

Board of Directors Procedure No. 1810 - Annual Improvement Goals and Activities

2009-2014 Strategic Improvement Plan

This Improvement Plan is based on the District Mission. Goals are not listed in any priority order.

Mission: The mission of Eastmont School District is to maximize the potential of all students by:

- Providing a safe and secure learning environment for students and staff.
- Ensuring students develop and demonstrate academic excellence.
- Developing partnerships with students, parents, staff and community.

Motto: A Great Place to Learn (*Motto will be updated fall 2009 with staff input.*)

Belief Statements

- The school district must adapt and adjust as students' needs change.
- Higher expectations lead to higher achievement and all students can learn – but in different ways and at different rates.
- Using resources wisely and practicing sound fiscal management will ensure public trust and is essential to District operations.
- Teamwork supports school and program improvements through partnerships with students, parents, staff and community.
- Cooperative and effective communication is necessary for improvement and success.
- The physical, cognitive, and social-emotional development of students shall always be considered in decision-making.

The Board established the following ongoing District Goals:

- 1) Implement and operate from a common strategic plan that addresses student and staff safety, improves student learning opportunities for all students, demonstrates responsible use of public funds, improves trust and respect for the District, prepares for long-term facilities and operation and maintenance needs, increases staff and community knowledge of District, State, and National assessment systems.
- 2) Focus on student issues – kids first.
- 3) Partner with parents to improve student learning.
- 4) Improve public relations, communications, and trust.
- 5) Continue making prudent financial decisions with students as the priority.
- 6) Increase knowledge of board policies and procedures.
- 7) Practice good communication with each other and with the public.
- 8) Attend functions, be in buildings, and get to know staff.
- 9) Maintain health and personal and professional balance.

Board of Directors Procedure No. 1810 - Annual Improvement Goals and Activities

The following Policy Goals and Activities shall be the District's primary focus for 2009-2014 and will be updated annually as needed during June, July, and August. *Indicates the person(s) primarily responsible.

(1000 Board of Directors) Recruit, train, and retain quality Board of Directors.			
Activities	When	Who	Progress
1) Board shall be actively involved in regional and state training opportunities.	Annually	*Board Superintendent	
2) Number Strategic Plan Goals/Activities similar to policy series.	2009-10	*Superintendent	
3) Ensure current policies with common formatting are available on the District's website.	2010-11	*Supt. Sec.	
(2000 Instruction) Improve learning opportunities for all Eastmont students by creating a first class education system through the improvement of curriculum, instruction, assessment methods, and the use of data.			
1) Align core curriculum horizontally and vertically P-12 on a 5 to 10 year cycle for review/revision and adoption.	Ongoing	*C & I Director Admin/Teachers	
2) Develop and implement a K-12 music curriculum.	2009-10	*C & I Director Music Chair	
3) READING – Average District State required tested students shall increase performance by 1% per year.	Ongoing	*Teachers Administrators	
4) MATH – Average District math WASL/course competency tests shall increase performance by 2% per year.	Annually	*Teachers Administrators	
5) WRITING – Average District WASL tested students shall increase performance by 2% per year.	Annually	*Teachers Administrators	
6) SCIENCE – Average District WASL tested students shall increase performance by 2% per year.	Annually	*Teachers Administrators	
7) The percentage of students participating in extra-curricular activities will increase from the prior year.	Ongoing	*Teachers Administrators	
8) Continue training on Powerful Teaching and Learning/Critical Friends Groups within Professional Learning Communities.	Ongoing	*Teachers Administrators	
9) Implement Policy for academic and behavior Response to Intervention (RTI) K-12	2009-10	*Teachers Administrators	
10) Use NWEA testing in reading and math in grades 3 to 10 th to meet student's individual needs with differentiated instruction.	Ongoing	*Teachers Administrators	
11) Use Dibels reading and math testing in grades K-2 to meet student's individual needs with differentiated instruction.	Ongoing	*Teachers Administrators	
12) Develop common grade level report cards for K-4, 5-7, and 8-12.	2010	*C & I Director *Teachers/Admin	
13) Develop competencies for students who wish to challenge a course for credit.	All core by 2011	* Administrators Teachers	
14) Students will perform academically at or above the state average for districts of similar size and demographics.	Ongoing	*Teachers Administrators	
15) Average performance differences based on gender, income, and ethnicity will decrease from the prior year or be no more than 10%.	Ongoing	*Teachers Administrators	

Board of Directors Procedure No. 1810 - Annual Improvement Goals and Activities

16) All schools and subgroups identified as not meeting AYP will demonstrate annual growth in academic areas of concern.	Ongoing	*Teachers Administrators	
17) Annually revise school and district improvement plans using a common template to reflect Federal & State requirements as well as best practices.	Annually	*Administrators Teachers	
18) Implement on-line program for students that is offered as an independent option or blended with traditional program.	Ongoing	*Teachers Administrators	
19) Explore schools within schools at the secondary level. Suggest consideration of emphasis on two programs – (1) hydro and renewable energy engineering/technical skills, and (2) agricultural best practices in orchard/vineyard management and water/soil management.	2009-10	Secondary Administrators	
20) Graduation rate will increase 1% each year.	Ongoing	*All Employees	
21) Ninety (90%) of seniors shall be registered at the conclusion of their senior year at a college, university, technical school, armed services, or be committed to employment . (Nav. 101)	Ongoing	*Counselors Teachers Administrators	
22) Provide transition opportunities between major school levels.	Ongoing	*Administrators Teachers	
23) A K-12 technology curriculum shall be finalized and implemented.	2009-10	*C & I Director Tech Director Administrators	
24) English Language Learners (ELL) programs shall be revised to ensure growth comparable to Districts with similar demographics and populations as well as the State. Priorities shall be intermediate, high school, and then elementary grade programs.	2009-10	*Spec. Prog. Dir. Administrators Teachers/Paras	
(3000 Students) Build morale, trust, and promote transparency with students, staff, and community.			
1) Decrease harassment and bullying of students	Ongoing	*Principals All Employees	
2) Decrease out of school suspensions and expulsions.	Annual Review	*Administrators Teachers Counselors	
3) Provide programs that recognize appropriate behavior, improvement, and academic success.	Ongoing	*Administrators Teachers Counselors	
4) Student surveys will indicate an increasing satisfaction with their school experience.	Ongoing	* Administrators Counselors Teachers	
5) Review/revise drug testing policy and student discipline policy & procedures.	2009-10	*Board Administrators	
6) Review school discipline/dress code.	2009-10	*Board Administrators	
(4000 Community Relations) Build morale, trust, and promote transparency with students, staff, community.			

Board of Directors Procedure No. 1810 - Annual Improvement Goals and Activities

1) Make decisions based on the best interests of students.	Ongoing	All Employees	
2) Explain decisions, admit mistakes and learn from experience.	Ongoing	All Employees	
3) Provide a Sept-May monthly Employee Newsletter.	Ongoing	Superintendent	
4) Visit a school or attend a district event per month.	Ongoing	Board	
5) Attend a district event per week.	Ongoing	Superintendent	
6) Visit each school no less than three times a month.	Ongoing	Superintendent	
7) Deliver paychecks during school year.	Ongoing	Superintendent	
8) Ride each bus during the school year.	Ongoing	Superintendent	
9) Survey employees, students, and parents using the Educational Effectiveness Surveys. Increase use of on-line survey instruments.	Ongoing	*C & I Director Administrators Superintendent	
10) Include assessment related information in employee and citizen publications as well as maintain resource links on the District website.	Ongoing	*C & I Director Tech Director Administrators	
11) Parents shall be involved at each building on parent advisory/site council type planning groups.	Ongoing	*Principals Superintendent	
12) Partner with community businesses when possible.	Ongoing	*Superintendent Administrators	
13) Provide District and school administration information to parents in English and Spanish.	2010	*Administrators Superintendent	
14) Develop an annual District digital report for presentation and download.	Ongoing	*C & I Director Tech Director	
(5000 Personnel) Recruit, train, and retain quality District staff.			
1) Promote leadership from within District through internships and seek candidates for instructional and administrative positions via web advertisements.	Ongoing	*HR Director	
2) Allocate a minimum of .3% of State, Local, and Federal revenue for staff training according to improvement plans.	Ongoing	*Finance Dir. C & I Director Board Administrators	
(6000 Administration & 2000 Instruction) Technology shall be integrated with instruction and used to increase operational efficiencies and accuracy.			
1) Current technology shall be provided as instructional, research, and presentation tools with the most recent equipment and software at the high school level.	Ongoing	*Tech Director Administrators	
2) Current technology shall be provided as a tool to staff with responsibilities requiring computer related technology on a daily basis.	Ongoing	*Tech Director Administrators	
3) Staff without daily computer related responsibilities shall have limited access to technology.	Ongoing	*Tech Director Administrators	
4) Technology training shall be provided to staff on an on-going process.	Ongoing	*Tech Director C & I Dir. Administrators	

Board of Directors Procedure No. 1810 - Annual Improvement Goals and Activities

5) Board decisions, agendas, policies, forms, and other public and internal documents shall be digitized and made available via website.	Ongoing	*Supt. Secretary Tech Director	
(7000 Financial Management Policies) Maintain a financially healthy district that demonstrates responsible use of public funds.			
1) Annual budget expenditures shall not exceed revenue funds or expend the cash reserve below 3.0%. (align with policy)	Annually	*Finance Dir. Administrators Board	
2) Purchases will be made on long-term use and cost rather than short-term cost.	Annually	*All Employees	
3) A minimum of 2% of the district's annual budget will be allocated to each of the following expenditure categories: <ul style="list-style-type: none"> • .5-1% for curriculum/instruction/assessment/training • .5-1% for technology infrastructure and upgrades • .5-1% to maintain and improve facilities and grounds • .25 -.5% to upgrade bus fleet and motor pool • .25 -.5% for safety/security improvements. 	Annually	*Finance Dir. Administrators Board	
4) Facilities, equipment, and grounds will be repaired and maintained to ensure longevity and maximum use of public resources.	Daily	*Maint. Director Administrators Superintendent	
5) The maximum amount of Federal and State resources shall be obtained through quality applications, program implementation, data reporting, and program success.	Ongoing	*Spec. Prog. Dir. *Spec. Ed. Dir. Administrators	
6) Federal and State programs shall be integrated with regular programs and focus on supporting building improvement goals.	Ongoing	*Spec. Prog. Dir. *Spec. Ed. Dir. Administrators Teachers/Paras	
7) Federal and State programs shall maintain compliance with all laws, rules, and official guidelines.	Ongoing	*Spec. Prog. Dir. *Spec. Ed. Dir. Administrators Teachers/Paras	
8) Special programs shall operate within generated revenues.	2009-10	*Spec. Prog. Dir. Administrators Teachers/Paras	
9) Special education shall operate within generated revenues.	2014	*Spec. Ed. Dir. Administrators Teachers/Paras	
10) Transportation shall operate within generated revenues.	2014	*Trans. Director	
11) Reestablish Enhancing Excellence in Eastmont 501C3 Foundation.	2010	*Superintendent	

Board of Directors Procedure No. 1810 - Annual Improvement Goals and Activities

(8000 Non-Instructional Policies): Ensure student and staff safety with emphasis on security and health issues.			
1) Annually revise common emergency response flip chart that includes red/green signaling system.	Ongoing	*Administrators	
2) Improve and provide video camera security systems in all schools.	2010-11	*Tech Director Administrators	
3) Improve exterior lighting and locks.	07-12	*Maint. Director	
(9000 School Facilities) Provide adequate facilities that are well operated and maintained.			
1) Make decisions based on the best interests of students.	Ongoing	All Employees	
2) Improve cleanliness and appearance of all facilities.	Annually	*Custodians All Employees	
3) Initiate repairs within 24 hours for safety issues, 30 days for minor non-safety issues, and 90 days for major maintenance items.	Annually	*Maintenance Custodians Administrators	
4) Maintain accurate and current facility proposal and schedule regular reviews.		*Superintendent	