

NKSD School Board Meeting

District Improvement Plan 2016 - 2017

October 13, 2016

NKSD 2016-17 Strategic Directions & Goals



North Kitsap School District's Mission Statement

The North Kitsap School District, in partnership with the community, will provide an academically challenging educational program to meet the diverse needs of all students in a safe, nurturing environment and empower them to be competent, creative, compassionate and contributing citizens.

Guiding Foundational Principles

These strategic directions and goals frame our purpose and guide our district's leadership team when making decisions and allocating resources. It will focus classroom and school building, and operational goals and align the entire organization on student success. It is a roadmap where our community can visualize the value of our public educational system.



The following are core foundational principles which guide our work.

We believe that:

- The objectives for accomplishing our goals must be measurable.
- Proven methods and best practices will be used and data will be collected ensuring that the district will build and improve its capability and capacity to achieve student outcomes.
- Progress to these goals will be regularly reviewed and evaluated and shared with the community. Goals will be refined with new knowledge and community input.

NKSD Strategic Plan Goals

1. Success for All Students

By 2020, NKSD graduation rate will be in the top 5% of the state. The board's top priority will be to have 100% of third graders reading on grade level by 2020.

Operational Definition: We will empower our students to become competent, creative, compassionate and contributing citizens.

Goals:

1. Deliver instruction aligned to standards
2. Use instructional strategies to maximize student engagement and learning
3. Build and maintain a talented and effective workforce
4. Create safe and nurturing learning environments
5. Provide a variety of opportunities to meet the diverse needs of all students



2. Stakeholder Support and Satisfaction

Operational Definition: Student learning experiences will be supported and enriched by fostering effective communication and purposeful stakeholder engagement.

Goals:

1. Optimize communication strategies which enhance transparency
2. Continuous district improvement based on stakeholder input
3. Increase stakeholder engagement

3. Effective & Efficient Operations

Operational Definition: Support student success through strong fiscal management, facilities planning and effective systems.

Goals:

1. Responsible allocation and expenditure of funds to meet district goals
2. Responsible stewardship of district assets
3. Clear and effective management systems



**North Kitsap School District
District Improvement (Action) Plan
2016-2017**

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<p>RTI / MTSS ELA:</p> <p>1) Implement master schedules offering all students access to core plus more with fidelity. 2) Continue to build capacity to utilize assessments to screen, diagnose and monitor. 3) Provide and use supplemental curriculum to support in specific areas 4) Create professional development systems for struggling and highly capable students in all tiers. 5) Systems to frequently review data to modify interventions.</p>	Teaching and Learning	State and Federal Program Funds, LAP TOSAs, Coaches	Increased achievement on state and district assessments	On-going				
<p>Support use of Ready Gen and Engage NY materials with fidelity:</p> <p>1) Ready Gen Support Leaders (RSLs) in each elementary school.</p> <p>2) Collaboration time for Middle / High School staff.</p> <p>3) Principal PLC to support implementation.</p>	Teaching and Learning	Title II, BEST, Curriculum	Evident through learning walks, monitoring through RSLs meetings	On-going				
<p>PLCs: Utilizing the PLC process outlined by the Steering Committee, grade level and department teams will identify priority learning targets, align assessments, analyze data, use best practices and adjust instruction.</p>	Teaching and Learning	Title II budget used for professional development activities.	Needs Assessment survey, monitoring by principals, Deep Dives, PLC Steering Committee	On-going				
<p>1) Review data from past summer school programs and analyzing research of best practices.</p> <p>2) Provide summer school opportunities to meet student needs.</p>	Teaching and Learning	State and Federal Funds, BEA	Increased achievement on state and district assessments. Increased credit proficiency.	Summer 2017				

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Monitor and improve alignment of core math programs to increase academic achievement and close achievement gaps math K-12.		Teaching and Learning	Title II, BEA, Title I	Increased achievement on state and district assessments	On-going																																								

<p>RTI / MTSS ELA: 1) Implement master schedules offering all students access to core plus more with fidelity. 2) Continue to build capacity to utilize assessments to screen, diagnose and monitor. 3) Provide and use supplemental curriculum to support in specific areas 4) Create professional development systems for struggling and highly capable students in all tiers. 5) Systems to frequently review data to modify interventions.</p>	Teaching and Learning	State and Federal Program Funds, LAP TOSAs, Coaches	Increased achievement on state and district assessments	On-going
<p>PLCs: Utilizing the PLC process outlined by the Steering Committee, grade level and department teams will identify priority learning targets, align assessments, analyze data, use best practices and adjust instruction.</p>	Teaching and Learning	Title II budget used for professional development activities.	Needs Assessment survey, monitoring by principals, Deep Dives, PLC Steering Committee	On-going

District Goal: Success for All Students				
Use Instructional Strategies to Maximize Student Engagement and Learning				
STRATEGY	PERSON(S) Responsible	RESOURCE ALLOCATION	EVIDENCE (Actions, Strategies, and Interventions)	TIMELINE
ACTIVITIES/ACTIONS				
Train new core instructional staff on the use of Instructional Framework.	Teaching and Learning	TPEP grant	Sign ins and evaluations from trainings	Teachers must receive adequate training before they are evaluated. Trainings will begin in August and be held throughout the year.

<p>District and schools will create, monitor, and evaluate required components of schools' improvement plans. Each building will participate in Data Dialogues and Deep Dives.</p>	<p>Teaching and Learning</p>	<p>Specific program funds. Funding allocated for 10 Academic & Behavioral Intervention TOSAs</p>	<p>Each school will meet with the Teaching & Learning team to take an in-depth look at PBIS, SIPs, ELA adoption and Learning Walks, with feedback provided.</p>	<p>On-going Three hour "Deep Dive" meetings will occur during the school year in each school.</p>
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<p>District Goal: Success for All Students</p>				
<p>Create Safe and Nurturing Learning Environments</p>				
<p>STRATEGY</p>	<p>PERSON(S) Responsible</p>	<p>RESOURCE ALLOCATION</p>	<p>EVIDENCE (Actions, Strategies, and Interventions)</p>	<p>TIMELINE</p>
<p>ACTIVITIES/ACTIONS</p>				
<p>Year 1 implementation: Implement a Tier 1 system of supports</p> <ul style="list-style-type: none"> • PBIS leadership team that guides the implementation • Schoolwide positive behavioral expectations • Implement Behavior Matrix for expectations in common areas • Acknowledgement system that recognizes students for using expected behavior both in the classroom and in common areas • Develop agreed upon (by staff) majors and minors flowchart • Databased system for monitoring implementation fidelity and outcomes 	<p>Teaching and Learning & Leadership</p>	<p>Building Coaches, Title II Basic Education Allocation</p>	<p>Reduction in office referrals. Increase in academic achievement.</p> <ul style="list-style-type: none"> • Tier 1 implementation • Tier 2 introduction 	<p>On-going</p>

District Goal: Success for All Students				
Provide a Variety of Opportunities to Meet the Diverse Needs of All Students				
STRATEGY	PERSON(S) Responsible	RESOURCE ALLOCATION	EVIDENCE (Actions, Strategies, and Interventions)	TIMELINE
ACTIVITIES/ACTIONS				
Coordinate the Federal, State and local programs, mandates, and initiatives with departments and buildings to increase family, student and community engagement, program effectiveness, and student performance.	Teaching and Learning	State, Federal, BEA	504 Compliance Process (Safety Net)	June 2017
Transition all programming to meet the requirements of Every Student Succeeds Act (replaces No Child Left Behind.)	Teaching and Learning	State, Federal, BEA	<ul style="list-style-type: none"> • CPR • Program Evaluations 	On-going
NKSD Highly Capable will update systems to identify our top 2 % students who are representative of our community, including subgroups for equitable participation.	Teaching and Learning	HCP Funds, BEA Funds	<ul style="list-style-type: none"> • MDT Meetings • SLPs • COGAT Testing 	February 2016
Professional development for educators of students who are highly capable and general education staff: Differentiation, High Capable Students, Student Learning Plans, CogAT screening etc.	Teaching and Learning	HCP, BEA	<ul style="list-style-type: none"> • Agendas, surveys 	On-going
Identify and provide services to homeless children and youth on each NKSD campus (including non-Title I campuses.)	Teaching and Learning	Title I, BEA	<ul style="list-style-type: none"> • Coordination activities with community agencies. • PD 	On-going
Identify and provide resources and services to foster care children and youth on each NKSD campus.	Teaching and Learning	Title I, BEA	<ul style="list-style-type: none"> • Coordination activities with 	On-going

			community agencies. • PD	
Continue to refine the NKSD response of Migrant students. Allow opportunities for Migrant Students to access PASS Program.	Teaching and Learning	EL, TBIP, BEA	• Coordination activities with community agencies. • PD	
NKSD Native Education Program will identify students of Native American and Alaskan Native to decent to increase Title VII services that provide academic support, and cultural opportunities. These systems will increase attendance, graduation rates, and parent engagement.	Teaching and Learning	NAEP Funds	• Tutoring • Quest Speakers • Building Liaisons	On-going
Senate Bill 5344 As a district reviews and revises social studies and history curricula, RCW 28A.320.170 requires the following: <ul style="list-style-type: none"> • Incorporation of the STI: TSC into current and newly adopted social studies and/or history curricula. • Collaboration with federally recognized Indian tribes within/neighboring their district boundaries. 	Teaching and Learning, Native Education	NAEP	• On-going	
SIOP Trainer will be provided to deepen knowledge and strategies used in the classroom for core instruction for EL students. Train secondary (50) teachers with 3 day SIOP training.	Teaching and Learning	Title III, TBIP	• On-going data/progress data • Share with stakeholders	June 2017

Provide release time for elementary teachers to meet with focus on meeting needs of EL students through GLAD.	Teaching and Learning	Title III, TBIP	All students complete the assessment with fidelity	On-Going
Provide release time for elementary Dual Language teachers to meet with focus on meeting needs of students in program.	Teaching and Learning	TBIP, BEA	<ul style="list-style-type: none"> • SBA Scores • STAR Scores 	On-Going
<p>A system of data collection and evaluation system will be established to facilitate evaluation of the academic programs listed below:</p> <ul style="list-style-type: none"> • Dual Language • Options • AGATE (Suquamish) • ELL • Title I • LAP • ALE • NAEP • Summer Learning • Others to be determined 	Teaching and Learning	State, Federal, BEA	<ul style="list-style-type: none"> • Review data collected about academic programs to identify effectiveness and determine if further or modified implementation is needed. • Recommendations provided to the Board. 	Throughout summer 2016
<p>Alternative Education. Research, develop, and implement options in alternative learning.</p> <ul style="list-style-type: none"> • system for all students • systematic data collection 	Teaching and Learning	ALE Funds	Increase graduation rates	On-going
NKSD staff will be trained in Data Management Program	Teaching and Learning	ORS, Query, My School Data	Train the trainer model for each building	On-going

<p>A system of data collection will be established to facilitate evaluation of extra/co-curricular programs listed below:</p> <ul style="list-style-type: none"> • Athletics <ul style="list-style-type: none"> ○ Boys Sports ○ Girls Sports • Before/after school activities, clubs • Activity Buses • Music • Others to be determined 	Teaching and Learning		<ul style="list-style-type: none"> • Review data collected about extra/co-curricular programs to identify effectiveness and determine if further or modified implementation is needed • Recommendations provided to the Board 	2016-17
<p>Teacher Induction: During the 16-17 school year, district systems and bargained language regarding new teacher mentorship will be implemented fully. Mentors will meet 4 times in the year. Each new teacher will be observed and receive feedback to encourage reflection and growth at least 4 time in the year. The BEST leadership team will meet at least 3 times. The cohort of mentors and coaches in all areas will be strengthened through trainings and collaboration opportunities.</p>	Teaching and Learning	BEST Funds	<ul style="list-style-type: none"> • Increased achievement • Attainment of teachers 	2016-2017
<p>Professional Learning: Systems for promoting effective learning are established, and will continue to monitor system development using data and research of best practice. The PD Committee will meet at least 3 times during the year, and will utilize the Standards for Professional Learning as recommendations are made. District and building PD plans will align around 4</p>	Teaching and Learning	BEA	<ul style="list-style-type: none"> • Increased student achievement 	2016-2017

agreed upon focus areas which are shown through research to result in achievement gains for students.				
District Goal: Stakeholder Support and Satisfaction				
STRATEGY	PERSON(S) Responsible	RESOURCE ALLOCATION	EVIDENCE (Actions, Strategies, and Interventions)	TIMELINE
ACTIVITES/ACTIONS				
Allocate NKSD staff to assist schools to promote strategies to effective increase parental involvement in all schools. Define Family Engagement for NKSD.	Teaching and Learning	State and Federal Programs	Increased Parent Involvement	On-going
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NKSD will take action to conduct, with the involvement of parents, an annual evaluation of the content and effectiveness of the parental involvement policy in improving the quality of Title I schools.	Teaching and Learning	State and Federal Programs	Increased Parent Involvement	October 2015
Students, parents, and staff perceive our schools as safe and well structured. Establish effective school-parent-community engagement processes <ul style="list-style-type: none"> • Create, organize, parent support/partnerships across district • Ensure all schools have parent support networks • Create programs to encourage participation • Create communications network/system regarding events being organized to enhance parent participation/collaboration • Implement Strengthening Families Program at PMS • Ensure website is updated on regular basis 	Teaching and Learning	State and Federal Programs	Increased Parent Involvement	On-going