



Emmett School District Strategic Plan - The Emmett Way - 2022-2027

Empowerment The Emmett Way	Huskies Plan	Huskies Teach	Huskies Reflect & Adjust	Huskies Graduate	Community & Relationships	Resources & Facilities
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VISION

Passionate, visionary professionals cultivating life-long learners the Emmett Way!

MISSION

ESD empowers all to become life-long learners!

We believe the Emmett School District has a unique approach to education. We call it the Emmett Way. It is comprehensive and inclusive.

WE BELIEVE LEARNING IS

- The main responsibility of the Emmett School District is to ensure a relevant and rigorous education for all students.
- Public education has three interrelated threads: the academic content, skill development, and character education.
- All students must receive the opportunity to reach their full potential through high expectations and a challenging, appropriate course of study.
- Strategic planning, educational best practices, and data-driven decision-making are essential to improve student achievement.
- Facilitating the engagement of parents in actively developing and supporting their children's courses of study.
- When all stakeholders form respectful relationships and strong, active partnerships with high expectations of success, children thrive and prepare for an ever-changing future.
- Schools need up-to-date resources to provide an education which prepares students for today's digital and informational society.
- All students can learn, and all students can graduate from high school prepared for post-secondary opportunities.
- Students learn best in a safe, positive, comfortable, orderly, and creative/reflective environment.

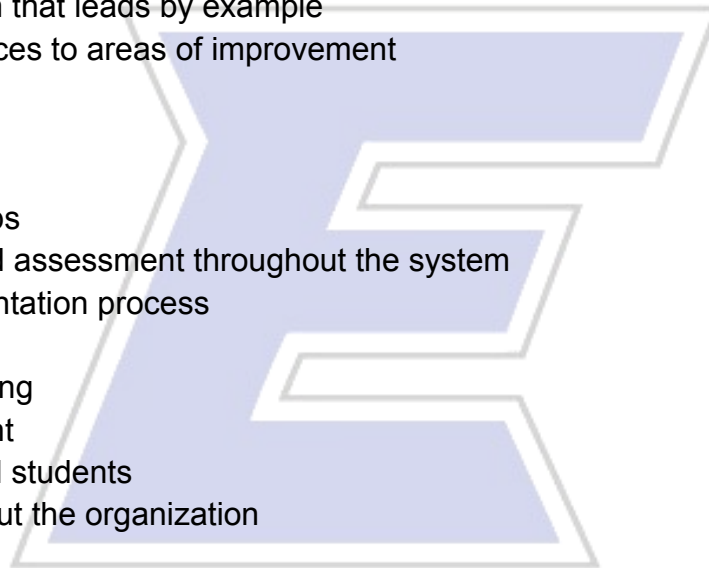


Emmett School District Strategic Planning Framework - 2022-2027

Empowerment	Huskies Plan	Huskies Teach	Huskies Reflect & Adjust	Huskies Graduate	Community & Relationships	Resources & Facilities
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CRITERIA FOR OUR SUCCESS

- Students are our No. 1 priority!
- A School Board and Administration that leads by example
- Targeted allocation of fiscal resources to areas of improvement
- Ample financial resources
- High quality facilities
- Community support
- Effective programs and partnerships
- Aligned curriculum, instruction, and assessment throughout the system
- Long-range planning and implementation process
- Motivated and highly qualified staff
- Ongoing quality professional learning
- Parent and community engagement
- Equity, access, and inclusion for all students
- Build leadership capacity throughout the organization



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Empowerment - The Emmett Way: Huskies have a voice through shared beliefs, goals, and expectations

OUTCOMES

- ★ Greater student self-efficacy (How they feel, think, motivate themselves and behave)
- ★ Promote student achievement
- ★ Increased student engagement

OBJECTIVE

- ★ Empower all with the education and skills necessary to live healthy, rewarding lives as confident, successful individuals.

STRATEGIES

- ★ Set and monitor meaningful and ambitious goals and achieve them through learning experiences that leverage their strengths, needs, interests and cultures.
- ★ Raise the engagement of students so they are highly motivated to set and achieve increasingly challenging goals for deep learning.
- ★ Develop positive academic mindsets so students are more confident learners who feel they belong to the ESD academic community, succeed in their learning, grow their competence with effort, and find value in their work
- ★ Develop the deep learning proficiencies of citizenship, critical thinking and problem solving, creativity and innovation, communication, collaboration, and systems thinking

Key Performance Indicators

5 Year Self directed student learning that is engaging. As evidenced by student data that will include, state assessment scores, absentee rate, and education and training success beyond high school.

3 Year Student achievement and data indicating a minimum of one year growth in academic achievement.

1 Year Introduce to staff, students and community the growth mindset. Development of a Student Advisory Council

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Huskies Plan: Huskies use a guaranteed and viable curriculum to ensure high quality instruction

High quality, Collaboration, Standards based, Engaging, Preparation, Differentiated

OUTCOMES

- ★ Academic rigor and consistency
- ★ People, organizations, and systems that are eager to learn and work across boundaries, all the while holding members accountable to a common agenda, metrics, and outcomes
- ★ Professional learning community supportive with shared values and vision

OBJECTIVES

- ★ Develop a Professional Learning Community with shared values and vision.
- ★ All instructional professional learning will be focused on curriculum, instructional practices, assessment, and response to learning as guided by the fundamental questions of Professional Learning Communities.
- ★ All relational professional learning will be focused on a whole child approach and tenets encompassing topics in behavior, social-emotional learning, and academics.
- ★ All leadership professional learning will be focused on the following topics:
 - Customer Service
 - Budgeting
 - Administrative Processes
 - Leadership Learning

STRATEGIES

- ★ Empower administrators, teachers, and staff to share expertise by providing opportunities for collaboration through the implementation of professional learning communities.
- ★ Provide training for administrators and teachers on effectively leading PLC sessions.
- ★ Communicate and clarify the contents of the district's professional learning plan to all district employees.
- ★ Review district/campus/staff/student data to determine specific district needs for professional learning.
- ★ Develop and deliver professional learning sessions aligned to district goals on designated district professional learning days.
- ★ Conduct participant surveys after district professional learning sessions to determine effectiveness and future learning needs.
- ★ Monitor implementation of professional learning.

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Huskies Teach: Huskies intentionally teach to engage all learners.

High quality, Engaged, Intentional, Reflective, Communication, Positivity, Differentiated

OUTCOMES

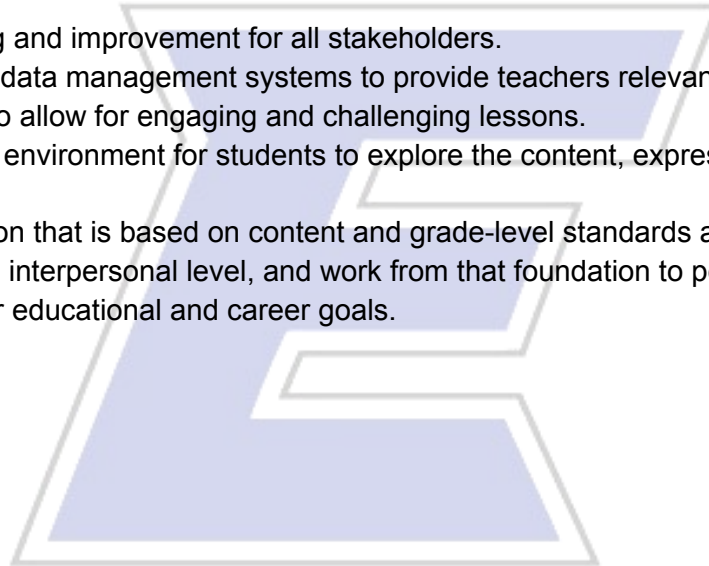
- ★ High quality education that gives all students a pathway to success
- ★ A culture of professional learning
- ★ A system of quality positive assurance
- ★ A supportive team culture

OBJECTIVE

- ★ Provide high quality, standards based, relevant, rigorous, and personalized instruction to engage all learners

STRATEGIES

- ★ Foster a culture of continuous learning and improvement for all stakeholders.
- ★ Provides rigorous assessments using data management systems to provide teachers relevant, timely and actionable information.
- ★ Provide sufficient technology access to allow for engaging and challenging lessons.
- ★ Create a safe and supportive learning environment for students to explore the content, express themselves freely, and seek personal understanding.
- ★ Provide and plan challenging instruction that is based on content and grade-level standards and that reflects 21st century learning skills.
- ★ Form connections with students on an interpersonal level, and work from that foundation to personalize instruction and encourage all students to move toward meeting their educational and career goals.



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Huskies Reflect & Adjust: Huskies partner with students and families to design, analyze, and modify instruction to enrich learning.

OUTCOMES

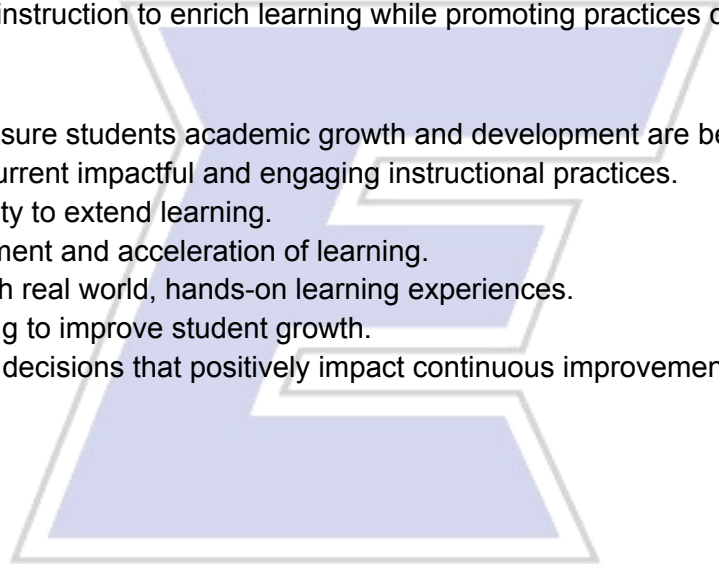
- ★ A practice committed to continuous improvement
- ★ A standard process for promoting lifelong learning, critical thinking, and creativity
- ★ Greater autonomy and self-efficacy
- ★ A deliberately, developmental, culture deeply aligned with people's motive to grow

OBJECTIVE

- ★ ESD will design, analyze, and modify instruction to enrich learning while promoting practices of continuous improvement.

STRATEGIES

- ★ Reinvent our systems of support to ensure students academic growth and development are being met.
- ★ Research, explore, and standardize current impactful and engaging instructional practices.
- ★ Provide opportunities for the community to extend learning.
- ★ Examine/explore pathways for enrichment and acceleration of learning.
- ★ Maximize student engagement through real world, hands-on learning experiences.
- ★ Clarify family expectations in partnering to improve student growth.
- ★ Use data and other evidence to make decisions that positively impact continuous improvement.



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Huskies Graduate: Huskie Graduates are prepared to be well rounded contributors to the community

Options, Advanced skills, Growth, Contributor, Persistent, Well-rounded, Success, Empowered

OUTCOMES

- ★ Empowered continuous learners
- ★ Responsible, self-directed & resilient individuals
- ★ Creative & critical thinkers
- ★ Competent & confident communicators
- ★ Civic minded contributing members to communities

OBJECTIVES

- ★ Teach, model, and practice the skills to develop confident, resilient, critical thinkers, and self-directed learners.
- ★ Inspire students to learn and discover their path to success in college, trades, career, and life.

STRATEGIES

- ★ Create an ESD Graduate Profile to help staff, parents, and students understand a profile of necessary skills that every graduate must possess to be ready for life after high school.
- ★ Provide high quality instruction, learning opportunities, as well as guidance support to prepare every student to graduate ready for college and career.
- ★ Provide the physical, emotional, social and academic supports to ensure students are making appropriate yearly progress toward high school graduation.
- ★ Provide the program, support and instructional strategies to obtain English proficiency and the overall academic success of short-term and long-term English Language Learners.
- ★ Establish and sustain healthy school cultures through relationship-centered practices to keep students engaged in their learning environment.
- ★ Engage with and connect students and families to appropriate staff, supports, and programmatic alternatives to increase student attendance in school.

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Community & Relationships: Together with our community, Huskies foster a shared vision and partnership for student's success!

OUTCOMES

- ★ A culture of collaboration and shared responsibility among staff, students and with families and communities
- ★ Families take initiative to actively supporting their children's development and learning
- ★ Safe climate and strong relationship with families and community
- ★ Access to Community-Based Experts, Professionals, Mentors, and Advocates
- ★ Community/Work-based experiences

OBJECTIVES

- ★ Develop mutually beneficial relationships in the community.
- ★ Empower families as advocates for the learning and development of their children by having them serve as co-creators in their children's educational plan.

STRATEGIES

- ★ Use relevant, on-going communication tools and methods to engage community stakeholders.
- ★ Immerse students in learning through community internships and career-focused opportunities.
- ★ Provide ongoing opportunities to further engage parents/guardians and community members in student learning.
- ★ Create opportunities for parents and school staff to meet and spend time together in informal settings to develop strong relationships
- ★ Provide opportunities that develop the parents' role in supporting the development of the whole child, with a specific focus on reading and math skills for younger children and course selection for the middle and high school students.
- ★ Provide opportunities for parents to build relationships with other parents to facilitate peer learning and information sharing via parent meetings or program events and workshops.
- ★ Principal for a Day to bridge business relationships.
- ★ Emmett Education Foundation supports paraprofessionals, who want to become teachers, with scholarships.

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Resources & Facilities: Huskies are trusted stewards of resources and facilities

Modern, Innovative, Safe, Sustainability, Quality, Reliable, Vision, Long Term

OUTCOMES

- ★ Data informed, needs based resource allocation providing training, professional development, and creative resources for teachers
- ★ Equitable budgeting, hiring, and staffing
- ★ Funding to support technology for learning
- ★ Quality, modern, safe, and secure facilities

OBJECTIVE

- ★ Maintain and promote fiscal responsibility that reflects a commitment to student learning

STRATEGIES

- ★ Align financial resources to support student success while ensuring fiscal stability.
- ★ Further embed technology tools to enhance teaching and learning.
- ★ Prioritize renovation and construction projects to support student learning.
- ★ Enhance security measures to maintain a safe physical environment.
- ★ Effective recruitment and retention of personnel.
- ★ Quality incentives/benefits

