

**Oroville School District
Strategic Plan**

2017-2023

Mission Statement

To empower all students to reach their full potential.

Vision Statement

To ensure, in partnership with parents and the community, a rich learning environment where all students are inspired to achieve at high levels.

Our Beliefs, Principles and Core Values

All students matter and will be cared for in such a manner.

All community members matter and will be cared for in such a manner.

A healthy organization that nurtures student development is one that expects stakeholders to better self and community through taking responsibility and ownership for concerns, problems and ideas, and by valuing perspectives during honest, respectful and factual communication.

Nothing trumps learning, failure is not an option, and every student can realize high levels of success through a system that guarantees equitable access.

Student access to equitable learning opportunities is determined by the assumptions we do or do not make.

Decisions are made with Integrity and for sustainability.

Inclusivity and collaboration are crucial.

Reflection about choices, decisions and practice is an important life skill and one that encourages an innovative organization that ensures students realize high levels of success.

Student and staff value and model life-long learning

Critical Factors for Strategic Implementation

Confident and competent leadership

Ample financial resources

Appropriate and conducive facilities

Effective School Board governance

A focus on student learning and community growth

A belief that all students can learn at high levels

Professional self-esteem

Quality and focused professional development

Parental and community engagement and support

Motivated, reflective and growth-minded staff

Capacity and value for owning and partnering to address community wide problems/projects

**Oroville School District
Strategic Planning Goals**

GOAL 1

Increase the achievement of all students

GOAL 2

Ensure effective human resources and communication practices to improve student learning for all students

GOAL 3

Ensure financial process, business practices, and safe facilities to support the improvement of learning for all students

Goal 1: Increase the achievement of all students

Objective 1: Develop system infrastructure to support academic, social and behavioral wellbeing of all students

Strategy	Activities	Timeline	Person/People Responsible	Status
1) Develop Professional Learning Community Systems to ensure Strategies 1, 2, 3, & 4	<ol style="list-style-type: none"> 1. Provide high quality training on PLCs 2. Provide site visits on successful PLC work 3. Align district resources (i.e. time, PD model) to support the sustainability of PLC work 	<p>Fall 2021-Spring 2023</p> <p>Spring 2021-Spring 2022</p> <p>Fall 2021-Spring 2022</p>	<p>Superintendent Principals State and Federal Director District certified and classified staff</p>	<p>Professional Developments Calendars and Consistent Framework Implemented</p> <p>Next steps: Site visits, PLC Conferences 2019-2020</p>
1a) Develop and align Essential Power Standards k-12	<ol style="list-style-type: none"> 1. ES focus on math standards 2. Secondary focus on ELA standards 3. ES focus on ELA 4. Secondary focus on math 5. Secondary focus on content standards 6. ES focus on content standards 	<p>Fall 2021-Spring 2022</p> <p>Winter 2017-Spring 2021</p> <p>Fall 2017-Fall 2018</p> <p>Fall 2021-Spring 2022</p> <p>Fall 2017-Fall 2021</p> <p>Fall 2017-Fall 2021</p>	<p>Curriculum Director Principals State and Federal Director District certified and classified staff</p>	<p>Cyclical Process and being Implemented</p> <p>Next steps: Employ WSLA coach to expedite Standard Deconstruction</p>
1b) Ensure formative and summative assessments for measuring deficits and/or mastery	<ol style="list-style-type: none"> 1. ES focus on math standards 2. Secondary focus on ELA standards 3. ES focus on ELA 	<p>Fall 2021-Spring 2022</p> <p>Winter 2017-Spring 2021</p> <p>Fall 2017-Fall 2018</p>	<p>Curriculum Director Principals State and Federal Director District certified and classified staff</p>	<p>OSD Progress Monitor Assessment Flowchart Implemented</p>

	<ol style="list-style-type: none"> 4. Secondary focus on math 5. Secondary focus on content standards 6. ES focus on content standards 	<p>Fall 2021-Spring 2022</p> <p>Fall 2017-Fall 2021</p> <p>Fall 2017-Fall 2021</p>		<p>Next steps: Cyclical Training</p>
<p>1c) Develop a tiered intervention model for student growth</p>	<ol style="list-style-type: none"> 1. Assess schedule and resource alignment 2. Align/adjust schedule and resource for tiered structure 3. Implement PLC, standards and assessment system 4. Align governance, resources and expectation for intervention services 	<p>Fall 2021-Spring 2022</p> <p>Fall 2021-Spring 2022</p> <p>Fall 2017-Spring 2023</p> <p>Fall 2017-Spring 2023</p>	<p>Superintendent Principals State and Federal Director District certified and classified staff</p>	<p>Developed and Implement Intervention/Enrichment Bell Schedules and Calendars</p> <p>Next Step: Cyclical Employment, Refine Assessment Process Around Tier One Standards</p>
<p>2) Institute data management System</p>	<ol style="list-style-type: none"> 1. Implement Pilot (i.e. uploads, permissions) 2. Provide technical training 3. Streamline monitoring of specific target population(s) 	<p>Winter 2021-Spring 2022</p> <p>Winter 2017-Spring 2023</p> <p>Fall 2021-Spring 2023</p>	<p>Curriculum Director Superintendent Principals State and Federal Director Counselor PLC</p>	<p>Implemented, Not Yet with Fidelity</p> <p>Next Step: Progress Monitoring in Data Management System, Admin PLC in System to Build Capacity</p>

<p>3) Develop Progress Monitoring System</p>	<ol style="list-style-type: none"> 1. Implement structure in alignment with data management systems 2. Align policy/procedure (i.e. attendance, failure rate, parent engagement, grading practice) 3. Provide training/PLC support 4. Provide site visitations of PLC work 	<p>Fall 2021-Spring 2023</p> <p>Fall 2021-Spring 2022</p> <p>Fall 2017-Fall 2023</p> <p>Fall 2017-Spring 2023</p> <p>Spring 2022-Spring 2023</p>	<p>Curriculum Director Superintendent Principals State and Federal Director Counselor PLC</p>	<p>OSD Progress Monitor Assessment Flowchart Implemented, Developed and Implement Intervention/Enrichment Bell Schedules and Calendars, Intervention Committee, Child Study Team, Profile Meetings Implemented</p> <p>Next Step: Cyclical PLC Training</p>
<p>3a) Develop Profile Meeting System</p>	<ol style="list-style-type: none"> 1. Implement structure 2. Provide training 3. Provide sight visitations of PLC work and SMART goal setting 	<p>Fall 2016-Spring 2017</p> <p>Fall 2017-Spring 2018</p> <p>Spring 2018-Fall 2023</p>	<p>Superintendent Principals State and Federal Director</p>	<p>Implemented</p> <p>Next Step: Cyclical Process</p>
<p>3b) Develop Child Study Team System</p>	<ol style="list-style-type: none"> 1. Implement structure 2. Provide training 3. Provide site visitations 	<p>Fall 2016-Spring 2017</p> <p>Fall 2017-Spring 2023</p> <p>Spring 2018-Fall 2019</p>	<p>Superintendent Principals State and Federal Director Counselor PLC</p>	<p>Implemented</p> <p>Next Step: Cyclical Process, PLC Training, Whole Child Training, PBIS Training</p>

<p>4) District approved SMART Goals for strategic Goal Number One</p>	<ol style="list-style-type: none"> Align governance, resources and expectation Include personnel into revisions and implementation of the goals 	<p>Fall 2017- Spring 2020 Winter 2017-Spring 2018</p>	<p>Superintendent Principals School Board District certified and classified staff</p>	<p>Approved Next Step: Wider Distribution, Communication and Accounting for</p>
<p>5) PBIS/RTI Policy 2163</p>	<ol style="list-style-type: none"> Align governance, resources and expectation 	<p>Fall 2017- Spring 2020</p>	<p>Superintendent Principals School Board</p>	<p>Implemented Next Step: Reduce Initiative Implementation to Written Procedure, Wider Distribution, Communication and Accounting for</p>
<p>6) Implement governance oversight of enclosed goal Policy 2090</p>	<ol style="list-style-type: none"> Align governance, resources and expectation 	<p>Spring 2018- Spring 2023</p>	<p>Superintendent Principals School Board</p>	<p>OSD Progress Monitor Assessment Flowchart Implemented, Developed and Implement Intervention/Enrichment Bell Schedules and Calendars, Intervention Committee, Child Study Team, Profile Meetings Implemented Next Step: Wider Distribution, Communication and Accounting for</p>

SMART GOAL

- By June 2018/2019, all content area teachers will identify/develop assessments for a process to measure students' growth and achievement of Grade Level Expectation power standards.
- By June 2019, 65% of the students will be at Tier I for their grade level, as measured by district content area assessments identified in goal 1.
- By June 2020, 80% of the students will be at Tier I for their grade level, as measured by district content area assessments identified in goal 1.
- By June 2019, 65% of the 1st through 10th grade students will be at the Tier I target for their grade level in reading and math, as measured by final yearly NWEA RIT scores **and Interim assessments**.
- By June 2020, 80% of the 1st through 10th grade students will be at the Tier I target for their grade level in reading and math, as measured by final yearly NWEA RIT scores **and Interim assessments**.

Problem of Practice:

If OSD students know grade level targets and scales taught by teachers at tier one instruction and thereby can monitor their own progress, then we will see high levels of student growth and achievement.

Theory of Action:

If OSD staff have a comprehensive understanding of their standards and implement 6.3 student trackers for students to self-actualize their own learning of the grade level standards taught, then we will see high levels of student growth and achievement.

Goal 2: Provide human resources and communication practices to improve learning for all students

Objective 2: Develop system infrastructure for improved alignment of resources and communications to support learning for all students

Strategy	Activities	Timeline	Person/People Responsible	Status
Ensure respectful, factual and accurate communication about matters of the district	<ol style="list-style-type: none"> 1. Board Protocol Resolution #278 2. District Communication Guidelines 3. Public Comment Guidelines 4. A commitment to regular modeling and enforcement of these protocols and guidelines 	<p>Fall 2016-Spring 2023</p> <p>Fall 2016-Spring 2023</p> <p>Fall 2016</p> <p>On-going</p>	<p>Superintendent</p> <p>Principals</p> <p>State and Federal Director</p> <p>School Board</p> <p>District certified and classified staff</p> <p>Community</p>	
Ensure personal ownership and a collaborative practice of problem-solving	<ol style="list-style-type: none"> 1. A commitment to regular modeling and enforcement of these protocols and guidelines 2. Nurture a culture for defining problems prior to seeking solutions 	<p>On-going</p> <p>Spring 2017-Spring 2023</p>	<p>Superintendent</p> <p>Principals</p> <p>State and Federal Director</p> <p>School Board</p> <p>District certified and classified staff</p>	

	<ul style="list-style-type: none"> a. By use of establishing norms and protocols within Goal 1 structures 3. Nurture a collaborative relationship with stakeholder groups <ul style="list-style-type: none"> a. By use of establishing norms and protocols within Goal 1 structures b. Policy development and enforcement 	Fall 2017-Spring 2023		
Ensure quality leadership capacity	<ul style="list-style-type: none"> 1. Undergo needs assessment in relationship to 90-day entry plan 2. Prioritize competitive compensation for attracting high quality leadership 3. Provide consistent mentorship and training 4. A commitment to regular modeling and enforcement of these protocols and guidelines 	<p>Fall 2016</p> <p>Winter 2017-Spring 2017</p> <p>Spring 2017-Pring 2023</p> <p>Fall 2016-Spring 2023</p>	<p>Superintendent</p> <p>Principals</p> <p>State and Federal Director</p>	
Attainment, induction and retention of quality personnel	<ul style="list-style-type: none"> 1. Review of hiring practice and procedures Policy 5000 2. Update Policy 5005 Employee Requirements and Policy 5630 Volunteer Approval 3. Establish a mentorship model 4. Provide ample and focused trainings both district wide 	<p>Winter 2017</p> <p>Fall 2016</p> <p>Fall 2017</p> <p>Fall 2016-Spring 2023</p>	<p>Superintendent</p> <p>Principals</p> <p>State and Federal Director</p>	

	<p>vision and individualize trainings</p> <p>5. Provide supportive and effective feedback and evaluation loop</p> <ul style="list-style-type: none"> a. Provide structures provided in Goal 1 b. Establish a site visitation calendar c. Establish district walkthrough calendar 	Spring 2017-Spring 2023		
<p>Focused Professional Development (Informed by student data results and learning-walk data to support Goal Number One)</p>	<ul style="list-style-type: none"> 1. Conduct needs assessment for areas of need in relationship to 90-day entry plan 2. Provide structures provided in Goal 1 3. Align training model with district goals 	<p>Fall 2016-Spring 2018</p> <p>Fall 2016-Spring 2017</p> <p>Winter 2017-Spring 2023</p>	<p>Superintendent Principals State and Federal Director</p>	

Goal 3: Ensure financial process, business practices, and safe facilities to support the improvement of student learning for all students

Objective 3: Develop system infrastructure to support alignment with the strategic plan to improve learning for all students

Strategy	Activities	Timeline	Person/People Responsible	Status
Align state and federal grant outcomes and intent with district vision and district budgeting process	<ul style="list-style-type: none"> 1. Internal audit of programs 	<p>Fall 2016-Spring 2017</p> <p>Winter 2017-Spring 2017</p>	<p>Superintendent State and Federal Director</p>	

	<ol style="list-style-type: none"> 2. Dedicate administrative resources 3. Develop executive summary and action plan for program compliance and alignment 4. Monitor action plan 5. Maintain orderly record of compliance for Consolidate Program Review (CPR) 	<p>Winter 2021-Spring 2023</p> <p>Spring 2017-Spring 2020</p> <p>Spring 2017-Spring 2023</p> <p>Spring 2017-Spring 2022</p>		
Maintain fiscal accountability and compliance	<ol style="list-style-type: none"> 1. Approve minimum fund balance Policy 6022 2. Monitor established target for ending fund balance 3. Adopt a budget, including funding priorities as set forth in district strategic plan 4. Established formal expectation that expenditures align with the goals of district strategic plan 	<p>Spring 2017; Annually</p> <p>On-going</p> <p>Summer, annually</p> <p>On-going</p>	<p>Superintendent Business manager School Bard</p>	

<p>Committee establishment for the purpose of on-going assessment of facilities needs and up keep</p>	<ol style="list-style-type: none"> 1. Establish committee(s) for routine facility assessment 2. Prioritization of facility needs and align with funding source: Routine allocation, Capital projects levy 	<p>Fall 2017</p> <p>Winter 2017-Spring 2023</p>	<p>Superintendent Business manager Community School Board</p>	
<p>Prioritize student retention and increase FTE</p>	<ol style="list-style-type: none"> 1. Conduct 90-entry plan to establish understanding for FTE decline 2. Prioritize list of areas for improvement 3. Establish policy and procedure for appropriate lines of communication 4. Establish district processes/procedures for hearing and addressing stakeholder concerns (Refer to Goal 1) 5. Nurture Oroville School District pride and image 6. Resource allocation to bolster potential of marketable programs 7. Regular survey outreach to engage community/families in productive and 	<p>Fall 2016-Winter 2017</p> <p>Fall 2016-Winter 2017</p> <p>Fall 2016-Winter 2017</p> <p>Fall 2016-Winter 2017</p> <p>Fall 2016-Spring 2023</p> <p>Spring 2017-Spring 2023</p> <p>Fall 2016-Spring 2023</p>	<p>Superintendent Business manager Community School Board</p>	

	proactive feedback loop			
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