

Reed Union School District Strategic Plan 2019-2023

Goal 1: Academic Excellence	Provide rigorous curriculum and evidenced-based instructional practice that support the learning needs of each student.			
Strategy 1.1	Evaluate and ensure training in rigorous curriculum programs to enhance instructional practices	Progress Review	Evidence of Progress	Person(s) Responsible
Action Steps	Create opportunities for greater district-wide coherence and consistent and continuous K-8 articulation in all curricular areas			Teachers, support staff, TOSAs administrators
Areas of Consideration	• Continuous teacher collaboration to support collective efficacy	January 2020		Teachers, support staff, TOSAs administrators
	• Common instructional language & practices	May 2020		
	• Standards-based report cards in K-8	May 2020		
	• Cross-curricular experiences for students	May 2020		
Action Steps	Establish a K-8 Curriculum Council to identify processes to conduct ongoing review of core and supplemental curriculum and professional development utilizing equity protocols and tools	Jan 2020		Curriculum Council members
Areas of Consideration	• Social sciences	TBD by Council		Teachers, TOSAs administrators
	• Process writing	TBD by Council		
	• Science	TBD by Council		

	• ELA 6-8	TBD by Council		
	• Social Justice Standards	TBD by Council		
	• Environmental Education	TBD by Council		
Strategy 1.2	Collaborate and explore best practices in extended learning opportunities for students who have demonstrated mastery	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Utilize teacher collaboration time to develop common extension opportunities	January 2020		Teachers, support staff, TOSAs, administrators
	Ensure one year's growth in one year's time	January 2020		
Strategy 1.3	Continue to evolve specialist programs to enhance and support core curriculum and instruction	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Develop structures to enhance and support the core curriculum	September 2021		Teachers, TOSAs administrators

Goal 2: Personal Development	Develop social-emotional well-being and respect for differences.			
Strategy 2.1	Establish a progression of programs that foster the social-emotional development and growth of students from kindergarten through eighth grade	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Create opportunities for greater district-wide cohesion and consistent and continuous K-8 articulation	September 2021		Teachers, TOSAs administrators
	Assess current programs and implementation practices at each school	January 2020		

Strategy 2.2	Focus on learning and implementing best practices in equity and inclusion which benefit all staff, students and families	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Implement K-8 Social Justice Standards	May 2020		Teachers, support staff, TOSAs, administrators
	Partner with community to support equity and inclusion	January 2022		
	Enhance student engagement within community to support equity and inclusion	September 2023		
	Dedicate monthly Wednesday professional development time to support equity and inclusion	September 2019		Administrators, Diversity & Inclusion Team Members

Goal 3: Staff	Recruit, develop and retain the most talented staff.			
Strategy 3.1	Provide meaningful and robust professional development opportunities for teachers, support staff, and administrators	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Increase K-8 teacher peer learning opportunities	January 2021		Teachers, TOSAs, Administrators
	Leverage teacher expertise to build capacity of all staff	May 2022		
	Contract with high-quality, vetted educational experts for professional development	January 2020		TOSAs, Administrators
Strategy 3.2	Expand and develop teacher leadership throughout the district	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Provide opportunities and training for teachers to take on enhanced leadership experiences	August 2020		Administrators
Strategy 3.3	Optimize strategies to recruit and retain teachers	Progress Review	Evidence of Implementation	Person(s) Responsible

Action Steps	Utilize the negotiated contract			
Areas of Consideration	• Shared contracts	August 2019		Superintendent, RUSD Board
	• Competitive salaries	August 2019		Superintendent, RUSD Board, RDTA/CSEA

Goal 4: Community & Families	Nurture partnerships with families and the broader community.			
Strategy 4.1	Inform and engage the community through clear and relevant communication	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Streamline communication platforms			Administrators, TOSAs, teachers
Areas of Consideration	• Classroom and grade level websites	September 2019		Support Staff, TOSAs, IT, teachers
	• Standards-based grading and report cards	September 2019		Teachers, administrators
Action Steps	Provide parent tutorials for using Alma and other communication platforms	May 2020		IT, Administrators, TOSAs, GLCs
Strategy 4.2	Develop partnerships to enhance student growth and achievement, and the betterment of the community	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Engage parents, community members, and corporations to support school initiatives and provide real world applications (e.g., including speaker series for our students)	September 2021		Administrators, PTA

	Collaborate with the Foundation for Reed Schools and PTA to continue support of enhanced programs for students	September 2019		Administration, Foundation
	Create service-learning opportunities for students and families	May 2020		Teachers, PTA
	Explore field trips that support service learning	May 2020		Administrator and teachers
Strategy 4.3	Sustain parent involvement and engagement in our schools	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Facilitate workshops that are interactive and encourage the exchange of information and ideas between parents, teachers and administrators	May 2020		Administrators, teachers, psychologists
	Explore creative uses of technology to ensure school and District information is provided efficiently and effectively to all parents	May 2020		Administrators, TOSAs, PTA, school psychologists
	Explore creative uses of technology to expand parent feedback and opinions to the school and District	May 2020		Administration, staff and teachers

Goal 5: Facilities	Update campuses to support 21st century learning and safety.			
Strategy 5.1	Develop a facilities master plan for all district properties inclusive of Granada	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Engage with professional consultant to facilitate process	May 2020		CBO, superintendent, administrators
	Establish a facilities master plan committee	September 2020		

Strategy 5.2	Assess facilities to determine needed improvements that foster innovative and safe learning environments	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Explore 21st Century Innovative Learning Environments			
Areas of Consideration	• Flexible learning spaces	March 2021		Teachers, support staff, administrators, CBO, Trustees, Superintendent, parents, community
	• Outdoor learning spaces (classrooms / STEAM equipment)	March 2021		
	• Green practices (zero waste / recycling / solar panels)	March 2021		
	• Gardens	March 2021		
Action Steps	Explore 21st Century Safe Learning Environments			
Areas of Consideration	• Air conditioning	March 2021		Teachers, support staff, administrators, CBO, Trustees, parents, community
	• Campus security, fencing, cameras	March 2021		
	• Covered lunch areas	March 2021		
	• Play areas	March 2021		
	• Artificial turf	March 2021		

Goal 6: Finance	Create long-term financial stability.
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Strategy 6.1	Maintain a balanced budget, where ongoing expenditures are supported by ongoing revenue sources, and one-time revenues are only utilized to support one-time expenditures	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Design a tool to understand the impact of carry-over funds on budgets	January 2020		CBO, superintendent, Board of Trustees
Strategy 6.2	Create a responsible long-term fiscal plan to assure district operations and financial stability	Progress Review	Evidence of Implementation	Person(s) Responsible
Action Steps	Design and implement a new strategy for current and future unfunded Post Employment (OPEB) liabilities	September 2019		CBO, superintendent, Board of Trustees
	Design and implement a reserve and fund designation policy	January 2020		