

Tumwater School District Strategic Plan Summary 2016-2021



Strategic Plan Timeline: 2016-2021



Continuous
Student Learning
in a Caring,
Engaging
Environment

PHASE ONE – PRE-PLANNING

- **December 2015-April 2016:** Superintendent and District Leadership Team worked with facilitator to design a process, review District data, and identify a goal framework to set the stage for developing a new plan.

PHASE TWO – INPUT & STRATEGY FORMULATION

- **May 2016:** Tumwater School District Summit – a representative group of 100 community members, community leaders, parents, staff and students met on a Friday evening to develop goals and strategies to achieve them.
- **Summer 2016:** District Leadership Team met to synthesize the input from the Summit and make final recommendations for the goals, strategies, and key actions. Six goal areas were identified: Early Learning, Whole Child, Choice/Flexibility, Academic Success, Community Engagement, and Operational/Fiscal Effectiveness.

PHASE THREE – ACTION PLANNING

- **Summer/Fall 2016:** Superintendent and District Leadership Team finalized the key actions for the new Strategic Plan. The Board of Directors reviewed and provided final comments on the draft plan.

PHASE FOUR – REVIEW/RENEWAL

- **Ongoing plan** in place to review and renew the Strategic Plan annually and as new opportunities for improvement emerge.



Strategic Plan Goals & Strategies

EARLY LEARNING

By 2021, all Tumwater families will have access to high quality early learning services which help prepare students for kindergarten.

Strategies

- Conduct needs assessment of TSD families with children ages 0-5 and categorize
- Work with community partners to fill gaps for families with children ages 0-5, including professional development for school staff, area providers and parents
- Identify early learning resources within our community and determine gaps for families with children ages 0-5
- Connect families with children ages 0-5 and community members to disseminate identified early learning resources
- Evaluate and monitor our efforts for families with children ages 0-5 and plan for future sustainability

WHOLE CHILD

By 2021, a system of supports and interventions will be fully operational in each school to address social/emotional barriers to learning and success.

Strategies

- Conduct/enhance professional development for staff on strategies related to trauma informed classrooms
- Create a mental health task force to include community partners, nurses, school psychologists, counselors, etc.
- Create a student referral/triage model for the access of mental health services
- Create a service provider list for student/family services for use across the District
- Conduct trainings for parents on parenting and behavior management
- Create/enhance existing multi-tiered support systems in each building related to social emotional support
- Conduct asset mapping of existing resources

CHOICE/FLEXIBILITY

By 2021, expanded educational options will provide career and/or college pathways for all students to successfully graduate and achieve their post-secondary goals.

Strategies

- Develop community-based partnerships and learning opportunities for students
- Utilize the high school and beyond plan in grades 6-12 for all students to chart a personal pathway for graduation and post-high school choices
- Develop school day/extended day/summer school learning opportunities for students to earn credit (including middle school)
- Coordinate program/course development efforts with New Market, Secondary Options, and Higher Education partners
- Develop and implement proficiency-based options students may pursue for HS credit
- Increase and/or expand CTE course equivalency options for students

ACADEMIC SUCCESS

By 2021, each school will have academic intervention systems in place to identify and meet the unique learning needs of all students.

Strategies

- Create and expand support systems for students/families focused on attendance and academic progress/achievement
- Expand school/District outreach/supports to disadvantaged students/families
- Align academic interventions with assessment data identifying specific learning needs and struggling populations
- Provide vertical teaming opportunities (Elementary-MS-HS) to coordinate academic support systems and programs with an emphasis on transitions (Elementary-MS-HS)
- Refine District assessment system to provide timely, useful academic data aligned with State learning standards
- Provide professional development opportunities to all staff in order to better meet the unique learning needs of all students
- Offer incentives to families for attendance and academic success using the PBIS approach

COMMUNITY ENGAGEMENT

By 2021, increased business and community partnerships will help students overcome barriers to learning and provide new community-based learning opportunities for students.

Strategies

- Work with community partners to establish and support a family community-resource center in Tumwater to address a full range of student and family needs
- Increase and promote parental involvement opportunities in each school to support student learning and promote effective partnerships with parents
- Build upon and expand community partnerships to support achievement of each strategic planning goal
- Engage with community first-responders and local leaders to refine and improve the District's comprehensive safe schools plan
- Expand and strengthen the District's use of social media and other communication tools to inform and engage families and community throughout the year

OPERATIONAL/FISCAL EFFECTIVENESS

An annual analysis of fiscal and operational effectiveness will be conducted to identify and implement efficiencies and improvements necessary to achieve District goals.

Strategies

- Research comparison districts to evaluate current staffing levels in all District operations and recommend any needed adjustments as part of the budget/staffing process
- Expand access to Skyward system "rights" to increase efficiency and effectiveness of data functions in schools and departments
- Develop a professional development program for transportation staff addressing management of students using positive interventions consistent with school level practices
- Review, consider and implement improvements to our current structure for custodial supervision and support
- Review current use of District office meeting space, policies/practices impacting availability and demand, implement changes summer of 2017
- Ensure office and technical staff K-12 have opportunity to meet and coordinate data management functions across levels, and problem-solve emerging data issues (Skyward)
- Create a centralized process for scheduling and use of District facilities by staff and community members to ensure coordination, effective planning and consistency
- Research, develop and implement an electronic forms program to replace paper forms in the District
- Review current plan for execution of buildings/grounds functions and develop recommendations for DLT consideration as part of budget/staffing process

FOR MORE INFORMATION on action plans to support each goal, contact the goal team leader for each goal area:

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