

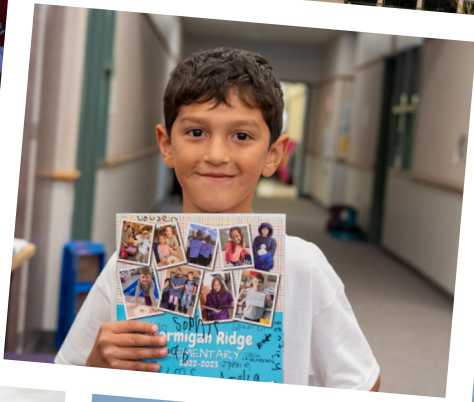
STRATEGIC PLAN 2023-2026

CONNECT

INSPIRE

EMPOWER





привет

Bonjour

Mbote

Ciao

Kamusta

Hola



Witam

WELCOME

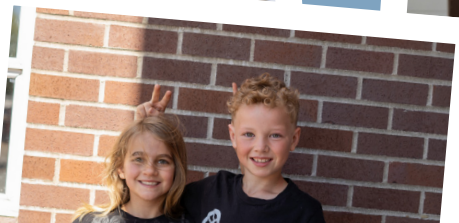
to the Orting School District

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talofa

habari

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On behalf of the Board of Directors, it is my sincere pleasure to introduce you to the 2023-2026 Orting School District Strategic Plan. As representatives of the citizens of Orting, the Board of Directors reached out to stakeholders to capture their vision, hopes and dreams of what local public education should look like. This plan represents the feedback of many stakeholders including students, staff, parents/guardians and the local community.

We built this strategic plan to provide system coherence and focus our work on four critical student learning outcomes. This plan lays out our vision, strategies, and measures by which we will attain these goals. When we all work together to reach common goals, we will see improved outcomes for each of our students.

While creating this strategic plan, it became clear that across every constituent group, consistent themes emerged:

- A strong academic focus
- Opportunities for students to grow and develop in the classroom and in extracurricular activities
- Strong student support
- Clear partnerships and involvement with the local community

Our students lent their voices to describe learning environments that will lead to their personal growth and empowerment. Our goals around agency, whole child, and student support speak to their needs for them to be successful. Quality education thrives on the enduring partnership

of all our stakeholders, which is why two of the anchor values of our strategic plan are communication and collaboration. They will be an integral part of accomplishing our student learning outcomes.

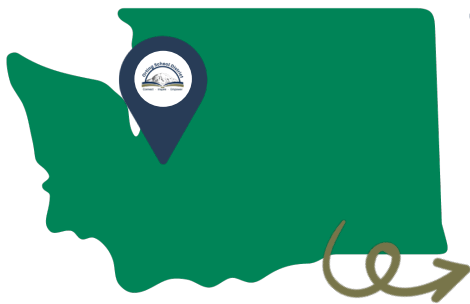
To ensure our schools reach these outcomes, we must continue the spirit of collaboration used to produce this plan. Successful implementation will rely upon sustained commitment of all stakeholders in an environment that cultivates trust, respect, new ideas, follow-through, and transparent communication.

We invite you to join us in this important work as we lift every student, every day!

In partnership,

William (Ed) Hatzenbeler
Superintendent





WHO WE ARE

We serve

Orting and areas of Graham and Bonney Lake



2,800+
total students



4 schools
2 elementary and 2 secondary



45.3
square miles covered



1,500+
families



30+
community partners



19
languages spoken



165
certificated staff



88%
graduation rate

↙
*Afaan Oromo, Arabic,
Cambodian, English, Filipino,
French, Italian, Korean, Lao,
Lingala, Polish, Punjabi,
Russian, Samoan, Somali,
Spanish, Swahili, Tagalog, and
Ukrainian*

PROFILE OF AN...



Orting Student

- Strong relationships
- Adaptable
- Believes that who they are matters
- Responsible
- Finds joy in learning and growing
- Critical thinker
- Motivated and empowered



Orting Staff Member

- Facilitators and coaches of learning
- Adult learners
- Values diversity
- Believers in collaboration
- Loves students
- Connected to the community
- Loves teaching and learning
- Believes they make a difference



Orting Leader

- Visionary and strategic
- Committed to equity
- Collaborator
- Effective communicator
- Continuous learner
- Servant
- Resilient problem solver
- Results and data driven



Theory of ACTION

If we consistently engage students in rigorous learning opportunities that develop individual agency and honor personal dignity, then we will ensure the Orting School District is an equitable organization where each student feels **connected, inspired, and empowered** for present and future success.



We believe that to achieve **equity** in our schools, we need **agency** and **dignity**.

Agency: The power and capacity to take action in the learning process.

- **Belonging:** A connection to learning through relationships that ensure being known, seen, heard, and loved.
- **Efficacy:** The competence and confidence in the ability to perform well and produce positive outcomes.
- **Ownership:** Making choices to take responsibility and interest in learning developing from a sense of personally and culturally relevant meaning making.
- **Mastery:** Utilizing multiple pathways for learning to create personal meaning.

Dignity: The inherent value and worth of each individual.

- **Diversity:** Recognizing and valuing individual differences as strengths.
- **Integrity:** Taking responsibility and holding yourself accountable.
- **Validation:** Acknowledging and affirming others' identity, experiences, and feelings.
- **Empathy:** Understanding and sensing what others might be thinking and feeling.

Mission

In strong partnership with our students, families, and community members, Orting School District will engage and develop the unique interests and talents of every learner as they apply their education in creative and inventive ways. Through high expectations and relevant opportunities to learn and grow in a caring, supportive environment, we will ensure each of our children feels connected, inspired, and empowered to create a better present and future!



Vision

In an environment of high expectations with high levels of support, we desire to have each student:

- Make personal meaning through creation, exploration and invention.
- Engage in meaningful, relevant learning, leading to deeper understanding.
- Believe their success makes a difference and their goals matter.
- Connect through meaningful relationships where they are heard, known, seen, and loved by others.



Core Values

- We foster high expectations, continuous growth and high achievement.
- We understand and cultivate the unique needs and interests of learners through relationships and personalization.
- We commit to removing barriers to learning to ensure our schools are inclusive and equitable.
- We believe ongoing communication, collaboration and community engagement are essential.



GOAL 1

STRATEGIC GOALS AND MEASURES

Academic Growth

Ensuring academic growth through high expectations, rigor, essential standards, agency, and dignity as the drivers for academic success for each learner.



EQUITY LOOKS LIKE

Students gain the experience, skills, and dispositions to lead their own learning journey, guided by supportive relationships and a culture that cherishes their uniqueness, boosts their confidence, and ensures accountability. This environment fosters a space where each student's unique academic and personal growth is nurtured and celebrated.

QUANTITATIVE MEASURE

- Students meeting grade level benchmarks
- Growth of targeted subgroups of students
- Proficiency on state testing
- Interim assessments

QUALITATIVE MEASURE

- Instructional walk-through observations
- Teacher and team student growth data
- Portfolios (assigned tasks, student work samples, artifacts)
- Staff and students surveys with agency and dignity focus

MEASURES OF PROGRESS

- The percentage of students scoring at each level of the SBA and WCAS
- Student growth percentiles on the SBA and WCAS
- Student reported learning and academic experiences aligned to agency and dignity

MONITORING TOOLS

- Smarter Balanced Assessment
- Washington Comprehensive Assessment of Science
- Panorama Learning: Academic Experiences



GOAL 2

STRATEGIC GOALS AND MEASURES

Community Partnerships and Connections

Forging and fostering meaningful, collaborative relationships with families and our community to support and empower students with a sense of agency and dignity.



EQUITY LOOKS LIKE

Students and staff work in partnership with families and our community to cultivate an agentic and dignified supportive network ensuring the value of voice, individual growth, and community activism.

QUANTITATIVE MEASURE

- Students and families accessing community partnership resources
- Parents perception survey
- Students accessing dual credit

QUALITATIVE MEASURE

- Parents and community involvement and participation
- Parent and community surveys and focus groups to increase involvement and remove barriers
- Opportunities for parents to support and/or provide feedback for learning instruction

MEASURES OF PROGRESS

- The number of learning and support partnerships with community organizations
- Increase the percentage of families feeling connected to their child's school
- Increase the number of dual credit opportunities for students

MONITORING TOOLS

- Parent and Family Engagement Events
- Panorama Parent Survey
- Skyward



GOAL 3

STRATEGIC GOALS AND MEASURES

Whole Child

Cultivating social-emotional skills for students to self-advocate and self-regulate in navigating challenges and forming meaningful connections, through an environment that develops and honors their agency and dignity and that of others.



EQUITY LOOKS LIKE

Students are surrounded with dignity and care that cultivates self-advocacy, self-regulation, and the promotion of executive functioning skills for the purpose of personal growth and empowerment.

QUANTITATIVE MEASURE

- Student and staff social emotional learning data
- Readiness for key transitions (K, 3, 6, 9 and post high school)
- On-time graduation and regular attendance

QUALITATIVE MEASURE

- Student planned and led initiatives and events
- Second Step and Character Strong student feedback
- Portfolio (Incorporation of student voice, student feedback and targeted professional development)

MEASURES OF PROGRESS

- Student and staff social-emotional learning data
- Regular attendance
- On-track and on-time graduation rate

MONITORING TOOLS

- Panorama Student and Staff Screeners
- Skyward Reports
- High School Credits and Pathways



GOAL 4

STRATEGIC GOALS AND MEASURES

Student Support Systems

Ensuring each student has equitable access to systems that leverage the power of our collective expertise to support strong core instruction, developing agency, ensuring dignity, and achieving individual academic growth.



EQUITY LOOKS LIKE

Students receive individualized support for learning and well-being as a collaborative partner in an inclusive environment through a culture of understanding and support for both academic and social-emotional growth.

QUANTITATIVE MEASURE

- Disproportionality in exclusion data
- Intervention growth data
- Universal screening data

QUALITATIVE MEASURE

- Reducing risk factors and increasing protective factors
- Students setting, persevering and reaching their goals and aspirations
- Student voice and feedback on needs assessment and initiatives

MEASURES OF PROGRESS

- State assessment achievement for student sub-groups
- Student voice and feedback on needs assessment and initiatives

MONITORING TOOLS

- Smarter Balanced Reporting System
- Student Advisory Council



ENSURING IMPLEMENTATION

Orting School District has set this strategic plan with student outcomes at the forefront of our thinking and student achievement as the measures of success. We believe these goals work in conjunction to ensure each student has their individual needs met and can thrive in our schools.

We will focus on building key strategies and measures to help us establish a baseline. From there, we will move toward more targeted outcomes as we determine the impact of our strategic work.

Key Strategies

Annual Plans

Reallocating people, time, and money equitably based on the strategic plan's priorities.

Strategic Resource Allocation

Realigning annual school improvement and district level operating plans to reflect the strategic plan.

Measures

Establishing clear measures to monitor progress and keep all stakeholders informed and engaged.

Capacity Building

Investing in continuous professional learning that increases our system efficacy and effectiveness.

Distributed Leadership

Building leadership across our students, staff, and community to ensure the vision does not rest with any single person.

Voice

Building opportunities at the school and district level for stakeholders to provide feedback on our strategic work and inform our progress to the community.

Communication

Ensuring regular and timely communication across our stakeholder groups as we celebrate our successes and confront our challenges.



What is important are the conversations at the dinner table, in the park, or with loved ones. We hope each of our students feel like they belong here, are challenged in relevant and interesting coursework, and are heard, seen, known, and loved. We want our students to truly believe the adults care about them and their success. As they dream about their future goals, we want to be partners in crafting, coaching, guiding, and facilitating amazing learning experiences as we build future success.

Orting School District's Strategic Plan is a reaffirmation of our community's long-standing commitment to all students.



Successful implementation of the plan
depends on all of us being there for
Every Student, Every Day.



Ed Hatzenbeler
Superintendent



Carrie Thibodeaux
President
District #3



Melissa Kinzler
Vice President
District #5
*Legislative
Representative*



Michael Melot
District #1



JoAnn Tracy
District #2
WIAA
Representative



Kathy Madigan
District #4

CONNECT WITH US



Orting School District



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