

# **FREMONT COUNTY SCHOOL DISTRICT**

## **#38**

### **5 Year Strategic Plan 2015-2020 Standards Goals and Actions**

**ARAPAHOE ELEMENTARY  
ARAPAHOE MIDDLE SCHOOL  
ARAPAHO CHARTER HIGH SCHOOL**

*TOGETHER WE TEACH, TOGETHER WE LEARN, TOGETHER WE SUCCEED*  
**Woohoonlihi' Neeyel3elbee'no, Woohoonlihi' Hee'ilyelno', Woohoonlihi' Koxkuseeno**

## Fremont County School District #38 Goals and Action Item #1

### FCSD #38 GOAL 1: Purpose and Direction

**The system maintains and communicates at all levels of the organization a purpose and direction for continuous improvement that commit to high expectations for learning as well as shared values and beliefs about teaching and learning.**

#### **CORE OBJECTIVES:**

1. To create an inclusive environment where stakeholders are an integral part of the process used to determine, and promote the direction of the school.
2. To ensure expectations exist for positive behavior, and for showing respect and kindness for everyone, everywhere, and every time by students and staff in all areas of the campus.
3. To use structured approaches to impact student and staff success to meet a higher level of expectations for learning.

#### **CORE STRATEGIES:**

1. Implement a strategic planning process.
2. PBIS is implemented through: A universal curriculum, a discipline matrix, reporting tools, and incentives.
3. Staff development and new programs will be chosen based upon data gathered from evaluations of student and staff needs. Continual evaluation of the professional development and programs will be used to ensure effectiveness.

#### **CORE PERFORMANCE MEASURES:**

1. The SPLT meets monthly during the school year, follows an agenda with a focus on data, and maintains an up to date planning website that allows all stakeholders access to view updates and revisions.
2. Discipline referrals will decrease compared to 2014-'15, observation data gathered through walkthroughs will demonstrate orderliness, and respect.
3. Professional development will be provided based upon data gathered through walkthroughs, surveys and teacher self-assessments. Text book adoption will continue to use a process that allows for parent, staff, and student feedback along with research to determine viable candidates.

## Fremont County School District #38 Goals and Action Item #2

### FCSD #38 GOAL 2: Governance and Leadership

**The system operates under governance and leadership that promote and support student performance and system effectiveness.**

#### CORE OBJECTIVES:

1. To mandate/use District policies using a "systems" approach for all district operation and governance to support student performance and school effectiveness.
2. To maximize, protect, and streamline all core instruction time and intervention time.
3. To ensure transparent resource allocation through proven financial processes; base allocations/programs on what is best for students; such allocations include general funds, federal programs, and additional grants.
4. To ensure stakeholders participate in ongoing communication and are frequently invited to provide feedback.
5. To provide District and Building Administrators who are regularly trained, consistent, and accountable for their duties, and for the progress and effectiveness of their organizations.
6. To encourage and sustain parent and community involvement by ensuring the schools are welcoming places where parents and community is supported.

#### CORE STRATEGIES:

1. Administrators ensure all departments, supervisors, and instructional staff approach the implementation of policies and the formation of procedures using a systematic, collaborative decision making process.
2. Provide sufficient planning to ensure fidelity to curricula and programs; Eliminate distractions for "Bell- to-bell teaching"
3. District funds are reviewed consistently; District funds are allocated to student needs; Checks and balances exists between monetary stewards; internal controls are reviewed and revised.
4. The SPLTeam provides direction with the implementation and review of Strategic Plan strategies; Admin. provides organizational assessment surveys twice per year to certified and classified staff; staff meetings and trainings are dialogue-based
5. Use McRel Evaluations/Walkthroughs for Admin./staff; reliable use of PLCs; Plan/Do/Study/Act at district/building levels.
6. Parents are included in SPLT, JOM, Indian Ed Committee, Parent Advisory Committees, to supply feedback and information. Parents and the community are invited to parent nights, classroom activities, demonstrations of student work and cultural activities. Parents and community members are sources of expertise and assistance in student learning and activities.

#### CORE PERFORMANCE MEASURES:

1. The district will have documented policies and procedures for each department and meeting minutes will demonstrate the collaborative process used in decision making processes.
2. The number and frequency of classroom/building interruptions will decrease by 20%; Lost instruction time is measured and evaluated. Periodic data sweeps will measure student time on task and bell to bell teaching. (2015-2016 school year will be a data collection year to establish a baseline.) Schools will exceed the minimum required number of contact hours mandated by the state.
3. Annual External audits demonstrate "zero" or findings.
4. Logs, agendas, meeting minutes, and systems effectiveness reflect ongoing communication, feedback and action.
5. Administrators' development/effectiveness are documented in a Self-Assessment, Consolidated Assessment, and End-of-Year Evaluation. Measured indicators are "Purposeful Community, Managing Change, and Focus on Leadership
6. Attendance records at parent and community events demonstrate an increase of 15%. An increase of 10% of parents completing surveys.

## Fremont County School District #38 Goals and Action Item #3

### FCSD #38 GOAL 3: Teaching and Assessing for Learning

#### Ensure teacher effectiveness and student learning across all grades and courses.

##### CORE OBJECTIVES:

1. To continue the use and implementation of research-based curricula and accompanying research-based instructional strategies in all core subject areas.
2. To build multiple structures for students to engage with staff to promote positive interactions and behaviors.
3. To embed native culture awareness and language in staff training, across the curricula, and in the programs of the district.
4. To include students and parents together in communicating strengths and positive growth of students' progress in learning.
5. To aid new staff in being able to better serve our students, programs of assistance will be implemented with multiple supports available.

##### CORE STRATEGIES:

1. Curriculum adoption is done using a team of teachers and parent feedback. Professional development opportunities are offered based upon student data and performance and information gained from the McRel evaluation process.
2. Scheduled activities where students are allowed interact with adults outside of the normal classroom structure.
3. Enrich PreK-12 Curriculum; Language/Culture in-service for parents; Involve Elders in classrooms as mentors/cultural facilitators.
4. Parents and instructional staff collaborate to discuss, and improve upon student progress and achievements both during scheduled parent/community events and regular correspondence.
5. Implement a mentoring program and maintain a structured program where instructional coaching is available.

##### CORE PERFORMANCE MEASURES:

1. Minutes from curriculum adoption committee meetings, and records of parent and student feedback regarding potential textbooks will demonstrate fidelity to the process. Records of data used to drive professional development decisions and improved student performance in areas addressed by professional development.
2. Records of activities promoted through PBIS, advisory time, attendance at school sponsored events provide evidence of increased student/staff contact time outside of a strict academic setting.
3. Meeting agendas, lesson plans, visitor logs and programs will show an increase in the time staff and students are exposed to the Arapaho language and culture.
4. Sign in sheets and records of information/data shared with parents, along with call logs and records from parent meetings will show the collaboration and amount of contact.
5. Retention of staff, staff surveys, and logs from instructional coaching will demonstrate usage of the plan while student performance will be used to help measure the effectiveness.

## Fremont County School District #38 Goals and Action Item #4

### FCSD #38 GOAL 4: Resources and Systems of Support

**Provide services in all schools that support its purpose and direction to ensure success for all students.**

#### **CORE OBJECTIVES:**

1. To provide resources toward curriculum alignment, reading and math intervention, RtI, and assessment processes.
2. To maximize instructional facilitation/coaching for math and reading and conduct programmatic evaluations to ensure instruction is vertically and horizontally consistent.
3. To address students' social/emotional needs, including bullying prevention, through a cultural lens.
4. To guarantee physical safety and well-being through Emergency Response Plans and improved facilities operations.

#### **CORE STRATEGIES:**

1. Allocate funds, time, staff, and focused professional development and assess needs toward curricula alignment, intervention, RtI and assessment; Evaluate the "returns on these investments."
2. Implement peer teaching/modeling; Facilitators' modeling of curriculum and high-yield strategies; Analyze the inter-relationship between curricular/ instructional alignment, collaboration, intervention, and assessment data with Math and Reading.
3. Consistent correct implementation of PBIS to correct and decrease the incidents of bullying and training of staff to properly document occurrences. Scheduled opportunities for students to connect with and learn their culture.
4. Crisis Management Team is operational and current; Conduct monthly Drills and Evacuation methods; District procedures are aligned with Fremont County Crisis Management Team; All staff receive sufficient preparation. Facilities meet Safe Schools requirements.

#### **CORE PERFORMANCE MEASURES:**

1. Twice per year, a budget report is provided to stakeholders and Board detailing the usage of funds geared to these programs.
2. Student data will demonstrate: curricula alignment, instructional improvements, systems improvements, and achievement improvements as influenced by instructional facilitation/coaching.
3. Reports of bullying will decrease by 20% and records of contact with support staff is documented to demonstrate student social/emotional needs are being addressed.
4. A record of consistent crisis drills is kept which details measurable data including: response times, adherence to procedures, etc. Logs will record progress in wait times for facility maintenance.

## Fremont County School District #38 Goals and Action Item #5

### FCSD #38 GOAL 5: Using Results for Continuous Improvement

**Implement a comprehensive assessment system that generates a range of data about student learning and use the results to guide continuous improvement.**

#### **CORE OBJECTIVES:**

1. To increase student attendance.
2. To sustain collaborative PLCs around student data, curriculum alignment, and alignment of best practices vertically and horizontally.
3. To increase the communication between all stakeholders, ensuring that there are multiple avenues for information to be given and received.

#### **CORE STRATEGIES:**

1. Update attendance policy, use attendance data, utilize PBIS for rewards and incentives, and improve parent communication.
2. Use PDSA Process, ensure protected collaboration time, and focus on curricula/instruction/assessment/intervention.
3. Create and advertise additional methods of communicating while maintaining the traditional streams of communication.

#### **CORE PERFORMANCE MEASURES:**

1. Attendance records from PowerSchool will be used to monitor/improve student attendance.
2. Minutes from PLC meetings will document the use of the PDSA process.
3. Documentation of parent contacts through sign in sheets, examples of newsletters, phone logs, messages sent through social media and other outlets along with minutes from SPLT and Parent Advisory Committee meetings will demonstrate participation and usage.



5