

2011-2014

# Strategic Plan

A comprehensive school improvement guide  
Dysart Unified School District





# Introduction

The Dysart Unified School District Governing Board has recently approved the revision of the Dysart Strategic Plan for the 2011 through 2014 school years. The plan sets forth the road map of excellence that the district will use to inform and define all programs and decisions, resulting in students exceeding standards and being future ready. The ongoing strategic plan contains five focus areas:

## Student Achievement

By developing reliable assessments that provide relevant data, we are able to make informed decisions regarding curriculum and instruction. This information is then used to support the individual learning needs of all students and establish differentiated learning opportunities that include intervention, extension, and enrichment to ensure all students make at least one year's growth. Consistency across the district implementing school-wide plans will prepare students to succeed in exam systems and graduate qualified for post secondary opportunities of their choice using new century learner skills. The Dysart Unified School District will produce students who are future ready for life in a globally competitive society.

## Leadership and Administration

The Dysart School District Governing Board established policy and direction through the adoption of a strategic plan. This plan is developed through collaboration among parents, community members, students and school district employees. Through shared leadership, we implement the strategic plan and the Board provides oversight to ensure goals and objectives are accomplished. Positive leadership guarantees a stable, well-balanced workforce to support student achievement. Effective governance of the Dysart School District will drive student achievement and will assist students to be exceeding standards and future ready.

## Dysart Culture

We are Dysart and we believe in a safe and secure learning environment in order to facilitate student success. In the Dysart community, we believe in the development of a comprehensive two-way communication plan, a customer service plan and a training program for all staff. As a result, student success will be achieved through the implementation of these comprehensive plans and training programs.

## Safety and Wellness

Student success depends on a safe and healthy environment. We care about our students and staff and continue to strive for a learning community where children and employees flourish. To assist in this endeavor, the district will issue a data report, develop an online series of safety videos available to all community members and train 100% of the schools and departments in the emergency response plan.

## Resources

The Dysart School District will provide opportunities for parents, staff and community members to create a shared understanding of the allocation of necessary resources to support student achievement. Guidelines will be established to ensure alignment of assets (financial, human and physical). Expenditures will be monitored and assessed to determine the impact on student achievement.





# Student Achievement

**Goal A: All Dysart students will graduate ready for college, career, and life in a globally competitive economy by mastering New Century Learner Skills.**

**Objective 1:** Implement plans resulting in students meeting or exceeding on measurements of state standards.

**Measures of Success:** Students will meet or exceed state standards as measured by state assessments at mandated grade levels resulting in all schools receiving a state accountability label of excelling or within the top two categories under a new state accountability system.

**Objective 2:** Implement New Century Learner Skills as part of the approved curriculum.

**Measures of Success:** 100% of adopted curriculum will include new century learner skills.

**Objective 3:** Design and implement assessments that measure student mastery of core standards and New Century Learner Skills.

**Measures of Success:** Assessments designed and implemented to measure student mastery of core standards and new century learner skills.

**Objective 4:** Implement plans resulting in increasing numbers of students who succeed in exam systems that qualify them for full-time career and technical programs, jobs, military and/or college or university entrance.

**Measures of Success:** Statistically significant increase in the number of students meeting or exceeding entrance requirements for post secondary pathways.

**Objective 5:** Implement plans resulting in all schools achieving a state accountability label of excelling or within the top two categories of a new state system.

**Measures of Success:** 100% of the schools will receive a state accountability label of excelling or within the top two categories of a new state accountability system.

**Objective 6:** Design and implement a college and career planning process that enables students to develop needed skills to transition to post secondary pathways.

**Measures of Success:** 90-100% of students graduate from high school with their cohort.

**Goal B: Optimize and allocate resources that are proven to result in increased student achievement.**

**Objective 7:** Implement and assess the district developed system that provides relevant data to drive critical educational decisions to improve student achievement.

**Measures of Success:** All schools and departments utilize the developed system to provide timely and relevant data to advance programs, practices and policies that result in 90-100% of students meeting or exceeding standards on district and state assessments.

**Objective 8:** Design and implement a plan that provides intervention, extension and enrichment so that each student makes at least one year's growth (OYG).

**Measures of Success:** 90-100% of students achieve one year's growth (OYG) in all classes.

**Objective 9:** Evaluate and revise the professional development plan to provide curricular, instructional, and assessment support to increase student achievement.

**Measures of Success:** Publish a report indicating positive correlation between participation in professional development and teacher effectiveness as measured by one year's growth.





# Dysart Culture

Strategic Focus Area 2



**Goal C: The Dysart Unified School District will exemplify a “We are Dysart” culture.**

**Objective 10:** Implement a plan designed to extend communication to every stakeholder.

**Measures of Success:** A plan is implemented that includes at least one new strategy for delivering information to all stakeholders.

**Objective 11:** Implement a plan designed to receive communication from every stakeholder.

**Measures of Success:** A plan is implemented that includes at least one new strategy for receiving information from all stakeholders.

**Objective 12:** Implement a professional development plan for support staff.

**Measures of Success:** A plan is implemented that provides relevant professional development for support staff.

**Objective 13:** Design and implement strategies that establish a “We Are Dysart” culture.

**Measures of Success:** Stakeholder “We are Dysart” strategies and vision for a culture created.

**Objective 14:** Identify standards to measure customer service.

**Measures of Success:** Produce a rubric of customer service standards utilized district-wide to measure customer service on a timeline as recommended by the feasibility study.

**Objective 15:** Design and implement processes for addressing customer service.

**Measures of Success:** Customer service evaluation results published each year to report satisfaction based on customer service standards.



# Modeling Success

**Goal D: Implement the Carver Policy Governance model to enhance effective governing processes that drive student achievement.**

**Objective 16:** Evaluate, revise and publish a searchable Board Policy to support the Carver Governance Model.

**Measures of Success:** 100% of published Governing Board Policy will be aligned to the Carver Governance Model.

**Objective 17:** Design, adopt and implement a Governing Board self-evaluation process aligned to the Carver Governance Model.

**Measures of Success:** At least one time per year, the Board will formally evaluate Board performance in terms of alignment to the Carver Governance Model.

**Objective 18:** Implement training to support adopted governance policy.

**Measures of Success:** Training and assessment on the Carver Governance Model will be completed in 100% of school sites and departments (i.e., assessment included measures common and critical vocabulary and major concepts). Learning materials and annual sessions provided for interested community members.

**Objective 19:** Assess, revise, adopt and embed a vision, mission and values/principles statements aligned with district goals and policy governance.

**Measures of Success:** Revised vi-

sion, mission and value statements adopted by the Board to align with the Carver Governance Model and Board goals. The Dysart community successfully implements all components of the Strategic Plan to demonstrate understanding of the vision, mission and values of the organization.

**Goal E: Design, implement, communicate and evaluate collaborative goal-setting processes to support student achievement.**

**Objective 20:** Implement the practices and services of the Human Resources Department through the Continuous Improvement Plan (CIP).

**Measures of Success:** 100% of measures of success identified in the CIP accomplished and reported.

**Objective 21:** Design and implement a well-defined system for recruiting, retaining and training a stable, yet improving, well-balanced workforce assuring the most highly qualified and best suited staff for employment.

**Measures of Success:** 90-100% of all open positions filled by highly qualified personnel each year. Retention rate of effective employees improves yearly until 85-90% retention rate per year is achieved.

**Objective 22:** Design and implement a Strategic Plan revision cycle and process.

**Measures of Success:** The revision cycle and process are implemented every three years in the district.





# Healthy Students, Safe Schools



**Goal F: Design and implement a plan to address school safety issues.**

**Objective 23:** Assess and prioritize safety and wellness issues to be addressed.

**Measures of Success:** A report is produced utilizing District data identifying safety and wellness priorities.

**Objective 24:** Design and implement training opportunities with a focus on prioritized District wellness and safety issues impacting staff, parent/community, and students.

**Measures of Success:** Safety and wellness materials are designed and utilized for stakeholder trainings. A school safety issue online video library is developed and available to all staff, parents and students.

**Objective 25:** Implement training on District adopted emergency response National Incident Management System (NIMS) protocol.

**Measures of Success:** 100% of the school and department safety teams are trained in District emergency protocol.



# District Resources

**Goal G: Educate public and key stakeholders on need for adequate resources to ensure students are meeting standards and future ready.**

**Objective 26:** Design ways to effectively educate the public on school financing and budgets.

**Measures of Success:** Continued support for District budget initiatives.

**Goal H: Allocate available district level resources to support the strategic plan goals where they will have the greatest impact on student academic achievement and instruction.**

**Objective 27:** Design District level budget process to improve the alignment of financial resources to Strategic Plan goals.

**Measures of Success:** Annual reporting indicating resources directed to Strategic Plan goal areas.

**Objective 28:** Implement resources to support the professional development plan necessary for the successful execution of instruction.

**Measures of Success:** Measureable increases in student achievement indicators.

**Objective 29:** Design and implement a comprehensive longterm capital resource plan including facilities and technology.

**Measures of Success:** Complete plan and implement recommendations as resources become available.

**Goal I: Assess funding priorities by aligning school expenditures with Strategic Plan.**

**Objective 30:** Design and implement guidelines to monitor expenditures of school site budgets for alignment with the Strategic Plan.

**Measures of Success:** Guidelines developed Monitoring report indicates guidelines fully utilized at all school sites.

**Objective 31:** Assess the correlation of the guidelines to improve student academic achievement.

**Measures of Success:** Report of the correlation between the guidelines and student academic achievement completed.





\*\*\*\*\* ECRWSS \*\*

Postal Customer

