North Thurston Public Schools

All Students Empowered and Future-Ready



CORE BELIEFS

We believe:

- High-quality teaching is essential to student achievement.
- Compassionate attitudes and actions create a culture of service.
- Student voice increases engagement and belonging in our learning community.
- Investing in our staff is critical to student success.
- Healthy relationships are built on collaboration, respect for diversity, accountability, and trust.
- Family and community partnerships are essential to meet the needs of our students.

MISSION

Committed to Excellence: Preparing all students for rewarding careers, fulfilling lives, and compassionate global citizenship.

2026-2032 Strategic Plan

A Compassionate Learning Community

Lacey, Washington

A Compassionate Learning Community!

Goals and Outcomes for Student Success

At North Thurston Public Schools, our **Vision** is clear: **All students empowered and future-ready.** Through our strategic planning process, our community defined **five aspirational goals** for student success - our promise to students, families, and community.

Goal 1

Success in the Early Years

Every student will engage in meaningful learning opportunities that foster curiosity and joy of learning while developing the academic and social skills to meet/exceed standards by the end of Grade 3.

OUTCOMES

a. Increased percentage of children attending high-quality preschool programs.

b. Increased percentage of children ready for Kindergarten.

c. Increased percentage of children meeting or exceeding grade level standards by the end of Grade 3.

d. Increased percentage of children meeting social, emotional, and physical milestones through Grade 3.

Goal 2

Responsible, Resilient, Empowered Learners

Every student will feel safe as an empowered, responsible, and resilient learner, open to and accepting cultural diversity and perspectives, and empowered to advocate for and pursue their own educational passions.

OUTCOMES

a. Increased percentage of students meeting social, emotional, and behavioral expectations.

b. Increased percentage of regular school attenders.

c. Increased opportunities for student voice.

d. Increased percentage of students open to and accepting cultural diversity.

Goal 3

Critical Thinkers and Solution Seekers

Every student will demonstrate skills in creative and evaluative reasoning, communication, and collaboration to address challenges in a socially just and democratic society.

OUTCOMES

a. Increased percentage of students participating in at least one positive school or community-based activity.

b. Increased percentage of students applying learning to collaboratively engage in solving relevant, real-world challenges.





Goal 4

Continuous Growth – All Students, All Subjects

Every student will demonstrate continuous growth towards meeting/exceeding rigorous learning standards.

OUTCOMES

a. Increased percentage of students demonstrating proficiency on standards.

b. Increased growth rate at a minimum of one year for students at or above grade level and 1.5 years for students below grade level in Math and English Language Arts.

c. Increased growth rate for students experiencing personal and/or systemic barriers to achievement or opportunity.

d. Increased participation and proficiency in accelerated, higher-level and specialized course options (e.g., Advanced Placement, Honors, Dual Credit).

Goal 5

Preparedness for Post-Secondary Success

Every student will successfully navigate the critical transitions in their personalized learning trajectory, and will graduate from high school prepared for success in college, career, and post-secondary experiences.

OUTCOMES

a. Increased percentage of students passing classes in grades 6-9, culminating in an increased percentage of 10th grade students on track to graduate.

b. Increased high school graduation rates for all student-groups.

c. Increased percentage of seniors with a *High School and Beyond Plan* that includes one of these: an acceptance letter to college, the military, trade/technical training, industry certification/apprenticeship, or verifiable employment.

d. Increased percentage of high school graduates experiencing post-high school growth/success 1-2 years after graduation.

e. Decreased percentage of NTPS graduates required to take remedial classes in college.

f. Increased percentage of students who earn a Washington State Seal of Biliteracy.



North Thurston Public Schools does not discriminate in any programs or activities on the basis of sex, race, ethnicity, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, homelessness, immigration or citizenship status, the presence of any sensory, mental, or physical disability, neurodivergence, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts of America and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Civil Rights Coordinator: studentachievement@ntps.org, 360-412-4466; Title IX Officer: executivedirectorHR@ntps.org, 360-412-4457; Section 504 Coordinator: 504@ntps.org, 360-412-4465. Address: 305 College Street NE, Lacey, WA 98516.

OUR FOUR PILLARS OF PROFESSIONAL PRACTICE

Our five Goals define **what we want for students**; i.e., the *ends*. The **Four Pillars** are the building blocks of **what we must do well** to produce the student outcomes; i.e., the *means* to the ends. They frame our day-to-day teaching practices, leadership practices, and organizational practices.





15,125 students
(Prekindergarten-12th grade)

- American Indian/Alaskan Native 1%
- Asian 7.8%
- Black/African American 5.7%
- Hispanic/Latino of any race(s) 25%
- Native Hawaiian/Other Pacific Islander 3.8%
- Two or more races 15.7%
- White 40.9%
- English Language Learners 7.2%
- Students with Disabilities 20.2%
- Free or reduced-price meals 46.1%

2025-26 school year/OSPI

24 schools

- 13 elementary schools
- 4 middle schools
- 3 comprehensive high schools
- 4 choice schools

74 square miles covered

- Lacey
- Olympia
- Northeast Thurston County

2,000 Employees

Points of Pride

- NTPS School Board named Board of Distinction 2022, 2023, 2024, 2025
- 100+ National Board-Certified Teachers
- 100+ dual high school/college credit options through CTE, College in the High School, and Advanced Placement courses