



Raymond School District Strategic Plan

February 2020 Update

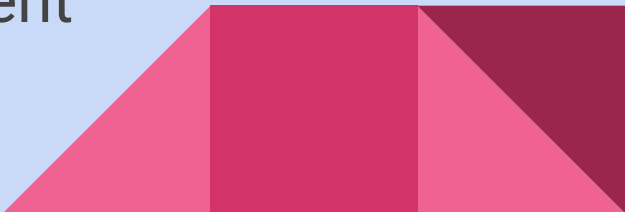
Our Vision

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.

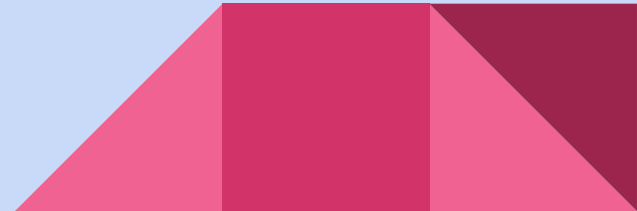
Focus Areas

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



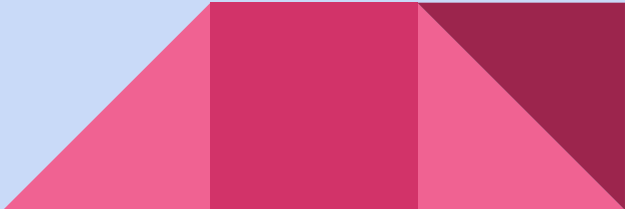
Year 2 Strategies - Goal 1: Curriculum

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 and met in November
Will meet in Spring to review ELA Documents.



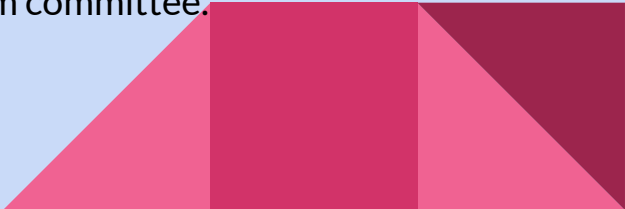
Year 2 Strategies - Goal 1: Instruction

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.



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, PLC time is crucial to this work.

QPA training scheduled through dedicated professional development time, 3 of 4 trainings 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.

Potential programs and budgetary considerations have been identified for K-12 in Computer Science. A program will be implemented in the 20-21 school year. If the FY 21 budget passes, we will begin teacher training and preparation for this transition in grades K-8.

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

Library media specialists will continue collaboration to outline consistent District processes and procedures. The team will reconvene soon to review progress and identify successes and challenges.

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.

Great progress has been made with induction folders (actually binders because of the amount of information in them) which have begun to be used. We are very hopeful that the part time HR assistant will come to fruition so that we can strengthen our induction programs even more (and provide assistance with other important aspects of HR).

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.

Teachers Supporting Teachers is the name that has been chosen for these types of supports. They have been promoting the program at staff meetings. Participation varies, and we will continue to work to increase it. This effort has a strong 'grass roots' feel to it; teachers, after all, know best what types of supports they need.

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

New weekly newsletter format will have a 'volunteers wanted' section. We have lists of current volunteers and plan to also solicit assistance through Community Newsletter and other outreach.

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

Accomplished under the leadership of ELO Coordinator. Forty nine (49) students have (or are) engaged in ELOs this year, and we will continue to expand ELO s.

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

Support staff at each school have been trained in using the same newsletter format for weekly parent communication and will begin using it in March with a prestructured format. Website revisions have been made with more improvements coming this spring.

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.

The District has a news blog to house articles and community newsletters are archived. Beginning in March PDF files of articles linked to the weekly newsletters will be hosted on our 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

Hired an administrator to lead improvements in students' behavioral health through Project Aware and multi-tiered systems of support for behavior. Assemblies and small group meetings with Deo Mwanu to promote inclusiveness, and a positive school culture at middle and high school.

Questions