

# Winship-Robbins Elementary School District Strategic Plan 2011-2016

## **Mission**

*As the keystone of rural education, rich in natural resources and deeply connected to one another, the land and our global community, W-RESD will inspire and challenge students to achieve academic excellence and personal goals, develop character and confidence, and instill habits of learning that will sustain them throughout life; qualified, caring staff will deliver a superior learning experience with gracious professionalism, in cooperation with parents and the larger community.*

### **Beliefs**

- *We believe that all people are equal.*
- *We believe that integrity and honesty build trust.*
- *We believe that all human beings are accountable for their choices.*
- *We believe that responsibility builds character and self-esteem.*
- *We believe that hard work, determination and perseverance lead to achievement.*
- *We believe that respect strengthens individuals and community.*
- *We believe that education provides opportunities.*

### **Objectives**

*Each student will:*

- *Set and achieve challenging academic and personal goals consistent with our mission, and reflect on his or her progress.*
- *Make observable growth in character development consistent with our mission and beliefs.*
- *Demonstrate growth in academic learning as measured by district and state assessment (e.g. CELDT, CST, and District standards-based assessments).*

## **Parameters**

- *All site decisions will be consistent with our mission and objectives.*
- *We will not initiate any new program or service unless it contributes to achieving our mission, the benefits exceed the costs, and if relevant, provides for staff learning.*

## **Vision Pledge**

*Head \* Heart \* Hands \* Strong!*

## **Winship-Robbins ESD Strategic Planning Team**

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## Strategies and Action Plans

<b>Strategy #1</b>	<b>Strategy #2</b>
<i>We will develop and implement a system of personal and academic goal setting for students and staff.</i>	<i>We will provide systematic professional learning that targets essential areas of our mission.</i>
<p><b>Action Plan for Strategies 1 and 2</b></p> <p><i>We will implement a student data system that tracks students' state and district assessments, year by year, to determine student growth and outcomes to strengthen instruction.</i></p>	
<p style="text-align: center;"><b>Action Plan for Strategy 1</b></p> <ol style="list-style-type: none"> <li>1. We will develop and implement goal setting lessons for both academics and character education in all grade levels using a common terminology.</li> <li>2. We will develop a plan to create portfolios for all students that will travel with them from year to year.</li> <li>3. Teachers will collaborate to produce a STAR Blueprint Mapping Matrix that will calendar all standards that must be taught in that grade level.</li> </ol>	<p style="text-align: center;"><b>Action Plan for Strategy 2</b></p> <ol style="list-style-type: none"> <li>1. We will develop and implement a professional learning component tightly focused on effective instructional strategies for English Learner language acquisition. (Note: this was the Action Plan for Strategy 1 and we moved it to 2.)</li> <li>2. The District will provide incentives and time for teachers and aides to attend and Professional Development sessions and/or collaboration time to create team building, accessibility of information, and ongoing successful classrooms.</li> </ol>
<b>Strategy #3</b>	<b>Strategy #4</b>
<i>We will develop and implement a character education plan that includes staff modeling as well as professional development and is consistent with our mission and beliefs.</i>	<i>We will develop, implement and assess systems of communication between all facets of the W-RESD.</i>
<p style="text-align: center;"><b>Action Plan for Strategy 3</b></p> <ol style="list-style-type: none"> <li>1. We will adopt a District-wide system of character education.</li> <li>2. We will implement a positive reinforcement system that acknowledges students' and staff's character growth and confidence.</li> <li>3. We will build positive recognition assemblies based on student achievement of academic and personal goals.</li> <li>4. We will create regular presentations at each site that will reinforce the character trait being highlighted.</li> <li>5. We will devise an accountability system for students and staff that will recognize success in character development.</li> </ol>	<p style="text-align: center;"><b>Action Plan for Strategy 4</b></p> <ol style="list-style-type: none"> <li>1. We will survey all staff in fall 2011 and again in spring 2012 about communication issues.</li> <li>2. We will strategize ways to add collaboration time for teachers and other staff.</li> <li>3. We will set norms for meetings.</li> <li>4. We will survey district parents in spring 2012 in English and Spanish to find out how they perceive the communication at each site and what concerns they have about all programs in the District and at the sites.</li> <li>5. We will revise and update the Code of Professional Ethics in the Board Policy for certificated and classified employees.</li> </ol>

2011/12 Annual Goals are **bolded**

Accomplished goals are checked

2011-16 Plan Board Adopted (July 2011; revised adoption February 2012)