

# **Cascade School District #422 Strategic Plan 2015-16**

**The 2015-16 Cascade School District Strategic Plan was updated, reviewed and approved at the Sept. 16, 2015 School Board Meeting.**

**Motto:** Raising the bar from great to greater.

**Mission Statement:** The mission of Cascade School District is to inspire all students to reach their maximum potential, become lifelong learners and be contributing, responsible citizens.

**Vision Statement:** Cascade School will become the highest performing 1A school in the state; we will prepare all students for post-secondary education by having all students demonstrate abilities in reading, writing and math.

**Beliefs:** We see education as a partnership between students, parents, educators and the community. We believe at Cascade School that:

- Students learn in different ways and should be provided with a variety of instructional approaches to support their learning.
- The commitment to continual improvement is imperative if the school is going to enable students to become confident, self-directed, lifelong learners.
- Everyone should embrace change while holding onto the best.
- Students should be educated for the needs and challenges of today and tomorrow in a global community.
- Success motivates individuals and everyone can be successful.
- Everyone should respect the welfare and rights of others.

**Focus:** To ensure efficient and effective school system operational practices in the following Goals; education, facility (asbestos, HVAC, gymnasium, etc.), technology, HR (Health Care, staffing), transportation, safety and community.

**The Cascade School District Strategic Plan will be continuously or annually evaluated and updated by the Administration and the Cascade School Board of Trustees. This plan provides a road map to reflect our best thinking.**

## **Strategic Goals:**

- **Goal 1: Plan for the future by focusing on long range educational concerns**
  1. To align curriculum at all grade levels to the Common Core State Standards. Use Title II Funds and State Allocated Funds for Professional Development. Allocate teacher release time throughout the year to achieve this goal. Improving Curriculum Mapping at all levels will take approximately 3 years. The School Principal, will coordinate the priorities.
  2. Planning professional development to meet the needs of the Common Core State Standards. Establish Professional Development Committee. School Principal, will coordinate the priorities.
  3. Implementing and improving on the K – 6 comprehensive reading, language, writing curriculum for the 2015-16 school year. School Principal, will coordinate the priorities.
  4. Establish a committee of elementary and secondary teachers to assess the needs and evaluate math curriculum and strategies. An evaluation of the current 7 – 12 Math curriculum needs will take place each spring after evaluating the ISAT/Smarter Balanced test scores in math. School Principal, will coordinate the priorities.
  5. A goal to increase staffing and expand educational choices through funding increases or growth in the District, prioritize hiring additional new staff. The Superintendent and School Principal will coordinate the priorities.
  6. The Superintendent and School Principal will communicate regarding staffing and other educational needs of the District.
  7. Goal to pass a supplemental levy in March of 2017. Purpose of a supplemental levy would be to avoid the reduction of staff and evaluate the curriculum offerings for the students of Cascade.
  
- **Goal 2: Facility, to ensure an efficient and effective plan for asbestos abatement in the District.**
  1. Outline an adequate timeline for inspection of all sites that contain asbestos in the school.

- 2 Prioritize areas and outline an adequate timeline for removal of asbestos throughout the school.
  - 3 Communicate with maintenance supervisor regarding progress of asbestos removal. Update Asbestos Management Plan.
- **Goal 3: Facility, to ensure efficient and effective improvement of the HVAC system.**
    1. Strategically outline a plan for making facility improvements to better utilize the effectiveness of the HVAC system.
    2. Continue to work with the City of Cascade, other agencies/businesses in Cascade and Valley County to maximize the use of the geothermal water system.
    3. Communicate with the Building Maintenance Supervisor, regarding other needs of the HVAC system.
  - **Goal 4: Facility, to ensure efficient and effective improvement of school facilities.**
    1. To evaluate seating and explore options to purchase new bleachers for the Eugene J. Novotny Gymnasium.
    2. To evaluate and improve the sound system in Eugene J. Novotny Gymnasium.
    3. To evaluate improvements to gymnasium locker-rooms, add more lockers to both boys and girls facilities.
    4. Evaluate methods for reducing electrical usage. Educate employees regarding electrical usage.
    5. To evaluate improving the balcony/weight-room facility.
    6. To evaluate storage facilities in the school.
    - 6 Communicate and continually evaluate the school needs with Building Maintenance Supervisor.
    - 7 To evaluate the school purchasing and/or leasing a site for school athletics such as a football, soccer and track.
    - 8 To evaluate an addition to the school shop/tech area.

- **Goal 5: To ensure efficient and effective improvement in the operation of technology in the school.**

  1. Continue with 'BYOD,' Bring Your Own Device Program to best fit the needs of Cascade School and student use of technology.
  2. Evaluate the Security Camera System in the school to better serve the needs of the District.
  3. Evaluate the technology needs in all classrooms for student success.
  4. Provide Professional Development for technology use to all teachers.
  5. Provide Professional Development in technology use to better meet the needs of the English and Math Curriculum for student success on the ISAT/Smarter Balanced Tests.
  6. Communicate with Cascade School Technology Director, regarding needs and priorities of the District for technology.
  
- **Goal 6: To ensure efficient and effective knowledge of the Cascade School Employee Benefit Package and gain knowledge of the new Health Care Reform Laws. The purpose is to help and assist Cascade School District #422 employees.**

  1. Investigate Health Care Reform programs to assist Cascade School District employees.
  2. The Superintendent will evaluate with the Cascade School Clerk, regarding the benefit programs the District is offering.
  
- **Goal 7: To ensure efficient and effective use of school transportation and busing.**

  1. To continue to train and certify bus drivers for the District.
  2. To continually evaluate bus routes and school transportation for efficient and effective safety of students.
  3. Publish bus routes and non-transportation zones. Use of school web site for bus route information

- **Goal 8: To evaluate school safety, lockdown procedures, external entrances and teacher training for emergency situations.**
  1. To continually evaluate school safety concerns.
  2. To evaluate the SRO position and the effectiveness of the program.
  
- **Goal 9: To evaluate community partnership with the school.**
  1. Continually evaluate and work to improve parent communication of school activities and student progress. Establish a parent communication committee.
  2. Recreational use of facility and partnership with the Southern Valley County Recreation District.
  3. Evaluate adult education possibilities.
  
- **All goals will be evaluated for action to be taken, timelines for completion and resources to be allocated.**
- **Progress from the 2014-15 Goals Achievement goals, the 2015 goal, IRI for 2015, 87% of all students in grades K-3 will receive a score of 3 on the Spring 2015 IRI test was not achieved. We set this goal too high and readjusted the IRI goals for 2015-16. We were able to have 74% of students in K-3 receive a 3 on the 2015 Spring IRI. Our goal is to increase the IRI percentage to 80 percent of the students will receive a 3 on the 2016 Spring IRI. One of our focus groups will be students that do not receive a 3 on the Fall IRI, we hope to increase scores for 73% of those students will show improvement on the 2016 Spring IRI. The graduation rate for 2015 will be 90% or above. We were able to achieve this goal. Goals for ISAT/Smarter Balanced Testing will be established after results of first tests are compiled in the spring of 2015. We have established a goal that students will increase their ISAT/Smarter Balanced Math Scores in the Spring of 2016 by 10% from the Spring 2015 ISAT/Smarter Balanced Test. Our focus will be to evaluate the Math progress in the Spring of 2016. Reading and Math Benchmark Testing will be conducted 3 times a year on all students in grades**

**1-10. Benchmark testing will be conducted to progress monitor students from fall to spring.**

- **Achievement goals for the 2015-16 School Year - 1<sup>st</sup> Goal , IRI, 80% of all students in grades K-3 will receive a score of 3 on the spring IRI test. 2<sup>nd</sup> Goal - For students that do not receive a 3 on the fall IRI test, 73% will show improvement on the spring test. 3<sup>rd</sup> Goal - The graduation rate will be 90% or above. 4<sup>th</sup> Goal - Students in grades 4-10 will increase their ISAT/Smarter Balanced Math scores by 10%. Procedure - Reading and Math Benchmark Testing will be conducted 3 times a year on all students in grades 1-10. 5<sup>th</sup> Goal – Students in Grades 2-11 will increase their MAP Scores by 5% from fall to spring.**