



2023-27 STRATEGIC PLAN

Cultivating Potential. Empowering Achievement.

Setting Our Vision for Excellence

The district launched its new five-year strategic plan in the Spring of 2023. This plan will continue to evolve and be implemented over the next five years as it paves the way for our learners to thrive in a rapidly evolving world. It sets a framework for academic excellence, fosters inclusive learning environments, and empowers educators and families to support high levels of student success. The plan also emphasizes collaboration and community engagement, acknowledging the importance of collective input in shaping our district's future. Together, we can help PSD students achieve great things!



Vision

The Puyallup School District values academic excellence and ensures every student learns in safe and supportive environments to develop as critical thinkers ready to take on the world.

Mission

To prepare and empower every student to reach their full potential and to thrive in school, society, work, and life.

Priorities



Academic Achievement



Family & Community Engagement



Social Emotional Supports



Staff Development, Culture, and Satisfaction



Facilities, Safety, and Security

Theory of Action Statement: If district leadership distributes resources in alignment with strong district priorities and values, including:

- Allocating resources according to criteria based on school needs, size, and goals;
- Providing support and accountability from the district office;
- Giving school leaders clear expectations to decide how resources are used within the building for school culture, safety, and strong instructional practices

Then school communities will make positive, sound, and strategic decisions based on school needs, and academic and social-emotional outcomes for students will improve.



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Next Steps

Through the strategic planning process, we have written a district mission, vision, and theory of action that guide the identified priorities and the measures through which those priorities will be assessed. These strategic priority areas will ensure that challenging decisions about how to allocate resources - people, time, and money - will be made easier with strategic guidance from this plan. As the Puyallup School District continues to refine our strategic direction and monitor progress, district initiatives and their accompanying action steps will be analyzed and vetted. This process will require continued partnership with families, staff, and community members to build on and strengthen the excellent work happening in the district.

Implementation Timeline



Yearly Engagement Process/Cadence

To ensure accountability and transparency, the strategic plan will be evaluated annually through community feedback received, administrative review, and departmental reporting to the school board. This dynamic process ensures ongoing alignment with the district's mission and vision, while also allowing for adjustments to meet evolving needs. Through these mechanisms, the district can remain responsive to stakeholders and effectively monitor progress towards achieving its goals.

- January through March: Community feedback received via surveys, and focus groups.
- April through June: Administrative review period
- September: Promote/market plan adjustments and progress



Academic Achievement

The district will emphasize access to and learning in early literacy and mathematics (PK-3) to establish foundational skills so all students are set on a successful course for graduation.

Initiative AA.1 Aligned Instructional Systems

Goal:
Achieve districtwide academic excellence by implementing a common curriculum, providing a consistent learning environment, and offering differentiated instruction to support diverse learners.

Measure:

- By the 27-28 school year, 80% of students, from all backgrounds, will meet or exceed the benchmark on the 4th, 8th, and 10th grade Spring STAR ELA assessments.
- By the 27-28 school year, 80% of students, from all backgrounds, will meet or exceed the benchmark on the 4th, 8th, and 10th grade Spring STAR Math assessments.

Initiative AA.2 Comprehensive MTSS Structure

Goal:
Develop a districtwide system of high-quality core instruction, complemented by data-driven targeted interventions tailored to student need.

Measure:

- By the 27-28 school year, 80% of 6th grade students, from all backgrounds, will meet or exceed grade level standards in the four core subjects.
- By the 27-28 school year, 90% of 9th grade students, from all backgrounds, will have passed all their ninth-grade courses.
- By the 27-28 school year, 100% of students, from all backgrounds, will graduate from all high school in 4 years.



Family and Community Engagement

The district will clearly and efficiently communicate goals, priorities, and critical information in order to engage families and community partners in two-way communication.

Initiative FCE.1 Digital Communication Tools

Goal:
Enhance family engagement through digital communication channels, using metrics such as reach, engagement, and accessibility, to foster connections and build relationships with families.

Measure:

- Number of unique visitors to the district website.
- Number of followers, engagement, and reach on social media accounts.
- Number of families who participate in virtual events.
- Number of families who engage in broadcast system posts.

Initiative FCE.2 Engagement Policies and Practices

Goal:
Develop and implement policies and practices that foster a culture of engagement and collaboration among students, families, staff, and the community.

Measure:

- Staff and student survey results measuring the level of engagement and collaboration.
- Number of family and community members actively involved in school initiatives or committees.
- Percentage of families that attend district and school events or volunteer.
- Student attendance rates, as higher rates may indicate a more engaging and supportive environment.



Social-Emotional Supports

The district will cultivate an inclusive and supportive school community in order to promote a sense of belonging and well-being for each student and staff.

Initiative SES.1 Integrated Inclusionary System

Goal:
Cultivate districtwide avenues for active student participation, ensuring they have a meaningful role in shaping and owning their social-emotional learning experiences and support systems.

- Measure:**
- By the 27-28 school year, 100% of elementary students will indicate they are valued members of their school as measured by a district-administered survey.
 - By the 27-28 school year, 80% of secondary students will indicate they are valued members of their school as measured by a district-administered survey.

Initiative SES.2 Comprehensive MTSS Structure (behavior focus)

Goal:
To develop a holistic system of high-quality social emotional support, complemented by data-driven targeted interventions tailored to student need.

- Measure:**
- By the 27-28 school year, achieve a 1:1 risk ratio of exclusionary discipline, ensuring that every student, regardless of their background, receives fair and consistent treatment.
 - By the 27-28 school year, 80% of students, from all backgrounds, will attend school regularly.



Staff Development, Culture, and Satisfaction

The district will continue to focus on attracting and developing a highly effective, representative staff while bolstering overall job satisfaction for all staff in order to ensure quality instruction.

Initiative SDCS.1
Staff Development, Satisfaction and Retention

Goal:
The district will prioritize professional development, coaching, and evaluation processes that empower staff, create positive relationships, and promote student achievement. Through staff supports and continuous improvement, the district will prioritize staff retention and longevity, creating a stable and experienced workforce to serve our students.

- Measure:**
- Percent of staff who respond positively to questions related to feedback and support on a district-administered survey.
 - Review of staff evaluations and growth.
 - Regular review of systems and processes to ensure effectiveness and efficiency.
 - Review of staff retention/longevity.

Initiative SDCS.2
Staff Recruitment and Diversity

Goal:
Attracting and promoting high quality, skilled, diverse and representative staff that reflects the community it serves, creating a welcoming and inclusive environment, which enhances cultural responsiveness.

- Measure:**
- Review of numbers of applicants applying for positions, and fill rates for vacancies.
 - Percent of applicants/new hires who respond positively to hiring and onboarding surveys.
 - Regular review of current staff demographics vs. student demographics.
 - Regular review of recruitment efforts to ensure we are reaching a broad and diverse demographic of potential applicants.



Facilities, Safety, and Security

The district will ensure the timely repair and maintenance of schools and support facilities in order to maintain a safe work and learning environment for students and staff.

Initiative FSS.1 Building Infrastructure Maintenance and Development

Goal:
Ensure maintenance of both the technology and infrastructure of buildings, while also prioritizing planning for future growth and providing ample permanent spaces.

- Measure:**
- Completion time and number of follow-up status inquiries for work orders after submission.
 - Percent of families who respond positively to questions related to school safety on a district-administered survey.
 - Percentage of students who are attending school in a permanent classroom facility.

Initiative FSS.2 Safety/Security and Emergency Protocols/Crisis Management

Goal:
Implement comprehensive safety, security, emergency, and crisis management measures with a primary focus on safeguarding the well-being of students and staff.

- Measure:**
- After action reviews of security incidents.
 - Effective cross training and cross coverage of security staff.
 - Systemic execution of drills and emergency response by all staff across the district.
 - Early awareness and community engagement via Tips and Vector Alerts.
 - Expanded partnerships and collaboration with PPD and PCSD.
 - Percent of staff, students and families who respond positively to questions related to safety and security on a district-administered survey.