



REED UNION
SCHOOL DISTRICT

Strategic Plan 2006 - 2011

(February 1-2, 2007 Meetings)

2006-2007

Board of Trustees

Vickie Mavromihalis, President

Teri Jacks, Vice President

Lisa Mathews, Clerk

Dan Jackson, Member

Merrill Boyce, Member

Mission Statement

*Together we provide our children
with extraordinary opportunities
to enlighten their minds,
inspire their hearts,
and strengthen their resolve
to positively impact their world.*

BELIEFS

We believe that:

- ◆ Each person is unique with inherent abilities, gifts, and passions.
- ◆ All people need the tools and opportunities to make responsible choices.
- ◆ All people deserve to be treated with respect.
- ◆ People have the power to influence and effect change.
- ◆ Thoughtful dialogue creates understanding, trust, and resilience in relationships.
- ◆ Family is the most powerful influence in an individual's life.
- ◆ Guidance and discipline are necessary for people to be productive and ethical members of society.
- ◆ A safe environment and culture that encourages curiosity, creativity, and fun inspires a passion for learning.

OBJECTIVES

- ◆ Every student will succeed in completing an academically rigorous, creative, and inspiring program.
- ◆ Every student will approach life with curiosity, enthusiasm, and joy.
- ◆ Every student will discover and honor uniqueness, build strength of character, and embrace social responsibility.

PARAMETERS

(Guidelines for individual and System Behavior)

- ◆ We will always act in the best interests of the students.
- ◆ We will treat all people with dignity and respect.
- ◆ We will not limit our aspirations.
- ◆ We will be responsible and accountable both individually and collectively.

STRATEGY #1

WE WILL CREATE THE LEARNING ENVIRONMENT OF THE FUTURE UTILIZING RESEARCH-BASED INSTRUCTION WITHIN A CREATIVE AND FLEXIBLE SCHOOL STRUCTURE.

PLAN #1

Specific Result: Create a challenging and engaging, developmentally appropriate, consistent K-8 mathematics curriculum that will enable students to become confident and competent problem solvers, meeting or exceeding grade level standards, while developing an appreciation and enjoyment of mathematics.

PLAN #2

Specific Result: Implement a challenging and motivating K-8 hands-on, inquiry-based science curriculum, utilizing relevant community resources, to expand students' natural curiosity for the world around them.

PLAN #3

Specific Result: Implement instructional K-8 practices to develop strategic, active, and motivated readers who demonstrate comprehension.

PLAN #4

Specific Result: Create a challenging, student-centered K-8 writing curriculum that will enable students to learn and use successful writing strategies modeled by professional writers.

PLAN #5

Specific Result: Further develop a quality arts education program at each school site, with increased time and opportunities for student learning in the arts.

PLAN #6

Specific Result: Ensure that all students receive an array of enrichment opportunities, which extend and influence their passion for learning.

PLAN #7

Specific Result: Implement differentiation of curriculum, which includes teacher training and support across grades K-8.

PLAN #8

Specific Result: Develop GATE program goals that provide creative opportunities and challenging extensions of the curriculum.

PLAN #9

Specific Result: Create and deliver an articulated K-8 foreign language program, which is based on the national standards of foreign language instruction, and encompasses a global perspective.

Plan #10

Specific Result: Implement a new social studies program, which fosters the ideals of citizenship and social responsibility.

Plan #11

Specific Result: Create flexible school schedule models that support evolving curriculum and enrichment initiatives.

STRATEGY #2

WE WILL CULTIVATE COURAGE AND STRENGTH OF CHARACTER IN OUR STUDENTS ENABLING THEM TO MAKE HEALTHY, ETHICAL DECISIONS TODAY AND THROUGHOUT LIFE.

PLAN #1

Specific Result: Adopt and implement the Reed Union School District Student Wellness policy.

PLAN #2

Specific Result: Establish a Reed Schools Family Fitness Run and Health Fair to promote physical fitness and healthy habits.

PLAN #3

Specific Result: Create the Character Coordinator position for the District to organize and facilitate the Character Education Program, including the implementation of a Conflict Resolution Program in Reed Union School District.

PLAN #4

Specific Result: Create a District-wide Conflict Resolution Committee to choose a Conflict Resolution Program, including guiding implementation and training.

PLAN #5

Specific Result: Adopt and implement a District-wide Conflict Resolution Program that compliments the six pillars of value education.

PLAN #6

Specific Result: Develop a mentoring program between high school students and District students, and between older and younger students within the District.

PLAN #7

Specific Result: Provide leadership models through information communication technology (web casts).

PLAN #8

Specific Result: Incorporate ethical decision-making instruction into Grades 6-8.

STRATEGY #3

WE WILL CREATE A CARING, RESPONSIVE SCHOOL CULTURE THAT PROMOTES INVOLVEMENT AND CONNECTION FOR ALL

PLAN #1

Specific Result: Establish and promote a culture of kindness, caring, consideration, and inclusion among parents and students.

PLAN #2

Specific Result: Increase the number and diversity (socioeconomic, gender, marital status, race, ethnicity) of parents who volunteer regularly in school, classroom and District activities at all levels of participation.

PLAN #3

Specific Result: The District will provide increased opportunities to make connections with diverse populations, both within and outside the school, and its community, in order to instill tolerance, understanding, and respect for all, to enrich learning, and to create global citizens.

PLAN #4

Specific Result: Ensure that all students make successful transitions between schools, including those students entering and graduating from Reed Union School District.

PLAN #5

Specific Result: Establish and promote opportunities for all students to be actively and meaningfully involved in programs during the lunch break.

PLAN #6

Specific Result: Promote and expand opportunities for students to be actively and meaningfully involved in their local and global communities.

STRATEGY #4

WE WILL VALUE ALL EMPLOYEES, INSPIRE PROFESSIONAL GROWTH, RECOGNIZE AND SUPPORT EXCELLENCE AND CREATIVITY, AND EXPLORE INNOVATIVE WORK-LIFE MODELS THAT BENEFIT STUDENTS AND EMPLOYEES

PLAN #1

Specific Result: Encourage professional growth for credentialed staff by providing new financial incentives that promote advancement of job-related skills and knowledge.

PLAN #2

Specific Result: Encourage professional growth for classified staff by providing new financial incentives that promote advancement of job-related skills and knowledge.

PLAN #3

Specific Result: Provide new financial incentives for excellence for administrators who demonstrate exceptional performance.

PLAN #4

Specific Result: Provide all employees with a variety of opportunities for staff development.

PLAN #5

Specific Result: Evaluate the feasibility of a new financial model to reward classified and administrative staff who demonstrate excellence in job performance.

PLAN #6

Specific Result: Improve work-life conditions for employees with young children (3rd grade and younger).

PLAN #7

Specific Result: Increase the number of appreciation events and awards for all employees.

STRATEGY #5

WE WILL CREATE A CULTURE THAT EMBRACES AND BOLDLY UTILIZES TECHNOLOGY.

PLAN #1

Specific Result: Ensure that the infrastructure has the capacity and flexibility to support change and expansion of technology.

PLAN #2

Specific Result: Establish staff development opportunities that utilize technology and support all staff.

PLAN #3

Specific Result: Ensure that classroom access to technology has the capacity and flexibility to maximize learning.

PLAN #4

Specific Result: Utilize technology for differentiated instruction and offer learning opportunities for all students.

PLAN #5

Specific Result: Evaluate the impact of technology on student learning.

PLAN #6

Specific Result: Use technology to evaluate student learning.

PLAN #7

Specific Result: Define and implement a localized digital citizenship curriculum.

PLAN #8

Specific Result: Implement enhanced and expanded technology-based school-home communication.

STRATEGY #6

WE WILL AGGRESSIVELY PURSUE AND MANAGE RESOURCES TO ENSURE OUR FINANCIAL SUSTAINABILITY.

PLAN #1

Specific Result: Renew and potentially increase Parcel Tax.

PLAN #2

Specific Result: Develop a reserve level that promotes financial stability.

PLAN #3

Specific result: The Reed Union School District will partner with The Foundation for Reed Schools to explore the creation of a pool of long-term funds, such as an endowment.

PLANNING TEAM MEMBERS

The Reed Union School District's Strategic Planning Team, a group representing various constituents in our community, developed this plan. By consensus, the Planning Team identified beliefs, created a mission, and developed objectives, parameters and strategies to support the mission.

2004 - 2005

Andee Abramson, School District
Jerry Bayer, Community
Aileen Carew, School District
Terry Castle, Community
Christine Carter, School District
Mima Cataldo, School District
Laura Cox, Foundation
John Frick, School District
Rikard Grunnan, Student
Allan Gold, School District
Dan Guliasi, School District
Al Hart, School District
Sandy Kuzma, School District
Lisa Mathews, Community
Vickie Mavromihalis, Community
Lexie Sifford, School District
Juli Tantum Community
Robert Weisberg, School Board
and
Lindsey Gunn, Facilitator

2005 - 2006

Andee Abramson, School District
Eliece Aiman, School District
Merrill Boyce, School Board
Jeff Brain, School District
Aileen Carew, School District
Christine Carter, School District
Terry Castle, Community
Mima Cataldo, School District
Andrea Dyer, Community
John Frick, School District
Jean Fair, Community
Alice Fredericks, Community
Allan Gold, School District
Dan Guliasi, School District
Al Hart, School District
Dan Guliasi, School District
Christine Heilmann, School District
Teri Jacks, School Board
Dan Jackson, School Board
Sandy Kuzma, School District
Mary Marshall, School District
Vickie Mavromihalis, School Board
Laura McLeran, School District
Bruce Mulder, Community
Gretchen Neal, School District
Mimi Ogden, PTA
Sheryl Ott, Foundation
Angelo Prato, School District
Patti Purcell, School District
Janet Raiche, Community
Lexie Sifford, School District
Patti Stadlin, Community
Juli Tantum Community
and
Lindsey Gunn, Facilitator

2006 - 2007

Andee Abramson, School District
Merrill Boyce, School Board
Christine Carter, School District
Terry Castle, Community
Janet Cerni, School District
Diane Darrow, School District
Andrea Dyer, Community
John Frick, School District
Alice Fredericks, Community
Allan Gold, School District
Al Hart, School District
Jim Hermann, Community
Teri Jacks, School Board
Debbie Johnston, School District
Sydney Joyner, Community
Mary Marshall, School District
Lisa Mathews, School Board
Vickie Mavromihalis, School Board
Julia Mueller, School District
Mimi Ogden, PTA
Sheryl Ott, Foundation
Patti Purcell, School District
David Sawyer, School District
Jason Shern, School District
Lexie Sifford, School District
Aaron Snyder, School District
Patti Stadlin, Community
Alan Vann Gardner, School District
and
Lindsey Gunn, Facilitator

2005-2006 Action Teams

Six action teams (school and community members) brought the strategies to life. Forty-three specific results were identified; becoming the basis for the action plans.

Adrienne Borge
Aileen Carew
Al Hart
Allan Gold
Andee Abramson
Angelo Prato
Ann Swart
Barbara Baird
Bill Hendrickson
Bill Osher
Christine Heilmann
Coral Kisseberth
Dan Guliassi
Debbie Canevaro
Diane Darrow
Edy Raby
Elizabeth Nestor
Gretchen Graham
Gretchen Neal
Heidi Obermeyer
Janet Raiche
Jason Shern
Jean Fair
Jeff Brain
Jill Kinney
John Frick
Julie Tantum
Kari Boosalis
Kathy Farmer-Flynn
Kay Corocran
Kay Freeman
Kendra Bontz
Laura Cox
Lexie Sifford
Lisa Brigulio
Lisa Moretti
Mar Neisyn
Margaret Schein
Margee Poen
Margie Gab
Margot Geitheim
Martha Vujovich
Mary Aloï
Mary Marshall
Mike Canady
Nancy O'Neill
Patti Purcell
Patti Stadlin
Patty Hoyt
Shideh Shadan
Susie Mariam
Theresa Perreault
Tom Newell
Windy Linden



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Christine M. Carter

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