

**Port Angeles School District 2011-15 Strategic Plan, Review and Update  
September 12, 2014 School Board Planning Workshop**

**GOAL #1 ORGANIZATIONAL CULTURE**

All participants in our organization exhibit enthusiasm, feel valued, and find joy in their commitment to student learning and achievement.

**Preferred future statement:**

In 2015, Port Angeles School District is renowned throughout the nation as a mutually respectful community of adults & youth working collaboratively to ensure success for all.

**Objective #1**

**Create a culture of trust among staff, Students, and community.**

<b>Action Item 1</b>	<b>Start/End Date</b>	<b>Responsible</b>	<b>September 12, 2014 School Board Update</b>
Meet with Association Presidents to choose a facilitator to work with District facilitator	3/2011-4/2011	Presidents' Council District Administration	Completed
<b>Action Item 2</b>			
Get two facilitators together to work with each other, then with Associations and District to begin creating a culture of trust	5/2011-8/2011	Kenneth Jones and Facilitator for Associations	Completed
<b>Action Item 3</b>			
Communicate the work by personally visiting all school sites and departments	6/2011-6/2015	Board Members District Administration Association Representatives	Completed
<b>Action Item 4</b>			
Next steps determined by the Action Items above	9/2011-6/2015	Board Members District Administration Association Representatives	Completed

**Objective #2**

**Create an efficient and effective communication system where the decision-making process is transparent and all stakeholders are well informed. (Note: Most effective is brief and decision/action items are first.)**

<b>Action Item 1</b>	<b>Start/End Date</b>	<b>Responsible</b>	<b>September 12, 2014 School Board Update</b>
Organize a Communications Task Force to evaluate modes of communication, redundant messages, streamlining information so we can become more effective and efficient in sending out our message	4/2011-9/2011	Communications Specialist Task Force Members including a student	Task Force formed; continue with periodic evaluation; Start/End Date changed to ongoing.

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**GOAL #1 ORGANIZATIONAL CULTURE (Continued)**

**Objective #3**

**Have 100% of students in Grades 7-12 engaged in extracurricular activities.**

Action Item 1	Start/End Date	Responsible	<b>September 12, 2014 School Board Update</b>
Update Club Info on website	4/2011-6/2011	CSB Administration Building Principals Club Sponsors	Information updated; continue to update club info regularly. Start/End Date changed to 9/2014-6/2015.
Develop a leadership survey to increase student involvement	6/2011-6/2015	Leadership Class at PAHS	Revisit this Action Item. Start/End Date changed to ongoing.
Have students sign up for 2 clubs, or extracurricular activities when they register for classes	7/2011-6/2015	Staff/students	Start/End Date changed to ongoing.
			Add Action Item-Update PASD website. Start/End Date 9/2014-ongoing.
			Add Action Item-Establish PASD Intranet. Start/End Date 9/2014-ongoing.
			Add Action Item-Evaluation learning management/student systems. Start/End Date 9/2014-ongoing.

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**GOAL #2 STUDENT ACHIEVEMENT**

**All students will graduate and be prepared to live up to their potential and have the tools to pursue their aspirations**

**Preferred future statement:**

All students are prepared to learn in an environment that provides the curriculum and opportunity at all levels. With continuous mentorship, encouragement and celebrations, they graduate and are prepared socially and academically for a life-long journey of growth and success as valued members in their community

**Objective #1**

**All students receive engaging, informative instruction throughout the system as demonstrated by student/parent data.**

<b>Action Item 1</b>	<b>Start/End Date</b>	<b>Responsible</b>	<b>September 12, 2014 School Board Update</b>
Communicate new teacher and principal criteria	4/2011-6/2015	Board Members CSB Administration	Completed
<b>Action Item 2</b>			
Write into PAEA Collective Bargaining language that the Association and the District will collaborate on the new evaluation language	5/2011-8/2011	PAEA Representatives Team District Bargaining Team	Completed
<b>Action Item 3</b>			
Utilize the new evaluation system to support professional development for teachers and principals	9/2011-6/2013	PAEA Representatives Team District Bargaining Team	Start/End Date changed to ongoing.
<b>Action Item 4</b>			
Attempt to place teachers in their areas of passion and expertise	6/2011-6/2015	District Administration PAEA Board Members	Start/End Date Changed to ongoing. Action Item changed to Place teachers in their areas of passion and expertise.
<b>Action Item 5</b>			
Evaluate policies around evaluation and bring them up-to-date	6/2011-6/2013	Policy Committee Board of Directors	Completed

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**GOAL #2 STUDENT ACHIEVEMENT (Continued)**

**Objective #2**

**All students will receive the necessary support to successfully matriculate through the system.**

<b>Action Item 1</b>	<b>Start/End Date</b>	<b>Responsible</b>	<b>September 12, 2014 School Board Update</b>
Recharge the system with the Advisory at the PAHS/LHS, Teams at the MS and significant adult with elementary students	9/2011-6/2015	District Administration Building Principals	Start/End Date changed to ongoing.
<b>Action Item 2</b>			
Engage Joe Martin, Motivational Speaker in conjunction with Peninsula College	9/2011	District Administration Board member/Peninsula College Representative	Completed
<b>Action Item 3</b>			
Establish a Collaborative Time Task Force and evaluate the value of common Collaborative Time	3/2011-5/2011	Collaborative Time Task Force	Completed; resolved.

**Objective #3**

**Reinstate all-day kindergarten as soon as fiscally sustainable.**

<b>Action Item 3</b>	<b>Start/End Date</b>	<b>Responsible</b>	<b>September 12, 2014 School Board Update</b>
Support for all day kindergarten when fiscally sustainable	On hold	School Board	Completed

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**GOAL #3 RESOURCES**

To have the resources (time, talent & treasure) necessary to meet district student achievement goals.

**Preferred future statement:**

An upswing in community and inter-district partnerships will provide additional effective support to achieve a 100% graduation rate. We will come together to develop a resource base (bonds, levies, outside grants, state and federal funding & donations) to build innovative campuses where teachers, support staff, technology & students are all on the cutting edge.

**Objective #1**

**Create a more efficient and equitable resource distribution system.**

<b>Action Item 1</b>	<b>Start/End Date</b>	<b>Responsible</b>	<b>September 12, 2014 School Board Update</b>
Continue to monitor and be diligent about equity in the system	3/2011-6/2015	District Administration Board Members	Start/End Date changed to ongoing.
<b>Action Item 2</b>			
Communicate Process	6/2011-6/2015	District Administration Board Members	Start/End Date changed to ongoing. Action Item change-Communicate process, progress & milestones.

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**GOAL #3 RESOURCES** (continued)

**Objective #2**

**Create an infrastructure that supports student learning.**

<b>Action Item 1</b>	<b>Start/End Date</b>	<b>Responsible</b>	<b>September 12, 2014 School Board Update</b>
Create a Task Force to study the restructuring of elementary education	9/2011-12/2011	Restructure Task Force	Completed
Report Recommendation	12/2011	Restructure Task Force	Completed
Board Action (if required)	1/2012	School Board	Completed
Implement Plan (if needed)	2/2012	District Restructure Team	Start/End Date changed 2/2012-6/2015, ongoing.
<b>Action Item 2</b>			
Pass a capital bond	By 6/2015	Board of Directors	In progress
Pass a tech levy	By 6/2015	Board of Directors	Action Item changed to Pass a maintenance and operations levy

**GOAL #4 ADAPTABILITY**

**To be adaptable in our support of student achievement.**

**Preferred future statement:**

We will have a system in place able to take in information and proactively adapt to whatever challenges and opportunities are presented.

**Objective #1**

**Create a data-driven adaptable education system.**

<b>Action Item 1</b>	<b>Start/End Date</b>	<b>Responsibility</b>	<b>September 12, 2014 School Board Update</b>
Hire an Information Technology Services Director	6/2011-9/2011	Technology Committee Board Members	Completed

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**GOAL #5 COMMUNITY**

To have community support for the value of education in the midst of community changes and to have education as THE priority in the Port Angeles Community.

**Preferred future statement:**

Port Angeles embraces education as a positive central feature of a healthy, attractive place to live. The communities connectedness to Port Angeles School District is demonstrated by: partnership to improve social, physical, emotional well-being and academic achievement; a strong volunteer base and resources to achieve student success; open two-way communication; high level of parent/guardian involvement in schools; school staff and STUDENTS are engaged in community projects. The priority of the community is a commitment to the success of ALL students.

**Objective #1**

**Leverage community resources and expertise to further the education of all students.**

Action Item 1	Start/End Date	Responsible	<b>September 12, 2014 School Board Update</b>
Create a standing steering committee to coordinate the leverage of community resources to: <ul style="list-style-type: none"> <li>• Identify what we have</li> <li>• Identify what we need</li> </ul>	7/2011-6/2015	District Administration	Start/End Date changed to ongoing.
<b>Action Item 2</b>			
Restructure Communications Specialist position to include Outreach/Community Liaison position	7/2011-12/2011	District Administration Board Members	Completed; Communications and Community Relations Coordinator in place