



# Evergreen School District

*From strong roots grow bright futures*

## **Mission Statement**

Evergreen Elementary School District provides all students a high-quality education in a safe and nurturing environment where each student demonstrates a spirit of respect, responsibility, global-mindedness and a commitment to academic and civic excellence.

## **Vision Statement**

Evergreen Elementary School District, in partnership with the community, will be a place where teachers, staff and students are partners in developing each student’s unique potential.

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## **Goal 1: Student Success**

Every student receives a high-quality education that is grounded in high expectations and is personalized to meet his or her learning needs. Teachers, administration and support staff work together to maximize student learning and achievement.

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**OBJECTIVE 1.1** All students receive high-quality instruction and access to challenging and appropriate instruction.

Strategies:

- Ensure that curriculum and instruction are designed and delivered with a focus on content rigor and student engagement
- Provide differentiated instruction, targeted academic interventions and enrichment opportunities that maximize each student’s potential
- Provide equitable access to learning opportunities for all students

## **Measures of Success:**

- Number of students participating in targeted interventions
- Number of students overall and by subgroup demonstrating growth in statewide standardized assessments
- Increase in the number of enrichment opportunities offered to students

**OBJECTIVE 1.2** All students are provided the support(s) they need to ensure their academic success.

Strategies:

- Implement a Multi-Tiered System of Support (MTSS) for students that provides a high-quality learning environment and targeted interventions
- Implementation of quality English Language Development (ELD) at all school sites with English Learners (EL)
- Adherence to the Individualized Learning Plan (IEP) of students in the least restrictive environment, ensuring mainstreaming where needed as per the IEP



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**Measures of Success:**

- Number of students completing cycles of interventions
- Number of students making progress as measured by intervention group assessments
- Number of students overall and by subgroup demonstrating growth in statewide standardized assessments
- Number of English Learners making progress on the ELPAC
- Number of students mainstreamed as per their IEP

**OBJECTIVE 1.3** Develop the skills of employees. All teachers and instructional support staff will receive high-quality professional development so that they may be able to provide high-quality instruction and access to students.

**Strategies:**

- Provide high-quality professional development for teachers and instructional support staff
- Provide professional development opportunities for paraprofessionals, serving both special education and general education
- Provide ongoing Response to Intervention (RTI) professional development to teachers and support staff

**Measures of Success:**

- Number of professional development opportunities for general and special education teachers
- Number of professional development for instructional assistants and support staff
- Survey results for staff participating in professional development

**Goal 2: Culture, Climate and Safety**

**PROVIDE FOR A SAFE, RESPECTFUL, AND WELCOMING SCHOOL**

**ENVIRONMENT:** Staff and students thrive in positive learning and work environments where they feel safe, supported, and celebrated. The safety of our students and staff are a top priority and we will ensure that we have a comprehensive safety plan in place at each school site and district facility.

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**OBJECTIVE 2.1** All students are provided with the support they need to make good behavior choices.

**Strategies:**

- Implement and support a multi-tiered System of Support for students struggling with behavior by systematically delivering interventions based on demonstrated levels of need
- Implement Positive Behavior Interventions and Supports (PBIS) and offer a range of intervention supports
- Provide staff with training and support to build positive learning and work environments for meeting the needs of all students
- Administer all discipline systems in a fair and consistent manner

**Measures of Success:**

- School PBIS Plans
- Staff survey data from training on positive behavior support systems
- Reduction of office referrals and suspension
- Results from student and parent climate survey
- Results from the Healthy Child Survey

**OBJECTIVE 2.2** Develop a comprehensive emergency management plan for each school and district department to ensure the safety of students and staff.

**Strategies**

- Review and update the Comprehensive School Safety & Emergency Operation Plan for each school and district building
- Conduct safety and security inspections at each school site and facility to identify concerns
- Provide training to each designated emergency team employee
- Provide parent education workshops

**Measures of Success:**

- Comprehensive School Safety & Emergency Operation Plan for each school and district facility
- Record of safety and security inspections
- Record of training, including active shooter response training
- Record of parent education workshops

**Goal 3: High-Quality Workforce**



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Employees are at the heart of our student's success, and we will attract, support, and retain a high-quality workforce.

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**OBJECTIVE 3.1** Recruit, hire and retain well-trained, professional employees and provide resources and professional development to ensure instructional excellence.

**Strategies:**

- Develop and execute a plan for attracting, supporting, and retaining the best employees. Expand the scope of recruitment efforts in terms of geographic area, diversity, and techniques to advertise vacancies in a timely fashion
- Identify potential vacancies by January of each year and begin direct recruitment activities for projected vacancies
- Strengthen partnerships with local teaching, training, and employment programs.
- Revise and implement job descriptions to clarify and align expectations for internal accountability
  
- Provide a comprehensive, coordinated District-wide professional development program aligned to strategic priorities
- Ensure our working conditions are desirable, including competitive salaries and benefits
- Continue to provide employees with appropriate feedback, tools and resources to best perform their duties
- Improve communication and collaboration within and between Human Resources and other departments and sites to better meet the District’s vision, mission, values, and strategic goals

**Measures of Success:**

- Revised job descriptions with clear expectations
- The hiring of full credentialed teachers, both for general education and special education
- Hiring and retention of teachers and support staff who provide instruction and support to Special Needs students
- Hiring and retention of high quality, credential dual language teachers
- Offer of competitive salaries, health insurance, and other benefits costs

**Goal 4:** Attract and Retain Students

**PROVIDE ACCESS TO MULTIPLE LEARNING PROGRAMS AND**

**OPPORTUNITIES TO STUDENTS:** We will expand learning opportunities and educational programs for all students, ensuring that ESD not only provides a quality education but also offers engaging programs students can participate and engage in.

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**OBJECTIVE 4.1** Develop, promote, and implement educational programs that families have requested: Dual Language Immersion and International Baccalaureate.

**Strategies:**

- Establish a committee for each program, bringing stakeholders together to discuss the need, develop a timeline, engage in the research regarding best practices, visit model programs at other districts, and present recommendations to the School Board
- Prepare student classrooms, purchase instructional materials as needed
- Market programs throughout Evergreen and surrounding communities
- Recruit and program teachers for both programs: Dual Language Immersion and International Baccalaureate
- Recruit and enroll students

**Measures of Success:**

- Establishment of an active committee for each program
- Action plan and the timeline for development and implementation for each program
- Marketing and communication plan and artifacts
- Parent information meeting agendas
  
- The hiring of high-quality Dual Language Immersion and International Baccalaureate teachers

**OBJECTIVE 4.2** Enhance and support Science Technology Engineering Arts Mathematics (STEAM) education.

**Strategies:**

- Work with staff to ensure the building and support of STEAM Classrooms
- Offer professional development support for teachers and support staff in the area of STEAM
- Purchasing of technology and other support materials to engage students in their work
- Student Art lessons are given by ART teachers across the school district

**Measures of Success:**

- Completion of STEAM classrooms
- The number of teachers participating in STEAM-related professional development opportunities will show positive trends
- Professional development calendar
- Technology Bond
- Schedule of district-wide Art lessons



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**OBJECTIVE 4.3** Develop a marketing plan that promotes student/school achievement and the many great programs, activities, and events taking place throughout the school district.

**Strategies:**

- Provide professional development on marketing to staff in charge of communication
- Develop a system of posting news, stories, announcements, and events to the ESD website; Use multiple methods of communication to drive traffic to it on the ESD school website
- Promotion of schools, programs, activities through social media
- Market ESD through local newspapers and media sources

**Measures of Success:**

- Professional development calendar and staff participation artifacts
- ESD marketing plan
- Newspaper and social media artifacts

**Goal 5:** Fiscal Sustainability

ENSURE THE LONG TERM ECONOMIC HEALTH OF THE EVERGREEN SCHOOL DISTRICT: We will conduct a fiscal analysis and make fiscal sustainability recommendations to the Board. We will also seek revenue-making opportunities and increase financial resources.

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**OBJECTIVE 5.1** We will explore and implement and offer Before and After School preschool program.

**Strategies:**

- Explore and implement ESD Before and After School preschool program
- Market our ESD Before and After School preschool program
- Hiring of high-quality preschool teachers
- Provide professional development for all staff

**Measures of Success:**

- Implementation of preschool
- Marketing plan for preschool
- Staff recruitment plan
- Provide professional development for all staff
- Enrollment of students in our preschool program

**OBJECTIVE 5.2** We will explore, implement, and offer childcare for families.

**Strategies:**



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- Explore, develop, and implement childcare services
- Apply and acquire child care provider licensing
- Recruit and hire staff
- Provide professional development for all staff
- Marketing ESD childcare to parents and community

## **Measures of Success:**

- Implementation plan
- Marketing plan
- Staff recruitment and professional development plan
- Enrollment of children in the childcare program

**OBJECTIVE 5.3** Recapture lost ADA by implementing a Saturday Attendance Recovery Program.

## **Strategies:**

- Explore and implement a Saturday Attendance Recovery Program
- Market the Saturday Attendance Recovery Program to students, parents, and staff
- Work with staff to develop high-quality enrichment activities for students to engage in at the Saturday Attendance Recovery Program
- Provide monthly updates on the Saturday Attendance Recovery Program

## **Measures of Success:**

- Attendance recovery numbers will increase at each school site
- Diverse enrichment opportunity offerings
- Saturday Attendance Recovery Program survey results