Academic Advisory Committee

Strategic Plan Refresh & Early Learning







STANWOOD-CAMANO SCHOOL DISTRICT

Every student is empowered to learn in an inclusive setting and is prepared for the future of their choice!

Foundational Early Learning

We are committed to building strong foundations for every student. Early success is essential to lifelong growth and opportunity.



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Welcoming Ritual

Goal #1
Foundational Early Learning for Every Student

A. Readiness for kindergarten
B. Grade level criteria in literacy, numeracy, social-emotional, physical, and cognitive development
C. Enrollment in Tiered Supports

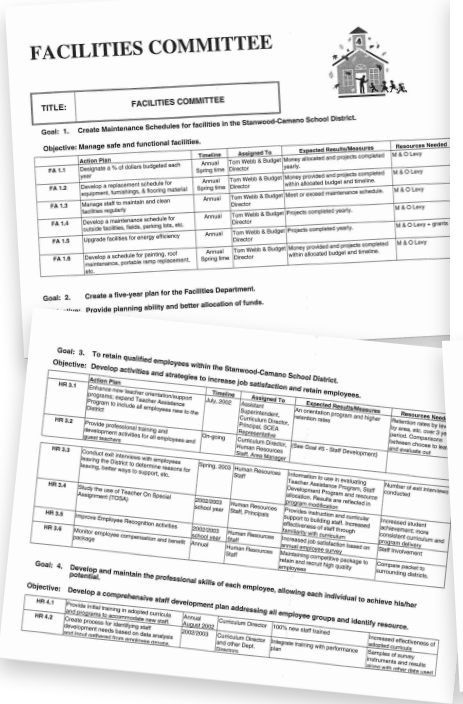
This is our current goal to support foundational early learning.

Talk with a partner, share a strength that you see as well and a question you have.

Agenda

- **Strategic Plan Refresh**
    - Overview, Timeline, Purpose, Community survey
- **Foundational Early Learning**
- **Making connections / recommendations**

2002-07 Plan Was … Complex



FACILITIES COMMITTEE

TITLE: FACILITIES COMMITTEE

Goal: 1. Create Maintenance Schedules for facilities in the Stanwood-Camano School District.

Objective: Manage safe and functional facilities.

	Action Plan	Timeline	Assigned To	Expected Results/Measures	Resources Needed
FA 1.1	Designate a % of dollars budgeted each year	Annual Spring time	Tom Webb & Budget Director	Money allocated and projects completed yearly.	M & O Levy
FA 1.2	Develop a replacement schedule for equipment, furnishings, & flooring material	Annual Spring time	Tom Webb & Budget Director	Money provided and projects completed within allocated budget and timeline.	M & O Levy
FA 1.3	Manage staff to maintain and clean facilities regularly	Annual	Tom Webb & Budget Director	Meet or exceed maintenance schedule.	M & O Levy
FA 1.4	Develop a maintenance schedule for outside facilities, fields, parking lots, etc.	Annual	Tom Webb & Budget Director	Projects completed yearly.	M & O Levy + grants
FA 1.5	Upgrade facilities for energy efficiency	Annual	Tom Webb & Budget Director	Money provided and projects completed within allocated budget and timeline.	M & O Levy
FA 1.6	Develop a schedule for painting, roof maintenance, portable ramp replacement, etc.	Annual Spring time	Tom Webb & Budget Director		M & O Levy

Goal: 2. Provide planning ability and better allocation of funds.

Goal: 2. Maintain a minimum fund balance of 5%.

Objective: Manage the annual budget to meet targets.

FI 2.1	Guidelines will be developed and submitted to the SCSD Board of Directors for consideration	June, 2002, Annual	Superintendent	Guidelines presented	
FI 2.2	Manage compliance to guidelines	Annual	Superintendent	Present status reviews as required	

Goal: 3. Establish a Long-Range Technology Plan.

Objective: Improve student achievement and effective operations.

	Action Plan	Timeline	Assigned To	Expected Results/Measures	Resources Needed
FI 3.1	Appoint committee members and chairman	2002/2003 school year	School Board	Committee in place	
FI 3.2	Define roles and responsibilities	2002/2003 school year	Committee chairman	Reviewed by district leadership team and approved by School Board	
FI 3.3	Document current district technology assets	2002/2003 school year	Committee	Computing architecture and assets documented by site	
FI 3.4	Assess Technology requirements	2002/2003 school year	Committee	Assessment complete	
FI 3.5	Develop the long-range plan	2002/2003 school year	Committee	Recommendation documented and presented to School Board	
FI 3.6	Acquire funding	2002/2003 school year	Chief Financial Officer	Funding provided in school district budget	
FI 3.7	Monitor progress	2002/2003 school year	Committee chairman	Present status reviews as required	



FISCAL COMMITTEE

TITLE: FISCAL COMMITTEE

Goal: 1. Ensure funding is available to support the Stanwood-Camano School District's goal.

Objective: Improve student achievement and effective operations.

	Action Plan	Timeline	Assigned To	Expected Results/Measures	Resources Needed
FI 1.1	Collaborate with other departments to develop allocation models for utilizing staff and monetary resources	Annually	Chief Financial Officer	Allocation models will be developed	
FI 1.2	Study and develop recommendations for approval regarding demography, facilities, and other assets for the short and long term	Annually	Chief Financial Officer	Recommendations will be shared, discussed & published	
FI 1.3	Budget to support the approved allocation model and district goals	Annually	Chief Financial Officer	Dollars will be assigned to support goals	
FI 1.4	Timely and accurate reporting	Periodic as required	Chief Financial Officer	Copies of reports will be kept on file in the district office & made public	
FI 1.5	Analyze district information and make recommendations that will support short and long term planning	Ongoing	Chief Financial Officer	Short & long term plans will be developed	



HUMAN RESOURCES COMMITTEE

TITLE: HUMAN RESOURCES

Goal: 1. To recruit the most skilled candidate to fill an employment opening in the Stanwood-Camano School District.

Objective: Increase the number of applicants for open positions

	Action Plan	Timeline	Assigned To	Expected Results/Measures	Resources Needed
HR 1.1	Review and enhance advertising efforts, informational brochures, job postings, etc.	April, Annually	HR Staff (Sandy)	Increased interest in open positions	Compare number of applicants
HR 1.2	Attend Career Fairs in addition to Tacoma and Spokane.	Spring 2002	HR Staff	Greater visibility	Components of applications with contact sheets
HR 1.3	Explore feasibility and effectiveness of campus recruiting visits	Fall 2002	HR Staff	Determine whether or not to make visits	Calendar of visits
HR 1.4	Identify four effective on-line job-posting sites for use.	Fall 2002	HR Staff	Sites identified	List of sites being used
HR 1.5	Increase job posting exposure at typically minority colleges and universities	Spring 2002	HR Staff	Increase applications from minority candidates	On-going collection of data reporting number of minority applicants
HR 1.6	Identify and subscribe to on-line jobsites that focus on minority candidates	Fall 2003	HR Staff	Increase applications from minority candidates	On-going collection of data reporting number of minority applicants
HR 1.7	If available, identify colleges and universities that specialize in shortage areas and focus recruiting efforts at these institutions	Fall 2003	HR Staff	List of colleges and universities specializing in shortage areas	Evidence of recruiting at listed institutions
HR 1.8	Become involved in alternative routes to certification grant program.	Summer 2002	Eldon Allen	Receive Grant	Grant money available to employees pursuing certification
HR 1.9	Support current classified employees in pursuing certification.	Spring 2002	Eldon Allen	Increase applicant pool	Activities in support of classified employees

Goal: 3. To retain qualified employees within the Stanwood-Camano School District.

Objective: Develop activities and strategies to increase job satisfaction and retain employees.

	Action Plan	Timeline	Assigned To	Expected Results/Measures	Resources Need
HR 3.1	Enhance new teacher orientation/support programs; expand Teacher Assistance Program; to include all employees new to the District	July, 2002	Assistant Superintendent, Curriculum Director, Principal, SCEA Representative	An orientation program and higher retention rates	Retention rates by tea by area, etc.; cover 3 ye period. Compare rate between choices to kee and evaluate cut
HR 3.2	Provide professional training and development activities for all employees and lower teachers	On-going	Curriculum Director, Human Resources Staff, Area Manager	[See Goal #5 - Staff Development]	
HR 3.3	Conduct exit interviews with employees leaving the District to determine reasons for leaving, better ways to support, etc.	Spring, 2003	Human Resources Staff	Information to use in evaluating Teacher Assistance Program, Staff Development Program and resource allocation. Results are reflected in program modification	Number of exit interviews conducted
HR 3.4	Study the use of Teacher On Special Assignment (TOSA)	2002/2003 school year	Human Resources Staff, Principals	Provides instruction and curricular support to building staff. Increased effectiveness of staff through familiarity with curriculum.	Increased student achievement; more consistent curriculum and program delivery
HR 3.5	Improve Employee Recognition activities	Annual	Human Resources Staff	Increased job satisfaction based on annual employee survey	Staff involvement
HR 3.6	Monitor employee compensation and benefit package	2002/2003 school year	Human Resources Staff	Maintaining competitive package to retain and recruit high quality employees	Compare packet to surrounding districts.

Goal: 4. Develop and maintain the professional skills of each employee, allowing each individual to achieve his/her potential.

Objective: Develop a comprehensive staff development plan addressing all employee groups and identify resource.

HR 4.1	Provide initial training in adopted curricula and programs to accommodate new staff.	Annual	Curriculum Director	100% new staff trained	Increased effectiveness of selected curricula
HR 4.2	Create process for identifying staff development needs based on data analysis and input gathered from anecdotal groups.	Budget 2002 2002/2003	Curriculum Director and other Dept. Directors	Integrate training with performance plan	Samples of survey instruments and results shown with other data used



LEARNER COMMITTEE

TITLE: LEARNER - ACTIVITIES AND ATHLETICS

Goal: Develop a system of K-12 activities and athletics aligned with district-valued outcomes.

Objective: Align philosophy and practice with valued Stanwood-Camano School District outcomes.

	Action Plan	Timeline	Assigned To	Expected Results/Measures	Resources Need
LAA1.1	Develop a K-12 activities and athletics philosophy	Fall 2003	Superintendent designated committee	Statement of Philosophy	
LAA2.1	Develop a profile of attributes and outcomes developed by activities and athletics program	Fall 2002	Representative Committee	Defined profile aligned with Stanwood-Camano student profile	Stanwood-Camano Student Profile
LAA2.2	Recruit committee members	Fall 2002	Keri Von Moos, Bill Gum, Ramona Snowden, K.C. Houston	Committee formed: 2 HS, 2 MS, 2 Elementary, 2 community, 1 Board of Director	Phone numbers, list potential recruits
LAA2.3	Orientation meeting for all members	Fall 2002	Representative Committee	Attendance by all	
LAA3.1	Conduct a program audit to determine if appropriate programs are in place	Winter 2003	Representative Committee	Identification of present levels of performance, evaluation of programs relative to desired outcomes and student need	Funding for audit, identification of aud process
LAA4.1	Develop a communications plan to expose all students, parents, and community to program expectations, opportunities, and benefits K-12	Winter 2003	Representative Committee	Defined process, frequent and varied communication, annual status report K-5 and 6-12	To be determined

TITLE: LEARNER - CURRICULUM, ASSESSMENT AND INSTRUCTION

Goal: Develop a system of curriculum, instruction, and assessment addressing the needs of all learners

Objective: Align philosophy and practice with valued Stanwood-Camano School District outcomes

	Action Plan	Timeline	Assigned To	Expected Results/Measures	Resources Needed
LCIA 1.1	Conduct a K-12 curriculum audit	Jan 2003	Executive Director for Teaching and Learning (EDFTL), consultant	Analyze results and prioritize action plans	Consultant, fiscal commitment
LCIA 2.1	Develop an on-going induction/training system for all new and changing staff	TBD	EDFTL, Building Principals	Defined district and site-specific process	Handbook, Staff Development, Mentors, fiscal commitment
LCIA 3.1	Develop core content and skill outcomes for each grade level/course aligned with Goals 1-4 of the Essential Academic Learning Requirements	TBD	EDFTL, Representative Committee	All constituents know expectations for learning, criteria for performance clear and consistent, established benchmark levels of performance by grade and subject	
LCIA 3.2	Develop a system of interim assessments tied to state and district benchmarks	TBD	EDFTL, Representative Committee, Staff Assessment Person	Comprehensive assessment system aligned with core content and skills	Fiscal commitment, assessment staff person
LCIA 4.1	Create a meaningful reporting system of student progress aligned with curriculum and assessments	TBD	EDFTL, Representative Committee, Staff Assessment Person	Reporting system to include report cards, frequency of reports, conferences, school performance reports, district	Commitment to process, technology to support effective reporting
LCIA 5.1	Differentiate curriculum and instruction for students above, near, and/or below standard	TBD	EDFTL, Representative Committee	Target specific student needs, process of remediation/enrichment/extension of learning	Fiscal commitment, research-based approaches



FOOD SERVICE COMMITTEE

TITLE: FOOD SERVICE

Goal: 1. Address current and future needs of the Food Service Department.

Objective: Provide quality Food and Service to the Stanwood-Camano School District.

	Action Plan	Timeline	Assigned To	Expected Results/Measures	Resources Needed
FS 1.1	Define and publish the Mission Statement.	March/April 2002	Food Service Strategic Planning Team	Provide a more concise, easy to remember statement. Publish document and align goals and objectives to statement	Complete
FS 1.2	Develop and distribute a handbook for Food Service employees.	Jan/May 2002	Carol Ann Emerson, Lead Inside, Food Service staff, Lisa Teichgraeb	Resource available for kitchen sites to answer questions for staff and substitutes	Project complete
FS 1.3	Explore development of reserve account for capital expenditures to allow "carry over" monies earned to purchase supplies for capital projects instead of allocation to general fund.	2002-2003 school year	Strategic Planning team and Food Service Supervisor	Money available for better planning of resources	Support from District Office Superintendent, Exec. Director Business/Finance and School Board
FS 1.4	Evaluate and address the dry storage and freezer needs of the District. Develop an acquisition plan and timeline.	2002-2003 school year	Food Service Supervisor and team	Provide dry storage large enough to keep all dry products stored on site at the central kitchen, which will reduce handling, save time and money and be more efficient	Dollars allocated
FS 1.5	Develop a Student Advisory Council to more actively involve students in the decision making process and to better educate students what the criteria is in meeting the National School Lunch requirements	2002-2003 school year	Food Service lead cooks, staff and Food Service Supervisor	Better student understanding of program and healthy choices that students want	Time at staff meetings, and time to meet with students after school (Extra Hours budgeted to lower cost of labor)

STANWOOD-CAMANO SCHOOL DISTRICT

Every student is empowered to learn in an inclusive setting and is prepared for the future of their choice!

This plan (2022-27) moved us forward



Our Promise: Every student is empowered to learn in an inclusive setting and prepared for the future of their choice.

Four goals for student success: Early Learning, Critical Thinkers, Growth & Achievement, Future-Ready Graduates

Four pillars for our work: Teaching & Learning, Engaging Our Partners, Developing Our Capabilities, Leading with Data

How do we know if we're succeeding?

A goal tells us where we want to go.

A measure should tell us whether we're getting there.

And that's where our current plan gets a little ... interesting.

When metrics raises more questions than answers

“Enrollment in Tiered Supports”

- More students = good? Fewer students = good?

“Participation in athletics, extracurricular, and community activities”

- What counts? How much participation? And does participation equal critical thinking?

“Disproportionality across student-groups”

- Which groups? Which outcomes? What does success look like?

“Transitions across all levels: Pre-Kindergarten > Post-Secondary”

- How exactly do we put a number on that?

Strategic Plan refresh

The annual Community Survey helped us structure the Strategic Plan refresh that will take place over the next year, lead by the Academic Advisory Team!

Community voice → planning questions → refined priorities → measurable action

Academic Advisory Team

This established group — part of our ABC Teams — will lead the structured, school-centered process during the 2026-27 school year. They will use survey feedback, student data, staff input, and school visits as part of this refresh.

Review evidence

Survey results, achievement trends, readiness indicators, attendance, course completion, graduation data, and student voice

Ask focused questions

What should be preserved, improved, changed, or removed from the current Strategic Plan?

Build recommendations

Refined goals, success measures, strategic priorities, and a simple implementation roadmap

2026-27 refresh timeline

Mar.-Sep. 2026	Oct. 2026	Nov.-Dec. 2026	Jan. 2027	Apr. 2027	May 2027
1	2	3	4	5	6
Data and feedback gathering	Team focus: Early learning review	Team focus: Engagement, growth, and achievement	Team focus: Future-ready graduate	Survey results and draft goals	Recommendation to the board

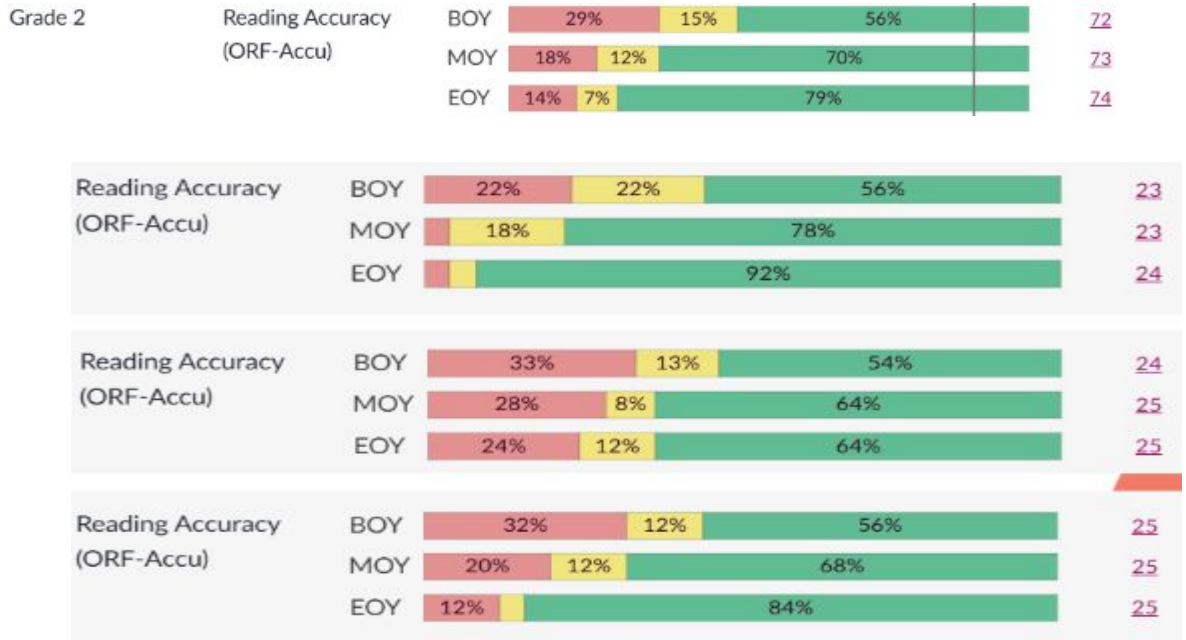
> Each review area connects community priorities with school-level evidence and measurable outcomes.

Foundational Early Learning Data

- **DIBELS 8**
- **WaKIDS**
  - How do schools use this data?
  - How do our school and district leaders use the data?

Oral Reading Fluency (Accuracy)

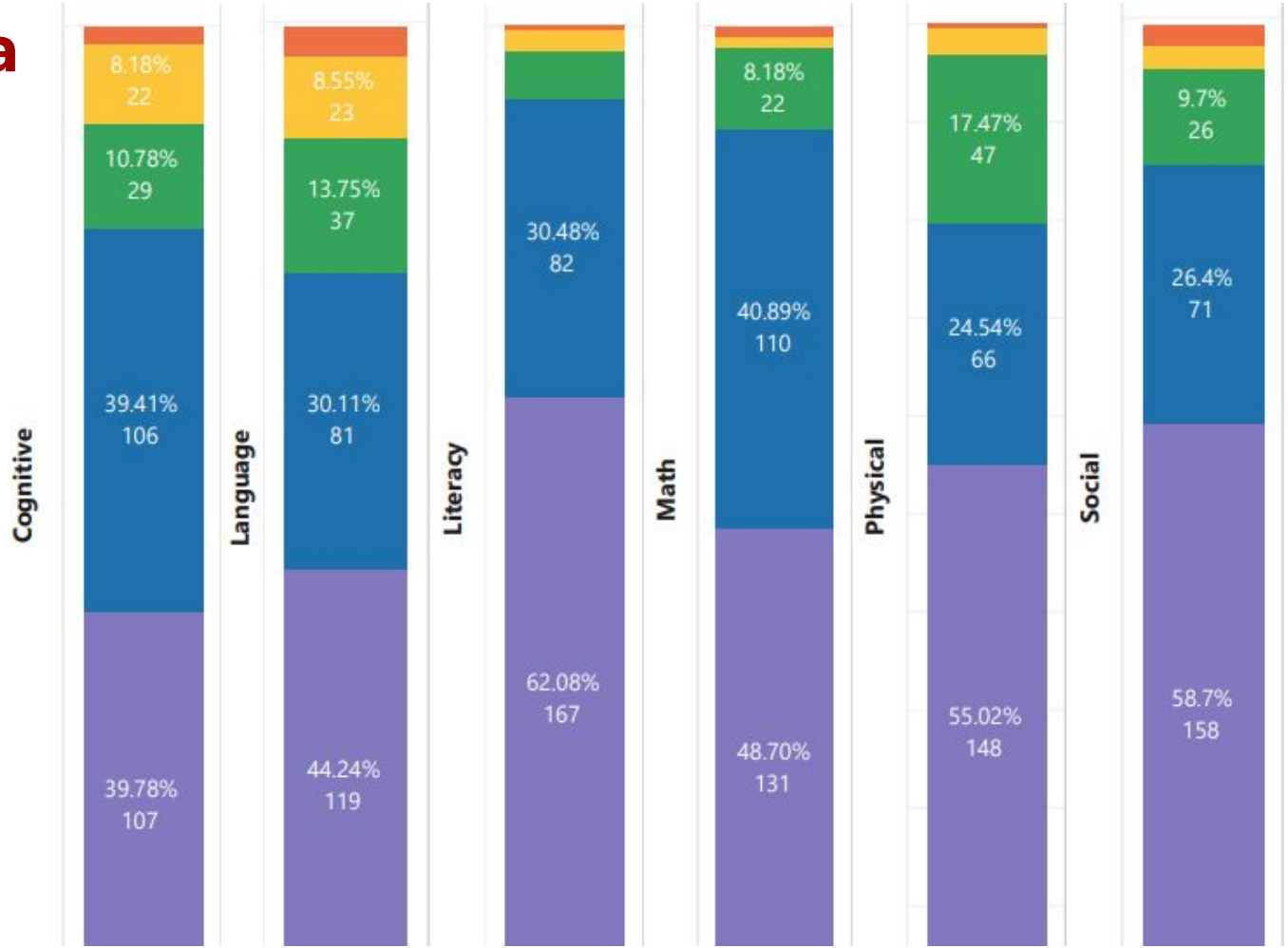
ORF (Accuracy), 2nd Grade



WaKIDS Data

6 Assessed Domains

1. Cognitive
2. Language
3. Literacy
4. Math
5. Physical
6. Social



Data Use

- Informs school and district professional development plans
- Informs school wide intervention plans
- Informs staff needs
- Informs student needs

What do we need to hear from our community?

Our goal today: Agree on approximately 5 questions that will give us useful community input for refining the Foundational Early Learning goal, priorities, and measures.

As you consider each question, ask:

Will the answer help us make a decision about the next Strategic Plan?

Posters & Stations Activity

- **We have 5 questions for you to process in groups**
- **Each of the 5 questions have posters and markers**
- **We will have 5 rotations so each group will process each question**
    - At each station please have someone take notes to capture your groups thinking, questions, suggestions etc.

Question 1

What parts of our current Foundational Early Learning goal are most important to preserve?

What it gives us: Strengths — what the community believes we should protect as we refresh the plan.

Question 2

Where could the district make the greatest improvement in helping students build strong foundations in their early years?

What it gives us: Opportunities/gaps — where the committee should consider strengthening or changing the plan.

Question 3

Is anything important to early student success missing or not emphasized enough in our current goal?

What it gives us: Blind spots — priorities that aren't adequately represented in the existing plan.

Question 4

What should we look at to determine whether our students are building strong foundations and making progress?

What it gives us: Measures/metrics — community perspective on what evidence of success actually matters.

Question 5

Looking at our current Early Learning goal and measures, what would you change or clarify to make them more meaningful and understandable?

What it gives us: Refinement — specific feedback about confusing language, weak measures, or things that don't belong.

Share Out

- Everyone now has the opportunity to read each completed poster
- Follow up discussion following the Gallery Walk

Upcoming School Visit/next meeting

- Elementary school visit, Stanwood Elementary School, Oct. 15
- Next Academic Advisory Committee meeting, Nov. 12

Optimistic Closure

What is one takeaway from your participation and discussions on our Foundational Early Learning goal?