



Strategic Plan
2011-14

Development of the Strategic Plan

Twenty-one years ago, Washington Union's Board of Trustees determined the need to set long-range goals and objectives for the district. The Board selected a process called Strategic Planning, in which district administrators, teachers, Board members and parents looked at the state of the district and planned a course of action in six different goal areas. They also discussed the district's beliefs about students and learning, and from these discussions, developed a mission statement for the district.

The establishment of long-range objectives allows all district staff members to focus on the same goals for improving student achievement. The Strategic Planning Committee reviews and evaluates the district's progress by looking at student achievement data, parent surveys, and other information related to the attainment of the plan's goals and objectives. In 2003-04, the committee revised the district's Mission Statement and defined the district's core values. In 2009 the committee added a finance goal and combined the curriculum and instruction goal to reflect curriculum, instruction and accountability.

This pamphlet contains the district's goals and objectives for 2011-14, developed in the spring of 2011. The six goals in the Strategic Plan are general statements about the district's focus in that particular area. The objectives in each goal area provide measurable, time-related information about the focus of the district for the next three-year period. The Strategic Planning Committee will review the progress made toward each of the objectives in February.

DISTRICT MISSION STATEMENT	OUR DISTRICT VALUES:
<ul style="list-style-type: none"> To create a safe, friendly, dynamic learning environment; To promote excellence in student academic achievement challenging the ability of each individual; To nurture positive personal, social and civic growth and responsibility; and To instill a lifelong love of learning. 	<ul style="list-style-type: none"> Decision-making based on the Best Interests of Students Integrity Mutual Respect and Compassion Effective Leadership and Accountability at All Levels Communication, Cooperation and Teamwork Excellent Staff

Strategic Planning Committee			
Kathy LaGrandeur	Tom Hovde	Tom Mallett	Suzanne du Verrier
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CURRICULUM, INSTRUCTION AND ACCOUNTABILITY GOAL: We will provide an enriching, challenging curriculum which is aligned with state standards, is articulated across grade levels and demonstrates powerful teaching and learning to maximize student performance and serve all students equitably.

Curriculum, Instruction & Accountability Objectives	Measurement
CIA1. The district will complete the objectives as described in the Technology Plan and by June, 2012, write a new 3-year plan. (2012-2015)	Student performance on Technology Plan objectives as described in annual reports to the Board
CIA2. By June 2013, 40% of the students will exceed district standards in language arts.	Student performance reports using the district's Multiple Measures Index
CIA3. By June 2013, 45% of the students will exceed district standards in math.	Student performance reports using the district's Multiple Measures Index
CIA4. By June 2012, district multiple measures will be implemented to include history/social science and science.	Student performance reports using the district's Multiple Measures
CIA5. Annually, all three schools will use student performance data to evaluate the objectives in their Single School Plan for Student Achievement.	Student performance on measurements in each of the Single School Plan's objectives
CIA6. Over the next two years, (2011-13), RtI instruction will be provided by teachers to meet the academic needs of all students, including remedial and enrichment, in language arts and math.	Student performance reports using the district's Multiple Measures
CIA7. Over the next three years, (2011-2014), Common Core State Standards will be implemented district-wide, beginning with kindergarten and first grade during the 2011-12 school year.	Student performance reports using the district's Multiple Measures

FACILITIES GOAL: We will maintain and improve facilities so that each student may learn in a welcoming, functional and dynamic environment.

Facilities Objectives	Measurement
F1. During the 2011-12 school year, the district will monitor the maintenance of the facilities at all three schools and identify capital projects.	Report to Board on projects
F2. During the 2011-12 school year, working with local agencies, the district will monitor the progress and the grant status to resolve the water quality issues at San Benancio and Washington Union schools.	Board report on water systems at San Benancio and Washington Union
F3. Over the next two years (2011-2013), the district will investigate ways to improve playground/athletic facilities at the three schools and seek appropriate funding sources.	Report to the Board on improvement plans
F4. During the 2011-12 school year, each site will review and evaluate emergency procedures. (hostile intruder, access to campus, phone system at Washington Union, etc)	Spring Board report on District and school safety plans

STAFF GOAL: We will recruit and retain exceptional staff who hold high expectations, who participate in professional growth opportunities and who are valued and recognized for their efforts.

Staff Objectives	Measurement
S1. During the 2011-2012 school year, the district will support and encourage staff members to seek out and participate in professional development activities.	Board report on staff development activities and participation rates
S2. Over the next three years (2011-2014), teachers will participate in information and practicum workshops to prepare for the implementation of Common Core State Standards.	Student performance on classroom, district, and state assessments
S3. During the 2011-12 school year, the staff will receive ongoing technology training based on identified needs in alignment with the objectives in the district's (2009-12) Technology Plan.	Teacher evaluation reports on training sessions Results of staff technology surveys
S4. During the 2011-2012 school year, the district will provide staff development in the core areas of Language Arts, Math, Science, History/Social Studies and/or P.E.	Teacher evaluation reports on training sessions in the core areas
S5. During the school year, staff will utilize Restructured Days to enhance and foster a collaborative environment amongst staff to increase student achievement.	Student performance on classroom, district, and state assessments

CLIMATE GOAL: Students, staff and parents will enjoy a friendly, respectful and safe learning environment that encourages responsible, productive and innovative learning opportunities.

Climate Objectives	Measurement
CL1. During the 2011-12 school year, the district will expect healthy, respectful and responsible attitudes in students, staff and parents.	Board report on program outcomes Staff and student survey results
CL2. During the 2011-12 school year, our schools will maintain a safe, orderly, respectful and positive learning environment for all students and staff.	Board review of student behavior data Staff and student survey results
CL3. During the 2011-12 school year, the district will implement district-wide character development and anti-bullying programs.	Board adopted character development and anti-bullying programs
CL4. For a three-year period (2010-2013), district schools will continue to promote and publicize opportunities for students to participate in community service activities and continue to recognize their efforts.	Board review of individual and group community service activities at each school
CL5. During the 2011-12 school year, the district will provide opportunities for staff and students to participate in activities which develop an appreciation for the importance of environmental conservation.	Board review of report on progress in effective implementation of practices

COMMUNITY RELATIONS GOAL: We will promote and develop positive relations with all segments of the school community, in order to foster open communications, accessibility to school facilities and pride in the schools.

Community Relations Objectives	Measurement
CR1. For a two year period (2011-2013), the district will continue to update and expand its web site, using current technology and its interactive features.	Ongoing review of the web site for updated information
CR2. During the 2011-12 school year, the district will seek new ways to improve contacts with local media to publicize positive achievements in the schools.	Log of stories regarding the schools in the local media
CR3. During the 2011-12 school year, the district will review and implement strategies to improve any parent survey response areas that have received less than a 90% satisfaction rate.	Board report on areas to be addressed from the spring 2011 parent survey results
CR4. Parent responses to the Annual Survey will be maintained at 58-60 %.	Board report on Annual Parent Survey results
CR5. During the 2011-12 school year, the district will continue to broaden parent participation in school site and district committees, such as Strategic Planning, School Site Council and Board meetings.	Spring Board report on increased parent participation on district committees

FINANCE GOAL: We will ensure that the district's budget is aligned, integrated and evaluated to maintain fiscal solvency.

Finance Objectives	Measurement
FG1. Over the next three years (2011-2014), the district will communicate budget information regularly and seek methods to reduce deficit spending.	Budget reports to the Board
FG2. Over the next two years (2011-2013), the district will project and plan for innovative educational programs.	Board approval of programs
FG3. During the 2011-2013 school years, the district will implement and monitor Learning Centers at Toro Park School and Washington Union School.	Program reports to the Board
FG4. Over the next two years (2011-2013), the district will collaborate with WUEF and Parents' Club to promote our schools and maximize funding sources.	Increased participation in WUEF and Parents' Club events and increased funding base
FG5. During the 2011-2012 school year, the schools will communicate to parents the financial implications and importance of regular daily attendance to maintain an average daily attendance (ADA) of 97%.	Board review of monthly average daily attendance reports
FG6. Over the next two years (2011-2013), the district will continue to seek funding sources to assist in expanding its visual and performing arts program and technology resources.	Board approval of plan for program expansion