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Grand Coulee Dam School District
STRATEGIC PLAN 2024 – 2029

Goal 1: Student Growth and Achievement:

GCDSD will improve student performance standards by at least 20%, as measured by Washington State School Report Card. (*GCDSD is expected to grow academically by 4% each year*)

Objectives:

1.1: Invest in new and improved curriculum, which encompasses all core content areas

Strategies

1.1.a: K-12 Curriculum Virtual Alignment (District – Wide Scheduling)

1.1.b: Update the adoption of the curriculum cycle

1.2: Invest in human capital

1.2.a: Career/ Professional Development/Training of all staff

1.2.b: Develop SOP's (Standard Operating Procedures) (Current Employees)

1.2.c: Cross -training of positions

1.2.d: Increase recruiting efforts



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- 1.3: Track student performance by utilizing quarterly district benchmarks
- 1.3.a: Instructional Data Analysis Team
- 1.3.b: Data Retreats (August & January) (First and Second Semesters)
- 1.3.c: Data Analysis to prepare and present benchmark data
- 1.4: Improving district wide attendance
- 1.4.a: Continuous Family Education
- 1.4.b: Attendance Data Review (At-Risk Students)
- 1.4.c: Develop a consistent culture and climate
- 1.5: Consistent expectations for a positive learning environment
- 1.5.a: Accountability among students and staff
- 1.5.b: Clear classroom expectations
- 1.5.c: Develop a strong district – wide culture and climate

Accountability for Goals	School Personnel: Board of Directors, Superintendent, Principals, Vice Principals, Teachers, Students, Business Manager, families, Bus Drivers, Paraprofessionals, Tribe, and All other Stakeholders



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Goal 2: School Safety and Security:

GCDS will create a safe and secure learning environment, that promotes the well-being of the school community.

Objectives:

- 2.1: Update the District's Emergency Operations Plan
- 2.1.a: Overhaul the EOP
- 2.1.b: Annually review and update the EOP
- 2.2: Increase social emotional learning opportunities
- 2.2.a: Programs and curriculum dedicated to Social and Emotional Learning
- 2.2.b: Collect and track data outcomes (Data Analysis Team)
- 2.3: Provide ongoing safety training for students, staff and community
- 2.3.a: Emergency Communication/Radio Training
- 2.3.b: Emergency Operations training for staff
- 2.3.c: Collaborate with local emergency management services
- 2.4: Develop a district safety, health wellness team
- 2.4.a: Team will create strategies for meeting objectives
- 2.5: Maintain and update District infrastructure
- 2.5.a: Inspect buildings and make recommendations (Outside Organization or individual)
- 2.5.b: Develop a 1 year and 5 year Maintenance Plan

Accountability for Goals

School Personnel: Board of Directors, Superintendent, Principals, Vice Principals, Teachers, SSO, Facilities Maint, IT, Students, Local Law



	Enforcement, Families, EMTs, & Emergency Services

Goal 3: Business and Finance:

GCDSD will pursue fiscally sound budgeting practices

Objectives:

- 3.1: Develop purposeful and responsible spending practices that support the district's mission and vision
- 3.1.a: Prioritize needs based spending according to strategic planning
- 3.1.b: Develop replacement cycles (Schedule of cycle frameworks) (Curriculum, Operations and Safety)
- 3.2: Ongoing budgeting meetings and training
- 3.2.a: Meet with the Business Manager on a consistent basis (All Principals and Department Heads)
- 3.2.b: Attend professional development focused on budgeting
- 3.3: Seek more funding opportunities that are sustainable
- 3.3.a: Promote fiscally responsible levy initiatives
- 3.3.b: Look to maximize grant opportunities
- 3.4: Annual review of expenditures at the local, state and federal levels
- 3.4.a: Develop departmental internal audits



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Accountability for Goals	School Personnel: Board of Directors, Superintendent, Business Manager, Accounts Payable, Payroll, Principals, Directors, Teachers, County Government, and ASB

Goal 4: Family Engagement

GCDSD will recognize families and community members as critical and key partners in promoting achievement

Objectives:

- 4.1: Create an effective family engagement plan that creates a foundation for mutual partners to collaborate
- 4.1.a: Develop a collaborative district family engagement calendar
- 4.2: Develop family and community members recognition opportunities
- 4.2.a: Incentivize family participation in engagement activities
- 4.3: Develop and implement family growth opportunities
- 4.3.a: Provide training opportunities for families
- 4.3.b: Identify and collaborate with partners to implement and increase training opportunities
- 4.4: Develop a parent advisory committee
- 4.4.a: Combine all current parent advisory committees



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4.5: Implement student – led conferences (K-12)

4.5.a: Develop a grade appropriate framework for student led conferences

Accountability for Goals	School Personnel: Board of Directors, Superintendent, Principals, PAC, Teachers, Tribe, Families, Directors, and students

Goal 5: Career and Technical Education (CTE)

GCDS will provide equitable access to diverse, relevant and responsive CTE instruction and opportunities

Objectives:

5.1: Develop relevant CTE programs targeted to our student and local community needs.

5.1.a: Expand CTE advisory committee to include community partners

5.1.b: Annual completion of comprehensive local needs assessment (CLNA)

5.2: Support ongoing work-based learning

5.2.a: Develop a district policy and procedure that supports expanding work – based learning

5.3: Increase Partnerships with outside organizations

5.3.a: Expand dual credit opportunities with providers and program areas



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5.3.b: Increase externships with tribal and regional employers

Accountability for Goals	School Personnel: Board of Directors, Superintendent, CTE Director, Outside Agencies, CTE Teachers, Business Manager and Students

