

2013-2014 Strategic Plan

Weston County School District #7

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Overview

Plan Name

2013-2014 Strategic Plan

Plan Description

In the Spring 2013, the district organized a District Strategic Planning Committee, charged with leading us into the future. This team reviewed current reality, the recommendations and required actions from AdvancED, and personal input to develop a comprehensive strategic plan. This plan is the guiding document for our district in the coming years. We take seriously the work that went into the goals and objectives that have been developed.

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	To Prepare All Students to Be College and Career Ready	Objectives: 2 Strategies: 5 Activities: 6	Organizational	\$9000
2	To Ensure Effective and Efficient Operations	Objectives: 4 Strategies: 4 Activities: 5	Organizational	\$11500
3	To Strengthen our Positive Culture	Objectives: 3 Strategies: 3 Activities: 3	Organizational	\$5500

Goal 1: To Prepare All Students to Be College and Career Ready

Measurable Objective 1:

collaborate to develop individual goals on Personalized Learning Plans in academics, career readiness, and citizenship by 05/20/2016 as measured by performance on MAP, PAWS, ACT Suite, career-tracking assessments, Wyoming Vocational Aptitude test, classroom grades, community service records, district assessments, PM.

Strategy 1:

Research PLPs - An action plan team will research Personalized Learning Plans

Research Cited: Career and Technical Education research, Carl Perkins, Common Core State Standards

Activity - Action plan team will research PLPs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Action Team will research and define the local PLPs Schools: All Schools	Policy and Process	07/28/2013	05/21/2014	\$1000	General Fund	HS Principal District Instructional Facilitator Action Team (consists of teachers, paras, parents, community)

Strategy 2:

Framework of Instruction - The development of a comprehensive Framework of Instruction will allow for the district to speak a common vocabulary while developing best practices approaches to providing for students.

Research Cited: QL, Marzano, Daggett, CEL, Professional Learning Communities, McREL

Activity - Comprehensive Framework Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through an action team, we will develop a comprehensive framework that includes leadership, collaboration, curriculum, assessment, high impact instruction, professional growth, and student/parent involvement Schools: All Schools	Policy and Process	08/20/2013	03/28/2014	\$5000	General Fund	Superintende nt Elementary Principal Action Plan Team (consists of teachers, paras, parents, community)

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Strategy 3:

District Assessment Plan - This strategy will allow the district to review current reality and implement best practice

Research Cited: Stiggins, Wormeli, Guskey, O'Connor

Activity - District Assessment Review	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district will engage in a review of current assessment reality in the district and will revise the current comprehensive assessment plan for the district Schools: All Schools	Academic Support Program	08/20/2013	05/20/2015	\$2000	General Fund	District Instructional Facilitator Elementary, MS, HS Staff Building Principals Superintendent

Measurable Objective 2:

collaborate to achieve and maintain 100% graduation rate by 05/18/2016 as measured by attendance rates, graduation rate, classroom grades.

Strategy 1:

Identifying At-Risk Students - By identifying at-risk students, the district can provide support to those students who need it the most.

Research Cited: National Statistics on drop-outs, behavioral health data

Activity - Identify At Risk Students	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
An action team will work to identify at-risk behaviors, characteristics, utilize the matrix to identify students, and work with students, families, and school staff to implement interventions. Schools: All Schools	Behavioral Support Program	08/20/2013	05/20/2015	\$500	General Fund	District Special Education Director Action Team (consists of teachers, paras) Building Leaders

Strategy 2:

Identify, acquire, and utilize resources to support at-risk students - The action team will research alternative graduation options and review the existing Rtl process in the district

Research Cited: Solution Tree, USDE

Activity - Research alternative graduation options	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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The action team will research and implement alternative graduation options for students Schools: Upton High School	Academic Support Program	01/06/2014	05/20/2015	\$500	General Fund	At-Risk Action Team
Activity - Review Rtl Process	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Review and Revise existing Rtl processes Schools: All Schools	Academic Support Program	01/20/2014	05/20/2015	\$0	No Funding Required	At-Risk Action Team Building and District Leadership

Goal 2: To Ensure Effective and Efficient Operations

Measurable Objective 1:

collaborate to identify, prioritize, and implement a budgeting process that supports the strategic plan by 03/28/2014 as measured by annual review by strategic planning committee.

Strategy 1:

Implement Program Budgeting Model - The Program Budgeting model allows for each area of school to identify how funds are spent within it, prioritize and allocate funds out accordingly. In addition, the model allows for the actions of the strategic plan to be budgeted for and implemented.

Research Cited: School finance resources, Cambridge model

Activity - Utilize program budgeting model	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Throughout the school year, at defined dates, the program budgeting model will be used. First, program chairs provide narrative as to their expenditures, then they meet with building level teams to prioritize and allocate funds. This will be followed by the strategic planning committee reviewing the progress of the strategic plan and recommending various elements to move forward with, thus establishing a direct budget decision that will then impact all other working budgets in the district. Schools: All Schools	Policy and Process	05/22/2013	06/27/2014	\$0	No Funding Required	Superintendent Business Manager Program Heads Strategic Planning Committee

Measurable Objective 2:

collaborate to identify, prioritize, and improve resources for communication, facilities, and technology by 05/20/2015 as measured by annual review by the strategic planning team, plan developed by specific action planning teams in all three areas, comprehensive facility plan.

Strategy 1:

Review of current reality in communications, facilities, and technology and development of new plans in each area - Action plan teams will review current reality and develop a comprehensive plan for each area to move the district forward.

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Research Cited: School Facilities Department, 21st Century Skills, District Leadership that Works

Activity - Develop Action Plans	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Action Plan teams will review current reality (including collecting perception data, achievement data, existing facility and technology condition reports, etc.) and then develop action plans to move the district forward. Schools: All Schools	Policy and Process	08/20/2013	05/20/2015	\$10000	General Fund	Superintendent Technology Director and Staff Action Teams (consisting of staff, parents, community) for each area.

Measurable Objective 3:

collaborate to develop, implement, and maintain a guaranteed and viable curriculum by 05/18/2016 as measured by annual review by strategic planning committee, curriculum guides.

Strategy 1:

Develop Curriculum Guides for Each Curricular area - By utilizing a comprehensive curriculum review cycle, the district will create curriculum guides for each of the curricular areas and then review and revise per the schedule.

Research Cited: CLI, Understanding By Design, Stiggins

Activity - Establish Current state of curriculum guides for each area	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Complete a curriculum guide review for each curriculum area K-12 Schools: All Schools	Academic Support Program	05/20/2013	05/21/2014	\$0	No Funding Required	Superintendent Building Leaders Staff

Activity - Create comprehensive curriculum guide for each curricular area	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through this process over the course of several years, we will create comprehensive curriculum guides for each curricular area per the newly designed review cycle. Schools: All Schools	Academic Support Program	08/20/2013	05/18/2016	\$1000	General Fund	Superintendent Building Leaders Staff

Measurable Objective 4:

collaborate to identify, prioritize, and implement a professional development plan that supports the strategic plan by 05/21/2014 as measured by annual review by strategic planning committee, staff needs assessment.

Strategy 1:

Develop Long-Range Professional Development Plan - An action team will work to develop a long-range PD plan that accounts for strategic plan needs, as well as

building and individual staff needs for professional learning.

Research Cited: Guskey, Solution Tree, NCSD

Activity - PD Plan Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
An Action Team will work to create a comprehensive long-range PD plan. Schools: All Schools	Professional Learning	05/22/2013	05/21/2014	\$500	General Fund	District Instructional Facilitator Staff Building Leaders Superintendent

Goal 3: To Strengthen our Positive Culture

Measurable Objective 1:

collaborate to emphasize our accomplishments and celebrate our successes by 05/21/2014 as measured by annual review by strategic planning committee, celebration/honor plan.

Strategy 1:

Develop Celebration/Accomplishments Plan - We will review current practices, collect data on perceptions about achievement, and create a plan to honor and celebrate the outstanding individual and group accomplishments for the district.

Research Cited: Partnering with Parents research

Activity - Develop Celebration/Accomplishments Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Action Plan team will review current practices, review best practice, collect data, and create a plan to emphasize our accomplishments and to celebrate our successes as individuals and groups within the district Schools: All Schools	Parent Involvement	09/02/2013	05/21/2014	\$500	General Fund	Elementary/M S Principal Staff Parents

Measurable Objective 2:

collaborate to implement a framework that develops the whole person by 05/18/2016 as measured by annual review from the strategic planning committee, behavior referrals, achievement data.

Strategy 1:

Develop a Framework of Instruction - This framework is connected to that in Goal 1. See notes there for additional details and activities.

Activity - Develop a Framework of Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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We will develop a framework of instruction that focuses on character and learning to learn skills, including work with parents for support	Policy and Process	08/20/2013	05/21/2014	\$0	No Funding Required	Superintendent Elementary/MS Principal Staff and Parents
Schools: All Schools						

Measurable Objective 3:

collaborate to maintain a safe and healthy environment by 05/20/2015 as measured by needs assessment data, facility audit.

Strategy 1:

Develop Health and Safety Plans - We will work to create a health plan and a safety plan to ensure our students and staff needs are met.

Activity - Develop Revised Safety Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Using the existing plan, we will develop a revised safety plan to ensure the well-being of all of our students/staff. We will work together with facility planning on this project	Policy and Process	05/21/2014	05/20/2015	\$5000	General Fund	Superintendent Transportation Director Building Leaders Staff Nurse Community and County resources
Schools: All Schools						

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Develop Celebration/Accomplishments Plan	The Action Plan team will review current practices, review best practice, collect data, and create a plan to emphasize our accomplishments and to celebrate our successes as individuals and groups within the district	Parent Involvement	09/02/2013	05/21/2014	\$500	Elementary/M S Principal Staff Parents
Comprehensive Framework Development	Through an action team, we will develop a comprehensive framework that includes leadership, collaboration, curriculum, assessment, high impact instruction, professional growth, and student/parent involvement	Policy and Process	08/20/2013	03/28/2014	\$5000	Superintendent Elementary Principal Action Plan Team (consists of teachers, paras, parents, community)
Develop Action Plans	Action Plan teams will review current reality (including collecting perception data, achievement data, existing facility and technology condition reports, etc.) and then develop action plans to move the district forward.	Policy and Process	08/20/2013	05/20/2015	\$10000	Superintendent Technology Director and Staff Action Teams (consisting of staff, parents, community) for each area.
Action plan team will research PLPs	Action Team will research and define the local PLPs	Policy and Process	07/28/2013	05/21/2014	\$1000	HS Principal District Instructional Facilitator Action Team (consists of teachers, paras, parents, community)

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Create comprehensive curriculum guide for each curricular area	Through this process over the course of several years, we will create comprehensive curriculum guides for each curricular area per the newly designed review cycle.	Academic Support Program	08/20/2013	05/18/2016	\$1000	Superintendent Building Leaders Staff
PD Plan Development	An Action Team will work to create a comprehensive long-range PD plan.	Professional Learning	05/22/2013	05/21/2014	\$500	District Instructional Facilitator Staff Building Leaders Superintendent
District Assessment Review	The district will engage in a review of current assessment reality in the district and will revise the current comprehensive assessment plan for the district	Academic Support Program	08/20/2013	05/20/2015	\$2000	District Instructional Facilitator Elementary, MS, HS Staff Building Principals Superintendent
Research alternative graduation options	The action team will research and implement alternative graduation options for students	Academic Support Program	01/06/2014	05/20/2015	\$500	At-Risk Action Team
Develop Revised Safety Plan	Using the existing plan, we will develop a revised safety plan to ensure the well-being of all of our students/staff. We will work together with facility planning on this project	Policy and Process	05/21/2014	05/20/2015	\$5000	Superintendent Transportation Director Building Leaders Staff Nurse Community and County resources
Identify At Risk Students	An action team will work to identify at-risk behaviors, characteristics, utilize the matrix to identify students, and work with students, families, and school staff to implement interventions.	Behavioral Support Program	08/20/2013	05/20/2015	\$500	District Special Education Director Action Team (consists of teachers, paras) Building Leaders
Total					\$26000	

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No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Establish Current state of curriculum guides for each area	Complete a curriculum guide review for each curriculum area K-12	Academic Support Program	05/20/2013	05/21/2014	\$0	Superintendent Building Leaders Staff
Review Rtl Process	Review and Revise existing Rtl processes	Academic Support Program	01/20/2014	05/20/2015	\$0	At-Risk Action Team Building and District Leadership
Develop a Framework of Instruction	We will develop a framework of instruction that focuses on character and learning to learn skills, including work with parents for support	Policy and Process	08/20/2013	05/21/2014	\$0	Superintendent Elementary/M S Principal Staff and Parents
Utilize program budgeting model	Throughout the school year, at defined dates, the program budgeting model will be used. First, program chairs provide narrative as to their expenditures, then they meet with building level teams to prioritize and allocate funds. This will be followed by the strategic planning committee reviewing the progress of the strategic plan and recommending various elements to move forward with, thus establishing a direct budget decision that will then impact all other working budgets in the district.	Policy and Process	05/22/2013	06/27/2014	\$0	Superintendent Business Manager Program Heads Strategic Planning Committee
Total					\$0	

Activity Summary by School

Below is a breakdown of activity by school.

All Schools

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Action plan team will research PLPs	Action Team will research and define the local PLPs	Policy and Process	07/28/2013	05/21/2014	\$1000	HS Principal District Instructional Facilitator Action Team (consists of teachers, paras, parents, community)
Comprehensive Framework Development	Through an action team, we will develop a comprehensive framework that includes leadership, collaboration, curriculum, assessment, high impact instruction, professional growth, and student/parent involvement	Policy and Process	08/20/2013	03/28/2014	\$5000	Superintendent Elementary Principal Action Plan Team (consists of teachers, paras, parents, community)
District Assessment Review	The district will engage in a review of current assessment reality in the district and will revise the current comprehensive assessment plan for the district	Academic Support Program	08/20/2013	05/20/2015	\$2000	District Instructional Facilitator Elementary, MS, HS Staff Building Principals Superintendent

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Identify At Risk Students	An action team will work to identify at-risk behaviors, characteristics, utilize the matrix to identify students, and work with students, families, and school staff to implement interventions.	Behavioral Support Program	08/20/2013	05/20/2015	\$500	District Special Education Director Action Team (consists of teachers, paras) Building Leaders
Review Rtl Process	Review and Revise existing Rtl processes	Academic Support Program	01/20/2014	05/20/2015	\$0	At-Risk Action Team Building and District Leadership
Utilize program budgeting model	Throughout the school year, at defined dates, the program budgeting model will be used. First, program chairs provide narrative as to their expenditures, then they meet with building level teams to prioritize and allocate funds. This will be followed by the strategic planning committee reviewing the progress of the strategic plan and recommending various elements to move forward with, thus establishing a direct budget decision that will then impact all other working budgets in the district.	Policy and Process	05/22/2013	06/27/2014	\$0	Superintendent Business Manager Program Heads Strategic Planning Committee
Develop Action Plans	Action Plan teams will review current reality (including collecting perception data, achievement data, existing facility and technology condition reports, etc.) and then develop action plans to move the district forward.	Policy and Process	08/20/2013	05/20/2015	\$10000	Superintendent Technology Director and Staff Action Teams (consisting of staff, parents, community) for each area.
Establish Current state of curriculum guides for each area	Complete a curriculum guide review for each curriculum area K-12	Academic Support Program	05/20/2013	05/21/2014	\$0	Superintendent Building Leaders Staff
Create comprehensive curriculum guide for each curricular area	Through this process over the course of several years, we will create comprehensive curriculum guides for each curricular area per the newly designed review cycle.	Academic Support Program	08/20/2013	05/18/2016	\$1000	Superintendent Building Leaders Staff

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PD Plan Development	An Action Team will work to create a comprehensive long-range PD plan.	Professional Learning	05/22/2013	05/21/2014	\$500	District Instructional Facilitator Staff Building Leaders Superintendent
Develop Celebration/Accomplishments Plan	The Action Plan team will review current practices, review best practice, collect data, and create a plan to emphasize our accomplishments and to celebrate our successes as individuals and groups within the district	Parent Involvement	09/02/2013	05/21/2014	\$500	Elementary/M S Principal Staff Parents
Develop a Framework of Instruction	We will develop a framework of instruction that focuses on character and learning to learn skills, including work with parents for support	Policy and Process	08/20/2013	05/21/2014	\$0	Superintendent Elementary/M S Principal Staff and Parents
Develop Revised Safety Plan	Using the existing plan, we will develop a revised safety plan to ensure the well-being of all of our students/staff. We will work together with facility planning on this project	Policy and Process	05/21/2014	05/20/2015	\$5000	Superintendent Transportation Director Building Leaders Staff Nurse Community and County resources
Total					\$25500	

Upton High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Research alternative graduation options	The action team will research and implement alternative graduation options for students	Academic Support Program	01/06/2014	05/20/2015	\$500	At-Risk Action Team
Total					\$500	