



Raymond School District Strategic Plan

May 2020 Update



Our Vision

Uniting our school district and community to prepare students for future success; *ready for anything!*

The **mission** of the Raymond School District is to ensure high levels of learning for all.

Through innovation and collaboration with our community, we will encourage and challenge each student with a rigorous and relevant program.

Focus Areas

- Curriculum, Instruction and Assessment
- Strengthen and Support the Workforce
- Community, Family and Business Engagement and Student Involvement
- Communication
- Safe and Secure School Environment

Curriculum, Instruction and Assessment

GOAL ONE: By 2023, at least 80% of all students in grades K-12 demonstrate mastery of grade level standards in the subjects of reading, writing and mathematics.

Strategies to achieve this goal in the next five years are divided up under the three areas of curriculum, instruction and assessment.

Year 2 Strategies - Goal 1: Curriculum

Continue the work of a District level curriculum steering committee to provide input in relation to necessary professional learning activities, potential new programs, and the further refinement of curriculum documents.

Expand on basic curriculum documents to a higher level of detail to include components such as (but not limited to) essential/overarching questions, cross curricular connections and common assessments.

Develop a formal process for measuring the alignment between the written and taught curriculum.

District Curriculum Committee formed.

Remote environment has impacted ability to properly vet documents, this is a priority.

Started discussion about a tool to assist educators and administrators with the measurement of written and taught curriculum. The professional development days at the end of the year will pilot an exercise that will provide feedback this process.

Year 2 Strategies - Goal 1: Instruction

Implement the designated scope and sequence of instruction in all courses and subjects as outlined in curriculum documents.

Integrate strategies to differentiate, engage and challenge students at all levels as part of general classroom instruction.

Implement established procedures to provide effective remedial instruction to students who are struggling in accord with criteria established for reading, writing and mathematics.

Scope and Sequence for all subjects and courses K-12 is completed, moving to vetting process

ELA will be the first subject area to be presented to the district curriculum committee.

District wide 'instructional look fors' in place.

QPA training completed in all schools .

Successfully piloted 5 Honors by Exhibiting courses at RHS.

Competency Recovery Model

Year 2 Strategies - Goal 1: Assessment

Continue to refine and implement rubrics aligned with competency based grading.

Develop and use assessments that will be commonly used by grade level or (multi section) course teachers (common summative assessments).

Continue training on common assessments that require real-world connections and the integration of a wide range of academic skills to solve relevant subject area problems (quality performance assessments).

Rubrics and common assessments are being both refined and created across subjects and grade levels, district template had been created. Dedicated 3 days of work during final PD days. QPA Trainings have been completed.

Curriculum, Instruction and Assessment

Goal Two: **By 2022 the District will develop and consistently implement a K-12 STEM (science, technology, engineering and math) program.** *Strategies Year 2:*

Implement a Pilot of the selected program with periodic monitoring, assessment and reflection of implementation effectiveness.

Propose and justify identified budgetary needs during the budget process.

Plan and carry out professional development activities for teachers in preparation for K-12 implementation.

Computer Science was selected as the STEM pathway through PLTW.

STEM initiative passed along with associated budget.

PLTW onboarding has taken place and summer PD for three educators is scheduled and being finalized.

Curriculum, Instruction and Assessment

Goal Three: By 2021 the library/media program for students in all three of our K-12 schools will be restructured to reflect a consistent philosophy and approach that promotes library-media services as an integral resource for classroom instruction, and supports the teaching and learning process by emphasizing research skills and curriculum-based critical thinking.

Strategies Year 2:

Optimize each school's unified arts schedules to provide integration of library media specialists as a push in service and resource rather than a stand-alone unified arts course

Collaboratively outline and implement consistent K-12 processes, procedures and strategies to maximize the value of library-media services as a resource for students and educators

During remote learning the library/media specialists had to completely rethink and redesign now they could support students, teachers and families during the COVID-19 crisis.

Strengthen and Support the Workforce

Goal One: The Raymond School District will develop a comprehensive induction program for all staff new to the School District. *Year Two*

Strategies:

Resources necessary to fully implement all newly developed employee induction programs will be proposed as part of the fiscal year 2021 budget process.

The induction programs will be tested/piloted to the greatest extent possible without specifically designated funding.

Gather feedback from those who participated in the pilot induction programs; adjust the plans according to relevant feedback.

We are very excited to have a new position of half time HR assistant in place starting July 1. We began to use the induction binders this year, but the use of them will expand greatly in the upcoming school year during our big 'hiring season'.

Strengthen and Support the Workforce

Goal Two: The Raymond School District Leadership Team will provide opportunities for employees throughout the District to be supported to continuously increase their skills and knowledge. *Strategy Year Two:*

The committee will solicit and select volunteers from across the district, engage in training, and serve as peer coaches to other employees in accord with the recommended approach/model

By the end of the school year, the committee will evaluate the effectiveness of the program to date, and gather feedback from participants. Warranted adjustments to the program will be made.

As per the Teachers Supporting Teachers presentation at a recent Board meeting, the program is a nice resource for teachers who want to share ideas and improve their craft voluntarily. The COVID-19 crisis has impacted our ability to move forward speedily and assess the program. We look forward to seeing how the program can grow over time.

Community, Family, Business Engagement and Student Involvement

Goal One: The Raymond School District will develop a written and actionable plan to increase targeted community, family and business engagement in our schools. *Year Two Strategies:*

Designate one employee at each school to serve as a volunteer coordinator or point person

Implement the Program and devise a consistent way to gather constructive feedback from participants (volunteers, employees, and students as appropriate)

Assess the effectiveness of the program and incorporate improvements as needed

This goal has been held back during the COVID-19 crisis. While we had some inquiries about volunteering, we did not feel that we were equipped to process in a remote learning environment. This goal has been more challenging than anticipated, and the Steering Committee should consider reworking this goal over time.

Community, Family, Business Engagement and Student Involvement.

Goal Two: The Raymond School District will develop a plan to increase availability of shadowing/internships/work study with professional organizations, businesses and entrepreneurs. *Strategies Year Two:*

Identify and propose the financial resources necessary to significantly expand community based extended learning opportunities (job shadowing, internships and/or work study programs) in the District as part of the budget development process

Outline, refine and write practices and procedures for the placement of students and responsibilities of participating organizations

Determine the criteria for assessing credit for activities, and promote the potential increased opportunities at the designated locations with eligible students

Work with students to arrange the extended learning (job related) opportunity placements for as many students as feasible

While we have made outstanding progress in this area this year, the COVID-19 crisis and remote learning made ELOs very challenging for our students.

Communication

Goal One: **The Raymond School District will expand communication to the larger community beyond students and parents through targeted messages. *Strategies Year Two:***

Improve the consistency, the stakeholder appeal, and the organization of the District and school websites, electronic calendars and weekly parent communications

Assess the effectiveness of the revised communication strategies identified and implemented

Make necessary adjustments to further enhance communication to the population beyond parents and students

Our efforts to revamp the District website were delayed by remote learning, but progress has been made in respect to the use of our electronic calendars and weekly parent communications (consistency has increased). We have used our news blog site to share much relevant (and uplifting) information during the COVID-19 crisis and will continue to do so.

Communication

Goal Two: The Raymond School District will use technology to centralize and index information for the public to access as part of an information hub for outgoing and incoming communications. *Strategy Year Two:*

Routine, outgoing communication from the District and schools intended to inform parents or guardians and/or the public will be archived in a consistently organized fashion and made available on the school or District website in a conspicuous location.

All school newsletters (weekly email) are now in the same format that is more appealing and similarly organized. Next steps include archiving them and storing them in an obvious, accessible location on the website.

Safe and Secure School Environment

Goal One: **The students of Raymond School District will express or demonstrate that they feel safe and supported, and that they believe their voices are heard and valued. *Strategies Year 2:***

Expand staff training on staff-student relationship building and positive school culture to high school staff and new hires

Examine student data (behavioral and survey) to determine potential impact, gauge the effectiveness of training and/or initiatives and adjust the programs going forward

During this time of **remote learning** the schools have been working collaboratively to monitor student engagement and performance and reach out to students/parents to provide supports. Each school has established a routine to do this; our Director of Student Behavioral Health has been working with counselors and social workers to determine and act on effective ways to support families in need.

Questions