

Wilder
School
District
#133

Excellence
Everyday!

Strategic
Plan

Wilder School District
Board of Education
2020 – 2023

Approved October 14, 2019

Strategic Planning Advisory Team

The Wilder Board of Education sponsored a strategic planning process. An advisory planning team comprised of multiple stakeholders was established. This team met over the course of several months to draft a strategic plan that is being recommended to the Wilder School District Board of Education. Feedback as solicited from staff and patrons.

Members:

Dr. Jeff Dillon, Superintendent

John Carlisle, Elementary Principle

Carolyn Howard, Teacher

Dena Lindsey, Teacher

Lynnette Rivera, Teacher

Chantell Mullins, Staff Member

Caitlin Currey, Parent

VISION

The vision is what we intend to create, realize and demonstrate.

Provide a rigorous mastery-based personalized environment where 100% of our students graduate, have the skills to be leaders, and creatively design their own future.

MISSION

The mission defines who we are and what we do.

We are an educational community of mentors who empower students to positively impact the world as responsible citizens.

GUIDING PRINCIPLES

Guiding principles are what we model and promote through our practices, programs and expectations.

- We expect professionalism, respect, responsibility and honesty.
- We embrace innovation in technology tools, resources and instructional practices.
- We hold accountable the ownership of teaching and learning.
- We incorporate the necessary skills (16 Habits of Mind) and a growth mindset to effectively demonstrate 21st century skills to thrive in society and promote strategic reasoning, insightfulness, perseverance, creativity and craftsmanship.
- We make decisions based on a student-centered data driven educational practices
- We achieve rigor and relevance through relationships of trust, developed as a result of effective and inclusive mentoring.

GOALS

***Goals are results to be achieved in order for the district to achieve its vision.
Goal statements are written as if the desired condition already exists.***

2020-2023

Strategic Goals and Objectives

Goals are results to be achieved in order for the district to achieve its vision. Goal statements are written as if the desired condition already exists.

GOAL 1: Student Achievement

All staff in the Wilder School District provide support, leadership, and guidance to ensure each student meets or exceeds state and district standards, graduates on time, and is prepared for career and college.

Objective 1

Professional Learning Communities will be employed with integrity to plan, monitor, and adjust instruction to impact student learning.

Objective 2

Objective 2: All Students' essential foundation for learning excels through rigor, relevance and trustful relationships with their teachers/mentors and will exit each developmental level prepared for the next level.

Objective 3

The Wilder School District will utilize the Danielson's Framework for Teaching to insure high quality instructional supports for every student.

Objective 4

Objective 4: Innovative technology will be used to prepare all students for career, college, and life beyond high school.

Objective 5

The Wilder School District will increase and continue to exceed the State of Idaho's on-time graduation rates and advanced opportunities.

GOAL 2: Healthy responsible students

Our schools are child-centered communities that promote healthy behaviors and responsible citizenship.

Objective 1

The Wilder School District utilizes the national school nutritional standards to provide healthy food choices throughout the school day.

Objective 2

Schools will create an inviting, caring, respectful learning environment.

GOAL 3: Community Engagement

All staff in the Wilder School District is accountable for engaging its diverse community as partners to support and sustain a world-class education system.

Objective

All Wilder School District employees will engage patrons through cultural awareness and a respectful customer service environment.

GOAL 4: Policies and Resource Management

Wilder School District policies and resources are aligned to the strategic plan.

Objective

The district will prioritize resources to support the strategic plan, provide safe learning environments, close learning gaps, and accelerate academic achievement for every student.

GOAL 1: STUDENT ACHIEVEMENT

All staff in the Wilder School District provides support, leadership, and guidance to ensure each student meets or exceeds state and district standards, graduates on time and is prepared for career and college.

Objective 1: Professional Learning Communities will be employed with integrity to plan, monitor, and adjust instruction to impact student learning.

Strategy 1	Professional Learning Community teams participate in professional development to strengthen the effectiveness of instruction, standards, learning targets, district & state assessments, data analysis, intervention, accelerated learning and technology rich classrooms.
Strategy 2	Mentors implement personalized mastery-based learning opportunities for all students.
Strategy 3	Instruction is aligned to Idaho core standards.
Strategy 4	Student progress is monitored through district & state assessments.
Strategy 5	Interventions are implemented to address students below standard.
Strategy 6	Middle/High mentors/administration will develop career and advising plans for 6 th - 12 th grade students and mentors will meet with students weekly to review the progress on the plans.

Accountability Reporting:

Each Principal will present to the school board reporting progress and effectiveness of the professional learning community teams.

Indicators may include but are not limited to:

- Curriculum frameworks aligned to district & state core standards are used in the instructional planning cycle.
- Common assessments are used to drive instruction.
- Assessment data is used during PLC meetings.
- Assessment data establishes learning needs for the individual learning plans.
- Shared instructional strategies address learning needs.
- Formative assessments monitor student learning.
- Summative assessments validate instruction.
- Assessment data is used in PLC meetings and to inform students and parents regarding progress toward meeting standard.

- Assessment data is used to determine if learning goals were met and to plan next steps.
 - Students that are performing at Below Basic, the expected growth = 2 years
 - Students that are performing at Basic, the expected growth = 1.5 years
 - Students that are performing at Proficient, the expected growth = 1 + years
 - Students that are performing at Advanced, the expected growth = 1 + years

Objective 2: All Students' essential foundation for learning excels through rigor, relevance and trustful relationships with their teachers/mentors and will exit each developmental level prepared for the next level.

Strategy 1	Schools will assure full access for all students to all-content.
Strategy 2	Schools include all staff to annually to evaluate instruction, technology tools, and resources to assure rigor and relevance.
Strategy 3	Schools create activities, events and training that promotes a trustful relationship between students and staff.
Strategy 4	Schools create e-portfolios for each student that will demonstrate grade level exiting competencies.

Accountability Reporting:

Each Principal will present to the school board student academic achievement by grade level and progress on goals outlined in the level of rigor and relevance of learning.

Indicators may include but are not limited to:

- Participation in needs assessment conducted annually of student learning and level of trust.
- Full staff engagement to evaluate instruction, technology tools, and resources to assure rigor and relevance.
- District will issue a device to all students for use to create, innovate and demonstrate mastery of each content/subject.

Objective 3: The Wilder School District will utilize the Danielson's Framework for Teaching to insure high quality instructional supports for every student.

Strategy 1	All administrators and teachers/mentors continue to engage in professional development on the Danielson Framework for Teaching 2 nd edition.
Strategy 2	Teachers/mentors and administrators monitor student-learning data and adjust instruction to ensure mastery of standard.
Strategy 3	Teachers and administrators will create professional portfolios to monitor professional growth.

Accountability Reporting:

Each principal reports to the school board describing aspects of implementation and integration of the instructional framework.

Indicators may include but are not limited to:

- Professional development delivered to implement the dimensions of teaching.
- Teacher and administrator’s professional portfolios.
- Common language cross-walk is developed for staff to undertake the work of improving student achievement.
- Instructional framework aligns with district initiatives including professional learning communities, standards-based teaching and learning, learning targets, district & state assessments, data analysis, intervention to close learning gaps, and opportunities to accelerate learning.

Objective 4: Innovative technology will be used to prepare all students for career, college, and life beyond high school.

Strategy 1	Staff, teachers, and administrators use technology to perform and enhance their job duties.
-------------------	---

Strategy 2	Student’s use of technology is accessible and evident in the classroom.
-------------------	---

Strategy 3	Staff, teachers and administrators participate in professional development to embrace and implement innovative technology.
-------------------	--

Accountability Reporting:

Presentations to the school board are made by elementary, middle/ high schools showcasing how technology is integrated in the classroom to promote student mastery.

Indicators may include but are not limited to:

- The Wilder School District technology infrastructure is a seamlessly integrated digital technology and communication environment that enables everyone to access, manage, deliver, integrate, organize, and evaluate teaching, learning and assessment, construct new knowledge, and communicate with others.
- Recommendation and feedback systems are provided for staff, teachers, administrators, and parents to provide input for technology equipment, software, and professional development needs.
- Professional development is provided for technology integration.
- Administration will develop a district-wide technology plan outlining revisions, goals, budget and timelines.
- Teachers/mentors will include blended learning environment with devices

Objective 5: The Wilder School District will increase and continue to exceed the State of Idaho’s on-time graduation rates and advanced opportunities.

Strategy 1	All schools increase community, staff, parent and student understanding of the learning standards, required assessments, and graduation requirements
-------------------	--

Strategy 2	The Wilder School District administrators and teachers support student transitions from kindergarten through grade 12 by mentoring and intervening with students exhibiting at-risk indicators including attendance, academic, health, social, economic, and discipline.
-------------------	--

Strategy 3	Wilder School District increase accelerated program offerings K-12 such as enrichment, advanced opportunities, placement (AP), career and career technical education (CTE); science, technology, engineering and mathematics (STEM); and fine arts.
Strategy 4	Schools communicate with the student who has dropped out of school and their parent in an effort to retrieve or connect the student to additional resources, including principals, counselors, and/or outside working with the district.
Strategy 5	District and school resources are made available to address students identified at risk of failure or dropping out of school.
Strategy 6	All students in grades 6 th – 12 th will be mentored in College/Career Readiness Advising.

Accountability Reporting:

Each principal will report to the school board to provide progress regarding dropout statistics, graduation rates, credit attainment of ninth and tenth grade students, course enrollments and course completions of middle and high school advanced course work, disaggregated achievement and go-on rates.

Indicators may include but are not limited to:

- Full-day kindergarten is offered at the elementary school.
- Decreased numbers of at-risk learners at all grade levels.
- Increased K-12 intervention and enrichment; course enrollments and completion of advanced course work, including honors, advanced placement, and career and professional technical education.
- 90% of Wilder Middle/High School students scoring proficient on the district assessment.
- 90% of Wilder Elementary School will reach or exceed a one-grade level's growth on the Reading Benchmark.
- Meeting student proficiency standards and goals on the state standardized assessment (ISAT)
- Third grade students meet state and national standard in reading.
- All schools offer extended day/year learning opportunities for intervention and accelerated learning.
- Technology tracking system in place to communicate progress toward graduation.
- Professional development opportunities planned and delivered to staff to address dropout prevention, intervention, and retrieval.
- Credit recovery options are expanded to minimize course failures to maintain 100% on-time graduation.
- Wilder School District will have 100% graduation rate and yearly increase the number of students participating in advanced opportunities.

GOAL 2: HEALTHY RESPONSIBLE STUDENTS

Our schools are child-centered communities that promote healthy behaviors and responsible citizenship.

Objective 1: The Wilder School District utilizes the national school nutritional standards to provide healthy food choices throughout the school day.

Strategy 1	Wilder food service will follow the federal and state nutrition guidelines in preparing meals.
Strategy 2	Wilder School District will increase healthy snack choices for students.
Strategy 3	

Accountability Reporting:

Scheduled reports to the school board, utilize dashboards to provide students, parents and community the monthly cafeteria menu.

Indicators may include but are not limited to:

- Monitoring of the Wilder School District food service menu and meal planning by the State Department of Education Child Nutrition Department.
- Fresh Fruits and Vegetable grant report.
- Purchase of healthy snacks for the concession stand.
- Student Surveys yearly regarding healthy choices.

Objective 2: Schools will create an inviting, caring, safe, and respectful learning environment.

Strategy 1	Wilder School District and schools prioritize proactive approaches in behavior management through character education.
Strategy 2	Wilder School District regularly reviews security plans and procedures of all facilities and schools.
Strategy 3	Schools continue implementing anti-bullying/harassment plans.
Strategy 4	Wilder School District continues to support intervention and prevention to further reduce substance abuse.
Strategy 5	Schools implement gang awareness, gang intervention strategies, and education.

Accountability Reporting:

Scheduled reports to the school board utilize dashboards to report school and facility safety and security plans and procedures.

Indicators may include but are not limited to:

- All facilities and schools have up-to-date security plans and procedures in place.
- Regular review of district policies and procedures is undertaken to ensure support of student achievement.
- Regular reports of the percentage of discipline issues each quarter.
- Safe Schools training.
- Implementation of See Tell Now training.

GOAL 3: COMMUNITY ENGAGEMENT

All staff in the Wilder School District is accountable for engaging its diverse community as partners to support and sustain a world-class education system.

Objective: All Wilder School District employees will engage patrons through cultural awareness and a respectful customer service environment.

Strategy 1	All school district employees promote positive and respectful interpersonal relationships with all patrons of the school district.
Strategy 2	All communication to parents and the community is easily accessible, timely, accurate and available in

	multiple mediums and predominant languages.
Strategy 3	Teachers deliver scheduled K-12 progress reports and report cards regularly to parents in a format that meets the needs of the family.
Strategy 4	The superintendent or designee encourages investments and partnerships with government, businesses, and community organizations to promote school-to-work opportunities, scholarships, academic awards, and financial resources to address school and program needs.
Strategy 5	The Wilder School District will maintain the district website with up to date information that supports the patrons and community inquiries about the operations, budget and activities of the district.

Accountability Reporting:

Reports to the school board the number of parent and community partnerships that have been developed in the district and in schools, that support student achievement, including volunteers, school-to-work opportunities, scholarships, academic awards, and a web access counter.

Indicators may include but are not limited to:

- Professional development is delivered to all staff to increase cultural awareness and enhance cultural competence in a customer service environment.
- Communication by schools and district through multiple mediums and predominant languages meet the specific needs of families.
- School-to-work opportunities, scholarships, academic awards, and resources from our community are increased to support student achievement and success.
- Parent perceptual survey data continues to monitor progress toward positive engagement, that includes the district website, with our patrons.
- Parent survey that provides feedback on the effective practices of school/parent communication.

GOAL 4: POLICIES AND RESOURCE MANAGEMENT

Wilder School District policies and resources are aligned to the strategic plan.

Objective: The district will prioritize resources to support the strategic plan, provide safe learning environments, close learning gaps, and accelerate academic achievement for every student.

Strategy 1	Wilder School District and schools prioritize and align federal, state, local, and grant funding to the strategic plan and school improvement plans.
Strategy 2	Wilder School District supports low performing schools with enhanced resources including budget allocations, programs, and staffing.
Strategy 3	Wilder School District and schools recruit, hire, and retain certificated and classified staff representative of district diversity.
Strategy 4	Wilder School District increases leadership opportunities for administrators, teachers, and classified staff working with students.
Strategy 5	Wilder School District regularly reviews security plans and procedures of all facilities and schools.

Accountability Reporting:

Scheduled reports to the school board to demonstrate fiscal alignment with the strategic plan; progress of leadership academies; report recruiting, hiring, and retention statistics; and report school and facility safety and security plans and

procedures.

Indicators may include but are not limited to:

- Monitoring of fiscal stewardship and accountability for district resources.
- Fiscal resources from a wide variety of sources are aligned to support strategic plan as demonstrated by a greater percentage of the budget being allocated to teaching, technology and learning and activities.
- Challenged schools receive additional fiscal and staff resources to address student learning needs.
- All facilities and schools have up-to-date security plans and procedures in place.
- Regular review of district policies and procedures is undertaken to ensure support of student achievement.
- Continued opportunities for leadership development are provided for school board, principals, and certificated and classified staff.