult-Peer)	WMS – Elem – Site Councils - Admin	Schl Yr 2014-16	\$
5.2 Increase community to student (and vice versa) collaboration.	5.2.1 Investigate formation of student beautification committees tied to current Garden Club program.	C4Y – All Schools – Site Councils - Admin	Fall 2014 - 2016	\$
	5.2.2 Work with Doug. Rec./W-D Parks Board/WACP youth programs to establish summer activity programs for students of all ages.	C4Y – All Schools – Site Councils - Admin	Fall 2014 – Imp Spring 2015	

	5.2.3 Collect data on student community service hours. Develop strategies to increase service hours achieved in W-D area.	C4Y – All Schools – Site Councils - Admin	Spring 2014 - Ongoing	
	New Activities provided by C4Y			
5.3 Increase communication/interactions with parents and community	5.3.1 Continue integration discussions concerning District and WACH newsletters	DIST – PR Committee	Fall 2014	\$
	5.3.2 Research capabilities of automated caller, increase usage as information sharing tool.	DIST – All Schools – Admin team	Fall 2014	\$
	5.3.3 Provide Synergy support through CTA or other means to expand the information sharing capabilities with parents and students at all levels.	DIST – Budget for and provide support service through outside agency	Fall 2014	\$\$\$

Goal Area VI: Create a safe and welcoming learning environment

Strategy Description	Action	School - Responsible Party	Time Line	Resources \$=few - \$\$\$\$=many
6.1 Better prepare students for the transition between bldgs. and grade levels	6.1.1 Parent Teacher Home Visit Program – Implement District wide.	DIST – DCC, School Site Councils, Admin	Fall 2013- Fall 2015	\$\$
	6.1.2 Provide transition services to Parents/Students (Parent Academies etc.) to inform parents concerning transitions from one grade level/bldg. to the next, and continue connection with parents.	DIST – DCC, School Site Councils, Admin	Spring 2014-2015	\$\$
	6.1.3 Review current transition practices. Research additional options. Provide additional visitations/onsite activities to develop staff rapport and student comfort level.	DIST – DCC, School Site Councils, Admin	Fall 2015-2016	\$\$
6.2 Provide an environment of safety in which students know they have a place to go for help	6.2.1 Work with DCC and PBIS Trainer to identify strategies to improve building climate/environments. Implement recommendations.	DIST – DCC, School Site Councils, Admin, U of O, SRO	Fall 2014-2017	
	6.2.2 Expand Anonymous Bullying-Harassment reporting to all grade levels. Provide specific responses to all reported incidents.	Elem – School Site Councils, Admin	Fall 2014-2015	\$
	6.2.3 Work with SRO program to identify resources to increase student contact time.	DIST – City of Winston PD	Fall 2014-2015	\$\$ - Grant

6.3 Provide staff with tools and training to make appropriate interventions	6.3.1 Access DESD behavior specialist to give teachers tools to better address behavioral issues. (Proactive not reactive).	DIST- All Levels	Schl Yr 2014-15	\$
	6.3.2 Works with SRO to increase crisis management training for staff, to include recognition of struggling and/or dangerous students.	DIST- All Levels	Schl Yr 2014-15	\$

How We Will Check Our Progress

Measurable Outcomes:

1. Results of state standardized testing
2. Graduation rates
3. College readiness
4. Postsecondary enrollment
5. Enrollment in college credit courses
6. Number of college credits earned
7. District and school accountability ratings
8. Attendance rates
9. Annual dropout rates
10. Additional (whole child) measures related to readiness for college, career, and life in globally competitive economy

Appendix A

Detailed Report of Objectives Included in Plan

A list of all objectives, index scores, target dates, and team members assigned, as well as a description of what the fully implemented objectives will look like.

May 08, 2014

Winston-Dillard SD 116

NCES - 411349

Support for Continuous Improvement Key Indicators are shown in **RED**

District and School Structure and Culture	
Effective district and school systems support the learning and achievement of all students	
DDSC 1.5 -	The district has developed a unified, comprehensive, systemic and equitable approach for addressing barriers to learning and teaching designed to re-engage disconnected students that includes : Supporting transitions, Increasing home involvement and engagement, Creating a caring and safe learning environment, Increasing community involvement, and Facilitating student and family access to effective services and special assistance.(3471)
	Index: 6 (Priority Score x Opportunity Score)
Plan:	Assigned to: Erika Pinkerton
	Target Date: 06/16/2017
	How it will look when fully met: Home Visit- Winston-Dillard Parent Academies are implemented district- wide.
Tasks:	
	1. Home Visit- Train middle school and high school staff on how to perform a home visit.
	Assigned to: Lea Bates
	Target Completion Date: 06/09/2015
	Comments: Staff will be trained and ready to start home visits in fall of 2015.
	2. Home Visit- Home visits will occur: Pre-K- Spring 3-4- Spring 6-7- Spring 8-9- Spring 10-11- Fall 1. Teachers volunteer 2. Parents contacted and appointment established 3. Home visit occurs- What are your hopes and dreams? 4. Parents provided contact information and opportunity to attend planned school event 5. Teachers input visit date and info into "short notes" in Synergy. 6. Schedule follow-up with parent
	Assigned to: Lea Bates
	Target Completion Date: 03/21/2014
	Frequency: once a year

	Comments:	Teachers Volunteer
3. PBIS consultant performs PBIS program evaluation at each school.		
	Assigned to:	Dave Welker
	Target Completion Date:	06/30/2015
	Comments:	Stephen Smith
4. Implement suggested changes made by consultant		
	Assigned to:	Dave Welker
	Target Completion Date:	06/30/2016
	Frequency:	once a year
	Comments:	Evidence: Program evaluation occurred at each school. Goals set given necessary student data (synergy & SWISS)
5. Provide necessary training to ALL staff (certified and classified).		
	Assigned to:	Analia Nicholson
	Target Completion Date:	06/16/2015
	Frequency:	once a year
	Comments:	Fall PD Day

Educator Effectiveness			
Effective educators promote the success of every student			
DEE 4.1 -	The district implements short-term and long-term professional development plans based on indicators of effective teaching, school performance data, district goals and needs identified through the district's system of educator evaluation.(3490)		
	Index:	9	(Priority Score x Opportunity Score)
Plan:	Assigned to:	Analia Nicholson	
	Target Date:	06/30/2016	
	How it will look when fully met:	<p>District Assessment Plan- Identifies appropriate measures and timeline for assessing student learning which is evident with effective teaching strategies used in the classroom.</p> <p>Collaboration teams are looking at data and teachers adjusting instruction and/or placing students in the appropriate intervention group to increase student achievement.</p>	
Tasks:			
	<p>1. District assessment plan will need to be revised to meet the need of the Smarter-Balanced Assessment to include:</p> <ol style="list-style-type: none"> 1. Schedule SBA in spring for K-8, 11 2. Schedule the interim assessments (2 times year) 3. Schedule common assessments (select assessment system) 		
	Assigned to:	Analia Nicholson	
	Target Completion Date:	08/15/2014	

		Frequency:	once a year
		Comments:	
	2. Schools will develop a plan for collaboration teams.		
		Assigned to:	Principals
		Target Completion Date:	08/31/2014
		Comments:	Schools are either starting this process or go deeper.
	3. Provide necessary training for each school to support the implementation of collaboration teams.		
		Assigned to:	Analia Nicholson
		Target Completion Date:	06/30/2015
		Frequency:	once a year
		Comments:	Training will occur as needed throughout the year.

Family and Community Involvement			
Effective family involvement efforts bring families and educators together to collaboratively work to support student achievement			
DFC 2.2 -	The district policies, procedures and systems facilitate communication with families where staff implement and monitor frequent two-way communication with families regarding learning standards, their children's progress toward meeting those standards, K-12 instructional and extra-curricular options and the families' role in their children's success in school including preparation for post-secondary education and careers. (3476)		
	Index:	6	(Priority Score x Opportunity Score)
Plan:	Assigned to:	Erika Pinkerton	
	Target Date:	06/16/2017	
	How it will look when fully met:	Home Visit- Winston-Dillard Parent Academies are implemented district- wide.	
Tasks:			
	1. Winston-Dillard Parent Academies are implemented district-wide.		
	Assigned to:	Erika Pinkerton	
	Target Completion Date:	06/18/2015	
	Frequency:	three times a year	

	Comments:	<p>Schedule Parent Academies during fall and advertised to parents.</p> <p>Common themes for Parent Academy nights. 1-Expectations for Learning and Services Available (ParentVue, StudentVue, social services) Safe Internet Use Essential Skills/ BullyPrevention Partnering with Parents CCSS/SBAC</p> <p>Evidence: Establish baseline- Number of parent academies that occur by each school. Number of parents that attend. Set- SMART goals Keep calendars, flyers, sign-in sheets, webpage</p> <p>Community Service College & Career Ready (academic and soft skills)</p>
2. Professional development for staff on how to communicate with parents.		
	Assigned to:	Analia Nicholson
	Target Completion Date:	06/19/2015
	Comments:	<p>Teachers develop staff page- cyberschool Consultant to support PD and train</p> <p>School/principal led book study</p>

Appendix B

College and Career Ready: Are students completing high school ready for college or career? (W-D Achievement Compact)			
Indicator	Baseline	Target	Target
4-Year Graduation Rate			
5-Year Completion Rate			
Earning 9+ College Credits			
Post-Secondary Enrollment			

Progression: Are students making sufficient progress toward college and career readiness? (ODE District Report Card Data)			
Indicator	Baseline	Target	Target
READING			
Students in grades 3-5			
Students in grades 6-8			
Students in grade 11			
MATH			
Students in grades 3-5			
Students in grades 6-8			
Students in grade 11			
WRITING			
Students in grade 11			
SCIENCE			
Students in grade 5			
Students in grade 8			
Students in grade 11			