
Raymond School District

— Strategic Plan Update —
Spring 2021

Vision

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



Mission

The mission of the Raymond School District is to ensure high levels of learning and *critical thinking* for all and to promote the *skills, dispositions, and habits* that allow students to become *resilient, engaged* citizens who *value others and contribute positively to society*. 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

Achievement

Improving and refining curriculum documents in accord with student data, and developing process to measure alignment between written vs taught curriculum.

Update:

While progress is being made in this area, much of the work in this area was in relation to adapting breadth and depth of curriculum via scope and sequence documents. We will be steadily working on curriculum goals this summer via our building and district data teams.

Instruction

Achievement

Common expectations for technology, multi-tiered systems of support, fostering student agency and teaching in fuller alignment with the written curriculum.

Update:

Steady and thorough progress for these focus area goals are occurring through:

- Teaching and Learning Committee Recommendations
- Professional Development.
- Increased Technological Infrastructure and Support.
- Building and District Vertical Teams

Assessment

Achievement

Summative assessments, cross-class performance data, using data to adjust curriculum, rubrics including school-wide writing rubrics.

Update:

We have been able to make gains in this area. The combined use of professional development days and PLCs have advanced assessment practices from development to evaluation.

Schoolwide writing rubrics are a priority moving into summer/next school year.

CIA

K-12 STEM Program

K-8 Implementation of Project Lead the Way Computer Science strand including PD, evaluation of implementation and also the use of technology for hands-on STEM activities taught remotely.

Update: We have made good progress towards these focus areas

- Materials have been purchased for LRES & IHG
- LRES PD is completed and currently teaching PLTW modules.
- IHGMS has completed trainings
- RHS Training is scheduled for Summer

CIA

Library-Media Services

Building cross-curricular connections, teacher training on databases and resources and units of instruction on research and inquiry.

Update:

Each building Library/Media Specialist has delivered a presentation to their respective building.

Library/Media Specialists are working collaboratively to support teachers, in and out of the classroom.

Continuing to build opportunities for cross curricular connections/research and inquiry.

Strengthen and Support the Workforce

Induction

Further develop comprehensive induction programs for all employee types, review effectiveness of teacher mentoring program and examine effectiveness of other practices.

Update: In progress. This has been the most difficult year ever faced from a Human Resources perspective. The department had to quickly shift strategies to adjust to the changes in the needs and availability of new and veteran employees. Supporting the emotional and physical well-being of employees became a priority. Groundwork is laid for future improvements with training and mentoring.

Strengthen & Support the Workforce

Continuous improvement & teaching

Teachers supporting teachers initiative is collaborative and teacher driven; teacher-leaders are finding new ways for teachers to share ideas and learn from each other.

Update: Good progress has been made, even despite the challenges of the pandemic. Teacher-leaders shifted to create a virtual collaboration space, and more virtual workshops are being planned before or after school next year, based on teacher interested. Educators agree this should be a resource that is not evaluative.

Community, Engagement & Involvement

Increase parent & family engagement

Laying the groundwork to implement student-led conferences K-12.

Groundwork was successfully laid to pave the way for student-led conferences, but the 2021-22 school calendar will not allow for this. The failure of the new CBA between the District and the REA (as voted on) presented a barrier.

Community, Engagement & Involvement

Increasing internship opportunities

Expanding community partnerships for Extended Learning Opportunities and other types of supported internships or work-study experiences.

Update: The program continues to grow, and is important for many students. There were 40 active ELOs this year, including some paid apprenticeships or work based learning. The trades such as electrical and HVAC are being targeted with local trade schools and new businesses.

Communication

Expanding Reach

Consistent, user-friendly procedures in a range of formats, with more networking in the community to provide information about our schools.

Update: Progress continues in this area. Newsletters are more consistently formatted and distributed and press releases are issued regularly. A fall survey illustrated that communication diversification may be key to more caregiver engagement.

Communication

Technology tools

Improving accessibility and appeal of website, Google Sites for all classrooms, with consistent support and expectations.

Update: Good progress has been made in this area. The website was upgraded and improved in terms of accessibility, and routines are in place to periodically review links for needed updates. Google Site training and template are accessible to all teachers, and newsletters are hosted and accessible on the website as well.

Safe & Secure School Environment

Coordinated supports and strategies to protect health & safety & nurture well-being & resiliency

Threat assessment model planning, continue to strengthen emergency protocols, focus on positive behavioral supports, personal connections, trauma-informed approaches, suicide prevention, and multi-tiered systems of support.

Update: Excellent progress has been made toward this goal. Extensive training and collaboration has taken place in relation to suicide prevention and response, positive behavioral supports, school climate/engagement and MTSS-B. Threat assessment model groundwork is being laid, and comprehensive guidance plan was reviewed in detail.

Questions?