

**Board Approved Strategic Plan
 “Living Document to be Revisited by the Board”**

March 28, 2011 School Board Meeting

GOAL #1 ORGANIZATIONAL CULTURE

All participants in our organization exhibit enthusiasm, feel valued, and find joy in their commitment to student learning and achievement.

Preferred future statement:

In 2015, Port Angeles School District is renowned throughout the nation as a mutually respectful community of adults & youth working collaboratively to ensure success for all.

Objective #1

Create a culture of trust among staff, students, and community.

Action Item 1	Start/End Date	Responsible
Meet with Association Presidents to choose a facilitator to work with District facilitator	3/2011-4/2011	Presidents' Council District Administration
Action Item 2		
Get two facilitators together to work with each other, then with Associations and District to begin creating a culture of trust	5/2011-8/2011	Kenneth Jones and Facilitator for Associations
Action Item 3		
Communicate the work by personally visiting all school sites and departments	6/2011-6/2015	Board Members District Administration Association Representatives
Action Item 4		
Next steps determined by the Action Items above	9/2011-6/2015	Board Members District Administration Association Representatives

Objective #2

Create an efficient and effective communication system where the decision-making process is transparent and all stakeholders are well informed. (Note: Most effective is brief and decision/action items are first.)

Action Item 1	Start/End Date	Responsible
Organize a Communications Task Force to evaluate modes of communication, redundant messages, streamlining information so we can become more effective and efficient in sending out our message	4/2011-9/2011	Communications Specialist Task Force Members including a student

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GOAL #1 ORGANIZATIONAL CULTURE (Continued)

Objective #3

Have 100% of students in Grades 7-12 engaged in extracurricular activities.

Action Item 1	Start/End Date	Responsible
Update Club Info on website	4/2011-6/2011	CSB Administration Building Principals Club Sponsors
Develop a leadership survey to increase student involvement	6/2011-6/2015	Leadership Class at PAHS
Have students sign up for 2 clubs, or extracurricular activities when they register for classes	7/2011-6/2015	Staff/students

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GOAL #2 STUDENT ACHIEVEMENT

All students will graduate and be prepared to live up to their potential and have the tools to pursue their aspirations

Preferred future statement:

All students are prepared to learn in an environment that provides the curriculum and opportunity at all levels. With continuous mentorship, encouragement and celebrations, they graduate and are prepared socially and academically for a life-long journey of growth and success as valued members in their community

Objective #1

All students receive engaging, informative instruction throughout the system as demonstrated by student/parent data.

Action Item 1	Start/End Date	Responsible
Communicate new teacher and principal criteria	4/2011-6/2015	Board Members CSB Administration
Action Item 2		
Write into PAEA Collective Bargaining language that the Association and the District will collaborate on the new evaluation language	5/2011-8/2011	PAEA Representatives Team District Bargaining Team
Action Item 3		
Utilize the new evaluation system to support professional development for teachers and principals	9/2011-6/2013	PAEA Representatives Team District Bargaining Team
Action Item 4		
Attempt to place teachers in their areas of passion and expertise	6/2011-6/2015	District Administration PAEA Board Members
Action Item 5		
Evaluate policies around evaluation and bring them up-to-date	6/2011-6/2013	Policy Committee Board of Directors

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GOAL #2 STUDENT ACHIEVEMENT (Continued)

Objective #2

All students will receive the necessary support to successfully matriculate through the system.

Action Item 1	Start/End Date	Responsible
Recharge the system with the Advisory at PAHS/LHS, Teams at the MS and significant adult with elementary students	9/2011-6/2015	District Administration Building Principals
Action Item 2		
Engage Joe Martin, Motivational Speaker in conjunction with Peninsula College	9/2011	District Administration Board member/Peninsula College Representative
Action Item 3		
Establish a Collaborative Time Task Force and evaluate the value of common Collaborative Time	3/2011-5/2011	Collaborative Time Task Force

Objective #3

Reinstate all day kindergarten as soon as fiscally sustainable.

Action Item 3	Start/End Date	Responsible
Support for all day kindergarten when fiscally sustainable	On hold	School Board

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GOAL #3 RESOURCES

To have the resources (time, talent & treasure) necessary to meet district student achievement goals.

Preferred future statement:

An upswing in community and inter-district partnerships will provide additional effective support to achieve a 100% graduation rate. We will come together to develop a resource base (bonds, levies, outside grants, state and federal funding & donations) to build innovative campuses where teachers, support staff, technology & students are all on the cutting edge.

Objective #1

Create a more efficient and equitable resource distribution system.

Action Item 1	Start/End Date	Responsible
Continue to monitor and be diligent about equity in the system	3/2011-6/2015	District Administration Board Members
Action Item 2		
Communicate Process	6/2011-6/2015	District Administration Board Members

Objective #2

Create an infrastructure that supports student learning.

Action Item 1	Start/End Date	Responsible
Create a Task Force to study the restructuring of elementary education	9/2011-12/2011	Restructure Task Force
Report Recommendation	12/2011	Restructure Task Force
Board Action (if required)	1/2012	School Board
Implement Plan (if needed)	2/2012	District Restructure Team
Action Item 2		
Pass a capital bond	By 6/2015	Board of Directors
Pass a tech levy	By 6/2015	Board of Directors

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GOAL #4 ADAPTABILITY

To be adaptable in our support of student achievement.

Preferred future statement:

We will have a system in place able to take in information and proactively adapt to whatever challenges and opportunities are presented.

Objective #1

Create a data-driven adaptable education system.

Action Item 1	Start/End Date	Responsibility
Hire an Information Technology Services Director	6/2011-9/2011	Technology Committee Board Members

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GOAL #5 COMMUNITY

To have community support for the value of education in the midst of community changes and to have education as THE priority in the Port Angeles community.

Preferred future statement:

Port Angeles embraces education as a positive central feature of a healthy, attractive place to live. The communities connectedness to Port Angeles School District is demonstrated by: partnership to improve social, physical, emotional well-being and academic achievement; a strong volunteer base and resources to achieve student success; open two-way communication; high level of parent/guardian involvement in schools; school staff and STUDENTS are engaged in community projects. The priority of the community is a commitment to the success of ALL students.

Objective #1

Leverage community resources and expertise to further the education of all students.

Action Item 1	Start/End Date	Responsible
Create a standing steering committee to coordinate the leverage of community resources to: <ul style="list-style-type: none"> • Identify what we have • Identify what we need 	7/2011-6/2015	District Administration
Action Item 2		
Restructure Communications Specialist position to include Outreach/Community Liaison position	7/2011-12/2011	District Administration Board Members