STRATEGIC PLAN IMPLEMENTATION
SCHOOL IMPROVEMENT PLANS

Student learning is at the core of the school district's mission and strategic plan. Since students' learning needs vary, and learning is most successful in a highly-supportive environment in which teachers, students, parents, and community work closely and harmoniously together, it is essential to focus attention on plans for improving student learning at each school. In developing and implementing those plans, school staff must work closely with parents, community members and, where appropriate, students.

Each school site shall implement a site-based leadership process for the purposes of involving stakeholders in the development of innovative changes to implement the strategic plan and to solve site-based problems. Each leadership group will include the building principal, staff-designated representatives, and parent representatives. The leadership group shall operate within the district's policies, unless waived by the board, federal and state laws, budget parameters established by the board, the requirements of contracts to which the district is a party, and all other legal constraints.

Each site-based leadership council shall implement a process for developing site action plans which implement the school district's strategic plan. Included in the process shall be effective communication and decision making with various stakeholder groups. Prior to the implementation of site action plans, a district impact statement must be prepared and analyzed.

The strategic plan review committee (SPRC) has been authorized by the board of directors to monitor the school improvement process and results. The board of directors' charge to the SPRC is to:

1. Ensure that plans, activities, and implementation are consistent with the district's mission and objectives of the strategic plan; and
2. Facilitate changes necessary so that the strategic plan is responsive to the changes of the community.

The strategic plan review committee shall make an annual report to the board of directors. The annual report shall include a recommendation for action related to the board's approval of site action plans.

Each school improvement plan or process shall be data driven and shall promote a positive impact on student learning. A positive impact on student learning means promoting the continuous achievement of the state learning goals and essential academic learning requirements, and the achievement of nonacademic growth in areas like public speaking, leadership, interpersonal relationship skills, team work, self-confidence and resiliency, so that students can meet the goals of Washington's basic education system: to become responsible citizens, to contribute to their own economic well-being and that of their families and communities, and to enjoy productive and satisfying lives.

Each school improvement plan or process shall be based on a building self-review that includes the active participation and input of building staff, students, parents and community members.

Each school action plan shall address the following elements:

- Characteristics of effective schools as identified by the office of the superintendent of public instruction and the education service district (a plan may focus on one or several of the characteristics for up to three years);
- Educational equity factors including gender, race, ethnicity, culture, language and physical and mental ability;
- Use of technology;
- Parent and community involvement; and
- Other factors identified by the school community for inclusion in the plan or process.

Any school participation in a program of school improvement assistance through the state accountability system or the federal Elementary and Secondary Education Act shall constitute sufficient compliance with this policy.

Each site-based leadership council shall annually report to the superintendent its own team performance assessment and results from the site action plans. A summary of the annual reports from the site-based leadership councils shall be included in the annual progress review of the district's strategic plan.

Legal References:	WAC180-16-220	Supplemental Basic Education Program Approval Requirements

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