

**Loomis Union School
District
Strategic Plan**

2016-2019



Strategic Plan 2016-2019

The Loomis Union School District's (LUSD) strategic plan is the district's primary source of direction and vision. Our District's strategic plan commits to preserve the quality of the current educational program, while setting the course for the future. The initial strategic plan was created after receiving input from staff and the community. Following the gathering of input, a strategic planning committee, comprised of staff and parents met to outline priority areas and create objective goals and strategies. Much of the original strategic plan remains intact.

The current strategic plan has been revised to reflect the current vision and goals of the LUSD. These goals have been developed as a result of analysis of a variety of data sources, including but not limited to:

- State and district level student academic performance data
- Parent and staff survey data
- Staff feedback from professional development day surveys
- Common Core national academic standards for English Language Arts (ELA) and Math
- Previous LUSD strategic plan goals and action steps not completed

The following is included in the LUSD strategic plan document:

- Vision, Mission, and Belief Statements
- Board of Trustees Foundational Goals
- LUSD Points of Pride
- Three Year Objectives & Strategies in each of the six main areas of focus
- Action Steps for each of the Objectives

Guiding Principles

Vision

The Loomis Union School District will become a premier school district, evoking pride within an involved community and empowering staff to meet the needs of all students through premier educational programs and facilities.

Mission

The mission of the Loomis Union School District is to provide outstanding educational instruction so that each of our students is enabled to reach their full potential.

Beliefs

- All students can learn when a love of learning is fostered in a positive, supportive, safe, and caring environment.
- Teachers are the focal point of the instructional program.
- Our school system is an integral part of the larger Loomis basin community.
- Education is a “team” partnership among students, staff, families and the community.

Board of Trustees Foundational Goals

- Provide an engaging and challenging instructional program
- Provide high quality ongoing professional development for all employees
- Maintain fiscal excellence
- Celebrate student and staff achievement and accomplishments
- Maintain human resources excellence

Academic Excellence

The Loomis Union School District consistently scores in the top 10% regionally on the California Assessment of Student Performance and Progress (CAASPP). Many LUSD students have achieved academic honors or other forms of success both regionally and nationally. Our district prides itself on quality classroom instruction and provides employees with numerous professional development opportunities. The number of LUSD staff receiving advanced degrees has increased dramatically over the past four years.

Co-curricular/Extra-curricular Programs

Our District provides numerous co/extra-curricular programs that support and complement the academic program including band, choir, second language, physical education and athletics. All district students have access to music instruction taught by credentialed teachers and can participate in band and choir. Many LUSD students regularly perform at regional concerts, honors festivals, and community events. There are credentialed physical education teachers at all district schools who provide regular instructional to all students TK-8th grade. The Loomis Basin community boasts a rich tradition of athletic excellence. The Loomis Basin Athletic League (LBAL) provides athletic opportunities for students in 4th – 8th grade. It is common for LUSD students to qualify and compete at the national level in a variety of athletic events. Beginning in 2015, LUSD began offering second language instruction to students. At most schools Spanish is being taught by fully credentialed staff, however one of the district schools provides American Sign Language as part of their STEAM program. The Loomis Basin Education Foundation (LBEF) continues to support these programs with annual contributions.

District of choice for families

Our District has a large number of students that transfer in from other districts and a very small number of students who leave our district for other districts or schools. Families recognize our high level of academic achievement and the benefits of a TK-8th program. In the most recent parent survey, 93% of parents indicated they would refer others to attend schools in LUSD. The Loomis Union School District has become a desired destination for Placer county families.

Fiscal solvency

Our District is fiscally healthy and maintains adequate reserves. The Board of Trustees operates from a fiscally responsible and conservative position that is expected by the community. Our Board and district office continues to communicate to all staff and community members on the budget development process and current fiscal improvements and challenges. Three year budget projections are done annually to ensure our district is being responsible stewards of the district's funds.

Recognizing our Great Students/Great Citizens

Students are continuously recognized for achievement in academics, athletics, music, and citizenship through academic honors programs at each school and across the district. Students participate in several academic contests and events including; county spelling bee, local and regional writing contests and other opportunities as they arise. Each June, there is a district-wide eighth grade promotion ceremony to honor students throughout the district. In all of the LUSD schools, students demonstrate exemplary citizenship. The incidence rate of inappropriate/unacceptable behavior for students is very low. The K-8 environment provides an opportunity for older students to mentor younger students on the same campus. Parents have indicated that one of LUSD's greatest strengths is the K-8 program. Annually the Board of Trustees' host a recognition program that celebrates outstanding student achievement in community service, positive citizenry or a positive contribution to their school and/or community.

Parental Involvement/Family Atmosphere

Parents are actively engaged in supporting each school. This is evidenced by a large number of parents who regularly volunteer in classrooms, at school events and for service projects at all LUSD schools. Parent Teacher Clubs (PTC's) raise funds to support school efforts including; technology, physical education, art, field trips and assemblies. There is a rich tradition of family and community values within our district. This is evidenced by the degree of involvement and support families provide to the LUSD schools. In addition, the LBEF contributes thousands of dollars annually to district schools to support a variety of programs.

Pride in maintaining and sharing facilities

Our District takes pride in the appearance of school sites. We strive to provide schools that, regardless of age, are kept in "premier" condition and presentation to the community. LUSD facilities are constantly being utilized by our schools and community. Funds generated by facility rentals have been used to maintain and provide much needed improvements. Our district works closely with local organizations and youth groups to solicit feedback and ensure our facilities are accessible and affordable.

Sense of community and tradition

The Loomis basin community has a rich tradition of community pride. Families strongly support their individual schools. Each site has a rich historical background with local community members maintaining their support of schools after their children have graduated. Graduates of LUSD schools routinely return to their alma maters to volunteer time and contribute back to their elementary schools. Our district works collaboratively with Del Oro and the Placer Union High School District to ensure alignment of academic expectations, program emphasis and community involvement. Although our two districts are not officially unified we are both committed to supporting a unified community.

Small class sizes

Our District continues to have among the lowest average class sizes of any district in Placer County. Smaller class sizes allow teachers the opportunity to individualize instruction and provide remediation and enrichment when necessary. Parents and staff have indicated in annual surveys that maintaining small class sizes is a high priority. We continue to examine ways to maintain class size and support our outstanding programs while planning and accommodating the anticipated future growth in our district.

Staff Commitment to the District and Community

The Loomis Union School District has an excellent history of retaining staff. Parents and staff both indicate through annual surveys their satisfaction with the high level of educational support available to all students. Many district staff members are involved in community organizations and participate in numerous Loomis Basin activities and events in addition to those held at their respective schools. Our district staff constantly volunteers to participate in leadership opportunities and professional development activities in an effort to improve the overall experience for all students who attend LUSD schools.

Loomis Union School District Strategic Plan Objectives 2016-19

Strategic Plan Parameters

LUSD's strategic plan will:

- Align and focus resources in the district toward achieving one unifying mission.
- Create a plan that is based on input from all stakeholders in the school system.
- Impact all levels of the District including classrooms, school sites, central offices, parents and the community.
- Align the district LCAP, school level plans and program initiatives.
- Engage in a continuous renewal process that ensures we will adjust to changing conditions and continue moving forward.

LUSD's strategic plan will ensure that:

- No new program or service will be accepted unless it is consistent with the Strategic Plan; its benefits clearly justify the costs; and provisions are made for professional development and program evaluation.
- No program or service will be retained unless it makes an optimal contribution to the mission and its benefits continue to justify the costs.
- As we focus on improving English-Language Arts and Math, we will do so within a balanced curriculum.

Curriculum and Instruction

Objectives:

- All students will receive an engaging, innovative, rigorous, and academically challenging instructional program aligned to district expectations and state standards.
- Students will be provided with an instructional environment that supports social emotional growth, develops resiliency and promotes perseverance.

Multi-Tiered Systems of Support (MTSS)

Objectives:

- Staff will use data to analyze student achievement levels, monitor progress, drive and differentiate instruction to support the learning needs of all students.
- All students will have access to academic, behavioral, social/emotional instruction and supports to increase individual growth.

Communication

Objectives:

- We will regularly and effectively market and promote district programs, activities and accomplishments.
- We will continuously seek staff and community input on district initiatives, budget development and program effectiveness.

Technology

Objectives:

- We will develop and implement technology best practices into teaching, learning and system operations to improve effectiveness and efficiency throughout our district.
- We will provide professional development opportunities that ensure all staff understand how to best integrate technology into the instructional program and/or their job related duties.

Facilities

Objectives:

- We will begin implementing the 2016 Board adopted Facility Master Plan recommendations to accommodate future enrollment growth.
- Our district will continue to maintain and improve school facilities in accordance with the three year maintenance plan.

Fiscal Resources

Objectives:

- The district budget and LCAP will reflect the strategies, action steps and parameters in the Strategic Plan.
- Long range budget plan to align potential fluctuations in state funding with district programs and initiatives.

Curriculum and Instruction

Objectives

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2016-19 Action Plan

Strategy # 1

Evaluate, implement and monitor curricular programs to ensure alignment to district expectations and state standards.

Specific Result:

All students will demonstrate an increase in academic achievement levels on district and state performance assessments.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Pilot, adopt, implement district curricular programs through a collaborative model	Ed Services, Certificated employees	07/2016	06/2018	
2	Provide frequent and ongoing staff development opportunities to ensure the consistency and continuity of curricular program implementation and instruction across our district	Ed Services, Curriculum Leadership Team (CLT), outside resources	08/2016	06/2019	
3	Continually monitor and evaluate to determine fidelity, effectiveness, additional training, resources and supports	Superintendent, Ed Services, Principals	08/2016	06/2019	
4	Continue to develop district-wide benchmarks and assessments at each grade level to measure and monitor student performance levels	Ed Services, CLT, Certificated staff	Math 08/2016	Math 08/2018	
5	Develop, train staff and implement "Academic Conferences" as a means to analyze student performance data and guide individual and small group instruction to improve student academic performance	Superintendent, Ed Services, Principals	07/2016	06/2019	

Strategy #2**Develop, implement and evaluate a district-wide plan to provide social and emotional supports to all students.****Specific Result:****Students and staff will have access to academic and non-academic supports that reduces the reliance on out of class interventions and referrals**

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Develop a district-wide process for the identification of students who may benefit from social/emotional instruction and/or supports	Ed Services, Principals	07/2016	06/2019	
2	Communicate and institutionalize the above process to all staff to support student needs within a Multi-Tiered System of Support (MTSS)	Ed Services, Principals, School Site Team(s)	10/2016	06/2019	
3	Regularly evaluate the strengths and challenges of current district-wide and site based programs to determine next steps to improve and expand services to identified students	Ed Services, Principals, School Site Team(s)	Annually		
4	Allocate necessary resources for school site and district-wide program implementation including but not limited to; PBIS, Second Step, International Baccalaureate, CARE	Ed Services, Business Services, Principals	Annually		
5	Provide ongoing professional development activities that increases staff capacity to address the social and emotional needs of students	Ed Services, Principals, CLT Members	08/2016	06/2019	

Multi-Tiered Systems of Support (MTSS)

Objectives:

- **Staff will use data to analyze student achievement levels, monitor progress, drive and differentiate instruction to support the learning needs of all students.**
- **All students will have access to academic, behavioral, social/emotional instruction and supports to increase individual growth.**

2016-19 Action Plan

Strategy #1

Develop a district-wide model for MTSS implementation and data-driven decision making process.

Specific Result:

Decrease the number of students who are not meeting standard on district and state performance assessments.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Provide professional development and ongoing support to administrators and certificated staff on how to develop and effectively implement a MTSS model	Ed Services, Principals	09/2016	06/2019	
2	Develop a master schedule that allows for dedicated MTSS blocks and regular collaboration time	Principals, Site Staff	07/2016	08/2017	
3	Establish district-wide common protocols and procedures to analyze student data, monitor student achievement and evaluate tiered interventions	Superintendent, Ed Services, Principals	07/2016	06/2019	
4	Provide release time and collaboration opportunities to analyze data and identify student needs through the use of Academic Conferences	Ed Services, Principals, Site Staff	Annually		

Communication

Objectives

- **We will regularly and effectively market and promote district programs, activities and accomplishments.**
- **We will continuously seek staff and community input on district initiatives, budget development and program effectiveness.**

2016-19 Action Plan

Strategy # 1

LUSD will celebrate and promote the success of students and staff within and outside the Loomis Basin community.

Specific Result:

Community members will be more educated regarding program initiatives, events and successes occurring throughout LUSD.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Bi-annually, a Report to the Community will be created and distributed across the district to highlight and celebrate LUSD programs, accomplishments and initiatives	Board of Trustees, Superintendent, Cabinet	07/2016	08/2017	
2	Annually, the Board of Trustees will recognize students across the district for outstanding accomplishments, exceptional citizenship and unique contributions to the community	Board of Trustees, Superintendent, Principals, Teachers	Annually (Spring)		
3	After each Staff Development Day parents will receive a letter outlining the activities that occurred that day and plans for future Staff Development Days	Superintendent, Educational Services	09/2016	03/2019	
4	District and school websites will be utilized to provide staff and community members immediate access to information about events, activities and accomplishments	Superintendent, Principals	07/2016	06/2019	
5	District and schools will utilize online notification programs to inform and update parents about events, activities, general information and emergency situations	Superintendent, Principals	07/2016	06/2019	

Strategy #2**We will use a variety of communication tools to educate and seek input on current and future goals and initiatives within LUSD.****Specific Result:****Community and staff feedback will be utilized in the evaluation of current programs and development of new district/school site initiatives.**

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	LUSD will conduct bi-annual surveys of parents and staff to evaluate programs and plan future district initiatives	Board of Trustees, Superintendent, Educational Services	08/2017	11/2017	
2	Annually, parents and staff will have the opportunity to provide input and feedback on the district LCAP plan through participation in meetings and the completion of an LCAP survey	Educational Services, Business Services	11/2016	11/2018	
3	At the conclusion of each Staff Development Day, staff will be invited to participate in a survey to evaluate the day and provide feedback for planning future professional development activities	Educational Services, Curriculum Leadership Team	09/2016	03/2019	
4	Annually, Parent Information Nights will be scheduled to help inform parents of program initiatives, resources available and other pertinent and timely information	Superintendent, Educational Services, Technology Department	09/2016	06/2019	
5	Provide all members of the LUSD community (parents, staff, students and community members) with information that allows them to communicate effectively about the district	Board of Trustees, Superintendent, Educational Services	07/2016	06/2019	

Technology

Objectives

- **We will develop and implement technology best practices into teaching, learning and system operations to improve effectiveness and efficiency throughout our district.**
- **We will provide professional development opportunities that all staff understand how to best integrate technology into the instructional program and/or their job related duties.**

2016-19 Action Plan

Strategy # 1

Research, evaluate and implement the most effective use of technology resources currently available in LUSD.

Specific Result:

All staff will utilize district standards and protocols to demonstrate a consistent and effective use of technology resources.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Develop a scope, sequence and lessons on digital literacy, safety and citizenship to be taught annually to all students	Ed Services, classroom teachers	07/2016	01/2019	
2	Develop standards and expectations for each grade level aligned to the district technology plan and district adopted curriculum	Ed Services, Principals, CLT members,	07/2016	01/2018	
3	Create an evaluation process to measure the effectiveness of district-wide technology initiatives to determine program improvements and next steps	Superintendent, Ed Services, Principals	01/2017	06/2019	
4	Develop a district standard for the purchasing of technology devices and instructional software that is aligned to the Strategic Plan, LUSD Board goals and adopted curriculum	Ed Services, Business Services, Principals	07/2016	01/2018	

Strategy #2**Design, implement, and evaluate professional learning opportunities for all staff that emphasizes the effective and efficient use of technology.****Specific Result:****All staff will effectively apply appropriate 21st century technology skills in their job-related duties.**

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Offer ongoing training and resources to classroom teachers that supports the effective use of technology to provide engaging and challenging instruction	Ed Services, CLT members, outside resources	07/2016	06/2019	
2	Provide staff and students with ongoing digital literacy training to improve research skills and effectively evaluate online media and related resources	Ed Services, Library Media Clerks, CLT members	07/2016	08/2017	
3	Provide opportunities and recognition for staff to become certified in a variety of technology and digital applications including but not limited to; Google, Apple, Common Sense Media	Ed Services	07/2016	06/2019	
4	Create an easily accessible online resource bank of best practice technology strategies that provides for all levels of student and teacher proficiency	Ed Services, CLT members	07/2016	06/2018	

Facilities

Objectives

- **We will begin implementing the 2016 Board adopted Facility Master Plan recommendations to accommodate future growth.**
- **Our district will continue to maintain and improve school facilities in accordance with the three year maintenance plan.**

2016-19 Action Plan

Strategy # 1

Maximize funding opportunities and develop specific action plans to accommodate anticipated growth across the district.

Specific Result:

LUSD will be able to fund facility improvements necessary to accommodate future enrollment without reducing or jeopardizing existing program.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Continue to engage local developers to fund existing facility improvements and new school construction	Superintendent, Associate Superintendent, district consultants	07/2016	06/2019	
2	Develop an Action Plan for Loomis Grammar facility improvements to accommodate anticipated growth as a result of new housing development	Executive Cabinet, Supervisor of Maint. & Operations, district consultants	07/2016	01/2018	
3	Review existing school boundaries to determine if adjustment are necessary to accommodate future growth	Board of Trustees, Superintendent, Associate Superintendent	07/2016	01/2018	
4	Create a communication plan to inform the community of improvements and growth at the affected school sites	Superintendent, Associate Superintendent, Principal(s)	07/2016	06/2018	
5	Begin developing educational specifications for the new elementary school in Bickford Ranch	Educational Specifications Committee	07/2018	06/2019	

Strategy #2

Annually review and revise the LUSD maintenance plan to meet the short and long term district facility and maintenance needs.

Specific Result:

Provide a safe, clean and secure environment for students, staff and the community.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Provide interior improvements including paint, lighting, flooring and wall systems	Associate Superintendent, Supervisor of Maint. & Operations	Annually		
2	Provide exterior improvements including paint, lighting, landscaping and hardscape/play court areas	Associate Superintendent, Supervisor of Maint. & Operations	Annually		
3	Evaluate and implement additional energy programs to improve efficiency and cost savings	Associate Superintendent, Supervisor of Maint. & Operations	07/2016	06/2017	
4	Evaluate and upgrade security systems including, alarms, cameras and access	Associate Superintendent, Supervisor of Maint. & Operations	07/2016	06/2018	



Fiscal Resources

Objectives:

- **The district budget and LCAP will reflect the objectives, strategies, action steps and parameters in the Strategic Plan.**
- **Long range budget plan to align potential fluctuations in state funding with district programs and initiatives.**

2016-19 Action Plan

Strategy #1

Align the LUSD Strategic Plan, Technology Plan, Maintenance Plan and multi-year budget projections to ensure optimal allocation of fiscal resources.

Specific Result:

A spending plan consistent with the Board of Trustees' Foundational and Annual goals.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Develop a three year process of evaluating and revising key district documents to align with the district multi-year budget projections	Superintendent, Associate Superintendent, Technology Department, Supervisor of Maint. & Operations	07/2016	06/2017	
2	Review all school site plans annually to ensure program and budget aligns with the key district documents	Board of Trustees, Superintendent	Annually		
3	Develop a process to preserve staff and programs from unanticipated economic fluctuations in the state budget	Board of Trustees, Superintendent, Associate Superintendent	07/2016	06/2019	
4	Develop a plan to fund district costs associated with increasing enrollment, school expansions and new school construction	Board of Trustees, Superintendent, Associate Superintendent	07/2016	06/2018	