

Potlatch School District #285

5 Year Strategic Plan

SY 2023-2028

Passion
Choice
Perseverance
Family Forgiveness
Integrity
Honesty
Freedom Teamwork
Acceptance
Responsibility
Always Care
Success Communication
Zest Seek Solutions
Respect Practice Safety
Humor
Making a Difference
Collaboration
Personal Growth

#PSD285

**OUR
VALUES**

Mission

To Ensure that ALL students learn at high levels.

Vision

A community that works together to prepare students who are competitive, competent, and confident and are able to reach career goals they have set for themselves so they can give back to the community.

Motto

Small Town, Big Hearts, Bright Futures

Potlatch School District is located in the northwest part of Latah County and covers 385 square miles consisting of farmland, timber, and mountains. We serve the communities of Potlatch, Onaway, Princeton, and Harvard, and everywhere in between. Potlatch was originally built as a company town, built to house and operate the world's largest White Pine saw mill. Community members value this history and the small-town, close-knit, rural atmosphere that continues to this day. They come together to improve and preserve programs and activities for youth, help those in need, comfort those experiencing loss, cheer on school and community athletic teams, and celebrate accomplishments. Numerous community organizations and volunteers offer their time and resources to bring the community together and make progress. This is especially on full display at annual community events, such as Potlatch Community Days and Company Town Christmas.

Our community shows great commitment to its children and recognizes they need preparation for the future. The community wants a balance of career and college preparation. They want to see success for students in all grade levels; they want students to have pride in their town and in their school; they want students to have enriched learning experiences that help them see possibilities for the future; and they want a skilled workforce that can meet current employment needs and help the community thrive. The community desires schools that prepare students for success in any field.

The Potlatch School District worked with the community during the Spring of 2022 to create this 5-Year Strategic Plan. The following steps were taken:

- Survey responses were received from parents, community members, students, and staff.
- Focus areas and goals were drafted based upon those survey responses.
- “Roundtable discussions” were held to revise each of the focus areas and goals. Thirty participants, including parents, community members, and staff, identified key issues within focus areas. Participants also shared desired outcomes at the end of 5 years (SY 2028).
- A second draft of the plan focus areas, goals, and desired outcomes was created and reviewed/revised by the Potlatch Board of Trustees over the next few months.
- Once draft 4 was completed, further input from the community was sought through a series of small group discussions. During that process two more drafts were developed. Staff input was also considered during this time.

- Board approval on August 10, 2022.

The Potlatch School District truly appreciates the level of community engagement in the creation of this Strategic Plan.

Focus Area 1: Career and College Readiness
<p>Goal: “The Potlatch School District will provide a variety of quality learning opportunities to ensure students are ready to set and achieve future goals and serve as productive citizens.”</p>
<p style="text-align: center;">Desired Outcomes (In 5 years we will see)</p> <ul style="list-style-type: none"> • Student Portfolios (digital) demonstrate learning over time. • Partnerships are created with the broader community to help students see career opportunities. • CTE resources (The Shop, Family Consumer Science, Business, and Technology) are utilized for learning opportunities for all students. • Barriers removed that prevent students from pursuing any career or college opportunity. • Dual credit opportunities are expanded so students can graduate from Potlatch with an associate’s degree. • Students are introduced to trades and/or Career Technical Education (CTE) pathways at an earlier age. • Students graduate with basic life skills such as: employment skills (resume, cover letter, interviewing); money management; time management; cooking; and communication skills. • “Portrait of a Graduate” is created - spells out the skills, tools, and knowledge of a Potlatch Graduate.
Focus Area 2: Student Achievement
<p>Goal: “The Potlatch School District will align curricular resources, instructional strategies, and assessments to meet the needs of all students.”</p>
<p style="text-align: center;">Desired Outcomes (In 5 years we will see)</p> <ul style="list-style-type: none"> • Utilization of a balance of formative, summative, and benchmark assessments to track individual student progress throughout the year and over time. • Updated academic resources that are reviewed by a Curriculum Review Committee (made up of community members, parents, teachers, and admin). • Increased performance on state assessments. • Continued growth in English and Math. • Clear academic standards and expectations for growth. • Published curriculum documents for ELA and Math for grades K-12 on the District website.
Focus Area 3: School-Community Relations
<p>Goal: “The Potlatch School District will actively communicate to engage and collaborate with community leaders and the broader community in the education and support of students.”</p>
<p style="text-align: center;">Desired Outcomes (In 5 years we will see)</p> <ul style="list-style-type: none"> • Open and transparent communication to build community trust in our school district and board members.

- Better means of connection with alumni.
- Improved/consistent use of social media.
- Communication that uses multiple platforms (social media, CIA, website, newsletters, etc).
- Improved ways and instructions for community members to communicate with board members.

Focus Area 4: High Quality Faculty and Staff

Goal: “The Potlatch School District will recruit and retain high quality faculty and staff and provide them with professional development to ensure quality learning and support activities for all students.”

Desired Outcomes (In 5 years we will see)

- Unity amongst staff through common values.
- Common and teacher-specific goals set based on high academic expectations.
- Improved instruction through targeted professional development.
- Improved student engagement through clear learning goals and expectations.
- Teachers holding each other accountable through collaboration.
- Teachers holding multiple areas of certification.

Focus Area 5: Safety, Well Being, and Culture

Goal: “The Potlatch School District will provide a safe, secure, and welcoming learning environment for *all* students and staff.

Desired Outcomes (In 5 years we will see)

- Evidence of an inclusive school climate.
- Communication amongst staff, students, parents, and the community is positive.
- Clear safety procedures that include training for staff and students.
- Clear behavioral expectations for all students and staff.
- Improved school spirit and culture through the use of school branded attire, signage, decoration, assemblies, and other tools that help encourage school/community pride.
- Social-emotional and mental health supports for staff and students that are easily accessible.
- Increase student and staff engagement and participation in school and community events.

Focus Area 6: Facilities

Goal: “The Potlatch School District will have facilities that are well-maintained and efficiently utilized, while proactively planning for future growth.”

Desired Outcomes (In 5 years we will see)

- Facilities that are proactively maintained.
- Well-maintained/groomed landscaping.
- Clear maintenance/facility plan (5 or 10 year).
- Permanent structure for bathrooms, concessions, and storage on both the football and baseball field.
- Plans for how our facilities can accommodate future growth.

Focus Area 7: Financial Responsibility

Goal: “The Potlatch School District will present a yearly budget and maintain transparent financials for all District expenditures.”

Desired Outcomes (In 5 years we will see)

- Detailed budget and financials posted on the website that are in an understandable format for the general public.
- Expenditures differentiated by state, local, and federal funds.

[School Year 22-23 Goals/Tasks-Progress and Reflection](#)
[School Year 23-24 Goals/Tasks - Progress and Reflection.](#)
[School Year 24-25 Goals/Tasks Progress and Reflection.](#)

School Year 25-26 Goals/Tasks	Focus Area(s) Addressed
<p>Increase student performance in each grade level on the IRI and ISAT assessment through high-quality learning opportunities.</p> <ul style="list-style-type: none"> • Connect learning in the classroom to career opportunities • Evidence driven decision making in PLC Team meetings • Classroom and building goals around assessment, attendance, grades, and behaviors • Reduce Chronic Absenteeism by 5% in each building. 	1, 2, 4
<p>Engage the community, staff, students, and alumni through storytelling highlighting district, school, and classroom-level accomplishments.</p>	3,4
<p>Continued Goal: Support teachers in efforts to raise learning expectations.</p> <ul style="list-style-type: none"> • District Leadership/Building Leadership Teams work collaboratively to identify staff learning needs. • Continued professional development support for implementing the work of PLCs, the Potlatch Way. • Classroom visits by Board members and the Superintendent • Continued work on Essential Standards and Pacing; Additional Work on Common Assessments. 	1, 2,4,5
<p>Focus on Facility Improvement and Fiscal Responsibility</p> <ul style="list-style-type: none"> • Continue implementing the 10-year facility plan to leverage school modernization funds. • Pursue grants for security infrastructure • Continued posting of financial information monthly 	5, 6, and 7

[Continuous Improvement Plan Metrics](#)