

TAHOMA *together*



Honoring Our Past,
Shaping Our Future.

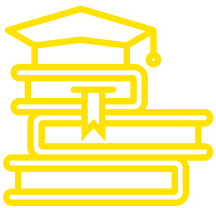
5-YEAR STRATEGIC PLAN

2025
2030



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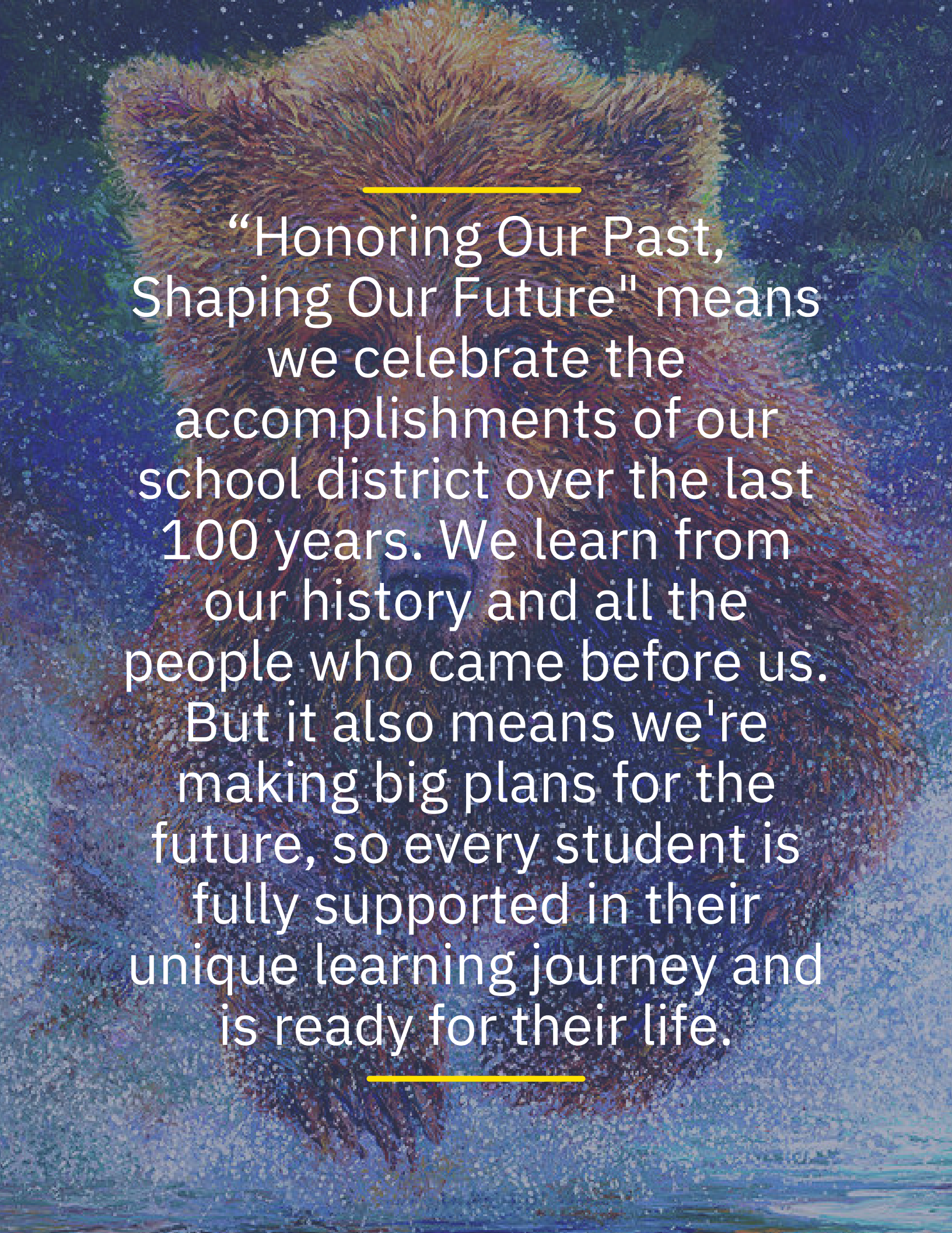
**STRONG
ACADEMIC
PROGRAMS**



**STUDENT
WELL-BEING**



**SAFETY &
OPERATIONAL
EXCELLENCE**



“Honoring Our Past,
Shaping Our Future” means
we celebrate the
accomplishments of our
school district over the last
100 years. We learn from
our history and all the
people who came before us.
But it also means we're
making big plans for the
future, so every student is
fully supported in their
unique learning journey and
is ready for their life.



OUR MISSION:

Together, provide the tools and experiences every student needs to create an individual, viable and valued path to lifelong personal success.

OUR VISION:

Quality Learning Every Day in Every Classroom for Every Child

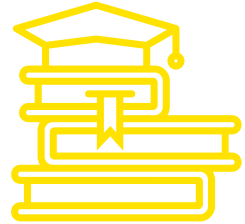
OUR VALUES:

- Excellence
- Collaboration
- Stewardship
- Equity
- Leadership

STRATEGIC PRIORITY:

STRONG ACADEMIC PROGRAMS

Goal: Students are engaged and supported in learning, improving proficiency in literacy and math, and prepared for the future.



5-year Objectives

Implement evidence-based K-12 curriculum, instruction and assessments for literacy and math

- Consistent use of screening assessments and student progress monitoring in English Language Arts and Math in grades PK-12.
- Consistent delivery of adopted curriculum and evidence-based academic interventions in English Language Arts and Math in grades PK-12.
- Use of instructional practices that address the needs of all students in each Tahoma classroom.

Expansion and refinement of academic programs

- Initial implementation of non-traditional learning options for Tahoma High School students.
- Engage in research and planning related to dual language programming.
- Strengthen and align K-12 highly capable programming based on recommendations from the program review.
- Improve programming for students with disabilities
- Align multilingual learner programming, curriculum, instruction and assessment
- Adopt new curriculum based on evolving requirements and needs.

Alignment of district programming with changes in state academic requirements

- Align K-12 academic programs with changes to Washington State English Language Arts and Math standards.
- Align district programming with new state requirements from the Washington State Future Ready initiative.

Life, career and post-secondary education readiness

- Update Future Ready skills & programming
- Increase support and access to a range of post-secondary opportunities
- Adopt district financial education expansion goal

Key Performance Indicators

- *% of students demonstrating growth on the STAR Math and Literacy assessments in grades K-10*
- *% of students meeting standard and more students will increase performance levels than decrease on the English Language Arts and Math Smarter Balanced Assessment (SBA)*
- *% of multilingual students demonstrating growth on the World-class Instructional Design and Assessment (WIDA) assessment*
- *% of students completing the Senior Exit Survey*
- *% of students selecting an option other than “undecided” on the Senior Exit Survey regarding post graduation plans*

(see yearly targets within each year's plan)

STRATEGIC PRIORITY:

STUDENT WELL-BEING

Goal: Students are emotionally safe, valued, and supported by our community.



5-year Objectives

Develop a uniform, consistent, proactive system of support that addresses each student's social-emotional, behavioral, and attendance needs.

- Fully implement uniform and consistent programming and interventions for behavioral and mental health at all grade levels.
- Consistently implement interventions to support regular attendance at all grade levels.
- Formalize and expand social-emotional learning programming in grades K-12.
- Improve the availability, consistency, and accessibility of mental health services from internal and external providers for Tahoma students.

Ensure successful student transitions to the next level of education or gainful employment

- Ensure successful transitions between levels, to include 5th to 6th grade, 8th to 9th grade, and 12th grade to the first year after graduation.
- Implement the Washington State High School and Beyond plan at the secondary level.

Deepen family engagement through responsive, accessible, and empowering practices that support student success at school.

- Partner with the Tahoma community to provide workshops and resources that engage families in supporting the success of their students.
- Launch a family and community engagement advisory group to inform the development of a multi-year plan that strengthens school, community and family partnerships that promote student success in Tahoma schools.

Key Performance Indicators

- *% of students attending school 90% or more of the time*
- *% of students reporting feeling safe, connected and supported on district climate survey*
- *% of students indicating they feel prepared for post-high school on Senior Exit Survey*
- *Rate of engagement for families participating in wellness workshops*
- *% of growth in social emotional learning standards*
- *% decrease in the opportunity gap between highest and lowest access groups accessing mental health services*

(see yearly targets within each year's plan)

STRATEGIC PRIORITY:

SAFETY & OPERATIONAL EXCELLENCE

Goal: Effectively use district resources to recruit and retain an exceptional district team, and continually provide students with the safest, most accessible experiences of any school district in King County.



5-year Objectives

Provide regular, timely and relevant communication for staff, families, and community members

- Develop a section on the district website to share progress on the district strategic plan and publish annual progress on the strategic plan key performance indicators.
- Improve internal and external communications through a standardized, predictable communication structure based on staff and community feedback.
- Formalize a financial communication strategy to increase accessibility and clarity around the district budget, levies, and funding.

Maintain stable and adequate funding to assure students receive a consistent, high-quality education

- Formalize an Academic Return on Investment framework for district budgeting so all monetary decisions are centered around student outcomes.
- Improve the efficiency of the Tahoma School District budget by reducing redundancies and identifying cost-saving opportunities.

Provide pristine, safe and comfortable facilities for all students and members of our community

- Develop and implement a short- and long-term capital facilities plan.
- Identify and implement asset management and inventory management systems to better refresh and replenish key equipment and inventory in our system.
- Integrate comprehensive safety, facility readiness, and staff protocols through a district continuity of operations plan.

Attract, develop, and support a high-performing workforce

- Implement a modernized hiring framework, including recruiting, interviewing, and selection practices.
- Review and revise employee onboarding and evaluation processes.
- Create the framework for a Tahoma Leadership Academy to develop and grow our own leaders.
- Strengthen and expand access to professional development opportunities for all classified staff.
- Identify SMART department goals and key performance indicators to drive efficiency and develop our staff so all understand the impact of their work on our students.

Key Performance Indicators

- Participation rates on Employee and Community Engagement surveys
- Satisfaction rates on Employee and Community Engagement surveys
- District general fund reserve remains within the range required by Tahoma School District Board policy

(see yearly targets within each year's plan)



TAHOMA

SCHOOL DISTRICT 409

The Tahoma School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. See our Official Notices page for more information.