

**Napavine School District Education Plan
2016-2019
Adopted by Board 11/21/2016**

Executive Summary

The Napavine School District Board of Directors has determined that, to ensure continuous improvement of our schools, an Education Plan is needed to align and guide our collective efforts to increase the academic achievement of all Napavine students.

In November 2015, the District teamed with an educational consultant to begin the planning process at the district level. The goal for this process was to give our schools and community a concrete plan to follow for the next three years. This “living document” will help guide and monitor our progress as a district and within each school building accordingly, this Education Plan is the framework by which the district supports schools to ensure that all students are successful. The mission, vision and goals within the Education Plan set forth by the school board and superintendent will be articulated within the school improvement plans developed by our schools.

The data gathering process used to develop our Education Plan began when eight focus group sessions were conducted with a variety of stake holders over two days. March 15 and 16, 2016. Groups included building and district administrators, students, teachers, classified staff parents, and community members – 61 participants overall.

All sessions were held at school district facilities, and they were of varying lengths to accommodate schedules and student attention spans. Each session was divided into the following topics:

- District strengths: identifying perceived successes
- District weaknesses: identifying perceived challenges
- District opportunities: possible improvements toward future success
- District threats: externalities which could affect district operations
- District purpose: “we are preparing our students _____?”
- District goals to address the defined purpose.
- District strategies to support defined goals.
- Identified “take-aways”: key points and additional points not covered.

In addition, the District conducted an online “conversation”, using Thoughtexchange to reach additional stake holders. There were 87 participants who provided 287 ideas for the Education Plan.

Responses from both data gathering processes were distilled, captured in a series of matrices, and sorted by frequency of response. The following district goals reflect the most significant needs in the Napavine School District over the next three years:

District Goals:

1. **Powerful Teaching & Learning.** Engage and inspire critical thinking skills in every student through instruction that is individually relevant, motivating, aligned and diverse. Recruit and retain passionate teachers, providing ongoing training that is responsive, collaborative and professionally focused.
2. **Community Engagement.** Foster support by proactively celebrating student success and encouraging participation, using varied media, while promoting inclusive partnerships with our community and families in ways that enhance student learning.
3. **District Climate.** Promote a safe and welcoming environment, emphasizing mutual respect and cultural awareness. Foster collaboration and accountability at all levels, recognize accomplishments and instill a love of learning .
4. **College – and Career – Readiness.** Ensure that every student transitions successfully between grades and schools and graduates with the guidance, knowledge, life skills and attitude necessary to excel in diverse post-secondary opportunities.
5. **Technology.** Promote 21st century skills by employing technology in ways that are bold, intentional and integrate seamlessly into curriculum. Support this effort through development of a long-range plan that addresses tech currency and the skills of students and staff, while emphasizing the relevancy of instruction.
6. **Stewardship.** Engender trust by ensuring the responsive and optimal use of district resources, in a manner that is clear and transparent to stakeholders.

Capturing the school board intent is the following Vision Statement:

Our graduates are fully prepared for post-secondary pathways-resilient and adaptable, equipped with the skills necessary for success and a happy life.

Our Napavine School District Mission Statement:

We will work with the community to continue our positive growth by preparing individuals in a safe and secure environment for learning, living and working responsibly in society.

Goal 1 – Powerful Teaching & Learning: Engage and inspire critical thinking skills in every student through instruction that is individually relevant, motivating, aligned and diverse. Recruit and retain passionate teachers, providing ongoing training that is responsive, collaborative and professionally focused.

Objective 1 – Schools will utilize the Marzano Instructional Frameworks as a guide to student learning and professional growth.

Strategy 1 – Building administrators and teachers utilize the Marzano Frameworks to guide professional growth discussions, goal setting meetings, and to identify future professional development opportunities.

Strategy 2 – District TPEP committee will plan and guide professional development that includes a teacher leader to provide evaluation and framework training.

Strategy 3 – Each SIP will identify Marzano instructional practices on a yearly basis as a school-wide focus for implementation and/or improvement.

Strategy 4 – Student growth meetings each fall between school administrators and teachers will revolve around students at risk of falling behind their peers and student sub-groups that may be collectively behind the total student population (closing the achievement gap).

Strategy 5 – Time will be made for teacher instructional rounds to facilitate professional growth.

Objective 2 – School Improvement Plans (SIP) will align with the district Education Plan and the objectives within each goal.

Strategy 1 – Administrators and school leadership teams collaborate in the development of the SIP.

Strategy 2 – SIP will be presented annually to the school board in October, with an update/progress report in March.

Strategy 3 – Administrators will review progress of SIP with staff in November, February and May.

Strategy 4 – SIP will be communicated to parents and other stakeholders.

Objective 3 – Ensure effective leadership of schools, and professional growth for administrators.

Strategy 1 – Administrators participate in ongoing professional development around the AWSP Leadership Framework.

Strategy 2 – Administrators participate in instructional rounds for professional growth.

Strategy 3 – Administrators work collaboratively with building leadership team.

Objective 4 – Monitor student progress and intervene when students demonstrate “at risk” behaviors.

Strategy 1 – District Data Team will ensure appropriate assessments of academic progress are implemented and data analyzed.

Strategy 2 – A student support team is in place in each school.

Goal 2 – Community Engagement: Foster support by proactively celebrating student success and encouraging participation, using varied media, while promoting inclusive partnerships with our community and families in ways that enhance student learning.

Objective 1 – All staff will engage with parent, family and community partners to strengthen collaboration and communication.

Strategy 1 – Staff will regularly communicate with school families through Skyward.

Strategy 2 – Our Tiger Trek newsletter will be published quarterly.

Strategy 3 – Building administrators will use School Messenger to inform parents of school activities and news at least quarterly.

Strategy 4 – Communicate to parents and community through our website in a timely manner.

Strategy 5 – Our Education Plan will be on the district website for ongoing feedback/input from all stakeholders.

Objective 2 – Provide stakeholders with meaningful opportunities to participate in student learning and decision making.

Strategy 1 – Increase connections with local community members who have expertise in curriculum areas such as Science, Technology, Engineering and Math (STEM).

Strategy 2 – CTE programs will have strong, active advisory committee.

Strategy 3 – District committees will have parent and community representatives.

Goal 3 – District Climate: Promote a safe and welcoming environment, emphasizing mutual respect and cultural awareness. Foster collaboration and accountability at all levels, recognize accomplishments and instill a love of learning.

Objective 1 – Create and maintain a safe school environment that promotes learning.

Strategy 1 – Ensure that students, staff and parents are aware of policies and procedures regarding sexual harassment and bullying.

Strategy 2 – Educate students and parents regarding the emergency response plans and conduct ongoing drills.

Strategy 3 - Implement Positive Behavioral Intervention and Support (PBIS) Program district-wide.

Objective 2 – Promote mutual respect and cultural awareness.

Strategy 1 – Increase access to mental health support and agency partnerships.

Strategy 2 – Develop a K-12 character education program.

Strategy 3 – Implement effective cooperative learning strategies

Objective 3 – Nurture student engagement and school spirit.

Strategy 1 – Provide opportunities to expand the use of student voice and student perception data to inform building decision making and the creation of lessons in all classrooms.

Strategy 2 – Increase club opportunities

Goal 4 – College and Career Readiness: Ensure that every student transitions successfully between grades and schools, and graduates with the guidance, knowledge, life skills and attitude necessary to excel in diverse post-secondary opportunities.

Objective 1 – Increase the effectiveness and efficiency of transitions between Kindergarten and 1st, 6th and 7th grade, and 8th and 9th grade.

Strategy 1 – Disaggregate and analyze WaKIDS data.

Strategy 2 – Utilize the Washington State Department of Early Learning website as a resource.

Strategy 3 – Develop a protocol for data transfer between grade level teams in Reading and Math.

Strategy 4 – Create time throughout the school year to collaborate and share data and student information between grade level teams.

Objective 2 – Increase the number of students who are college and career ready upon graduation by expanding the course offerings and increasing the academic rigor of said course offerings.

Strategy 1 – Utilize Marzano Frameworks to increase rigor and relevance of student tasks.

Strategy 2 – Expand Science, Technology, Engineering and Math (STEM) opportunities for Students in grades 7-12.

Strategy 3 – Expand Career Center information for students.

Strategy 4 – Create a High School and Beyond Committee to facilitate program improvements.

Goal 5 – Technology: Promote 21st Century skills by employing technology in ways that are bold, intentional and integrate seamlessly into curriculum. Support this effort through the development of a long range plan that addresses tech currency and the skills of students and staff, while emphasizing the relevancy of instruction.

Objective 1 – Increase communication with all stakeholders regarding technology needs.

Strategy 1 - District Technology Committee review and revise current Technology Plan.

Strategy 2 – Technology Plan on website, with minutes/agenda of meetings.

Objective 2 – Implement State Technology standards into curriculum

Strategy 1 – In-service for all staff regarding standards of Tech Education.

Strategy 2 – Determine/implement standards into appropriate grade levels with integrated curriculum.

Strategy 3 – Provide professional development for staff in the use of technology in the classroom.

Objective 3 – Develop funding source for technology needs.

Strategy 1 – Inventory of current technology deployed in district and classrooms.

Strategy 2 – Develop replacement plan for current technology as it becomes obsolete.

Strategy 3 – Create a three-year plan for upgrades and related expenditures for budget planning.

Goal 6 – Stewardship: Engender trust by ensuring the responsive and optimal use of district resources in a manner that is clear and transparent to stakeholders.

Objective 1 – Provide all stakeholders with a budget document that is easily understandable.

Strategy 1 – Create a budget brochure that provides a guide for understanding the district budget process.

Strategy 2 – Put annual budget on district website.

Objective 2 – Communicate expenditures of district funds in a transparent manner.

Strategy 1 – Provide a list of annual projects completed with actual costs and funding source.

Strategy 2 – Provide a quarterly report to stakeholders of updated budget status.

Strategy 3 – Engage stakeholders in a discussion of current and future needs related to the maintenance of facilities, seeking to determine the optimal use of district resources and creative solutions to current challenges.

Strategy 4 – Prioritize the allocation of resources to support the Education Plan in a manner that meets the needs of students and staff, while ensuring public trust through the prudent use of these resources.

95 % Participation Rate Improvement Plan Summary

As noted in OSPI Title I,A Transition Plan for 2016-17: Districts and schools that fell below the 95 percent assessment participation rate in one or more of the state-administered English language arts or Mathematics assessments for the 2015-16 school year are required to address the low participation rates as part of their District and/or School Improvement Plan. The plan must address the causes of the low participation rate and the actions the district and/or schools will take in response to the low participation rate.

Please summarize your updates to your improvement plans below.

Name of District: Napavine School District
Our district improvement plan was updated on: January 17, 2017
<p>Our district improvement plan now addresses the following as the factors contributing to not meeting the 95 percent participation rate requirements:</p> <ul style="list-style-type: none"> • Understanding how 95% is calculated. • Running Start students lack of participation
<p>Our district improvement plan now includes the following actions to improve student participation rate on the state assessments:</p> <ul style="list-style-type: none"> • Calculate annually the number of students who must complete the test. • Schedule Running Start students for assessments.

Name of School: Napavine High School
Our school improvement plan was updated on: January 17, 2017
For a priority or focus school, our Indistar plan was updated on:
<p>Our plan now addresses the following as the factors contributing to not meeting the 95 percent participation rate requirements:</p> <ul style="list-style-type: none"> • Parents awareness of the importance of state assessments • Communication with Running Start students not attending Napavine High School
<p>Our school improvement plan now includes the following actions to improve student participation rate on the state assessments:</p> <ul style="list-style-type: none"> • Communication with parents in an ongoing manner regarding importance of assessments and scheduled dates • Personal contact with each Running Start student regarding the importance of assessments and scheduled dates.