



26920 Pioneer Highway, Stanwood, WA 98292-9548
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MEMORANDUM

TO: Board of Directors

DATE: February 2, 2021

FROM: Lloy Schaaf, Ed.D.

RE: Collective Commitment and Strategic Plan

TYPE: Discussion Item

Attached, please find the Stanwood-Camano School District Collective Commitment and the Strategic Plan. We will be discussing the documents at the board meeting. The Collective Commitment was created two years ago and outlines what we want for our students. It was developed by reaching out to parents, staff and the community in over 20 outreach sessions facilitated by Maurene Stanton and Lloy Schaaf. The Strategic Plan depicts how we are going to support the Collective Commitment for our students. The Strategic Plan was developed by administrators, the community, and the Stanwood-Camano District Cabinet. The plan is a living document that will be reviewed and updated on a yearly basis. Goals identified in red are the focus goals for this current year.

/th

Stanwood-Camano School District

Collective Commitment/Strategic Plan



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The Stanwood-Camano Collective Commitment

We, as a community of students, parents, community members at large, and school district educators make a collective commitment to all of Stanwood-Camano's children. We will empower our children to learn who they are and where they fit in the community and the world. We will teach our children to persevere through challenging circumstances to achieve fulfilling, productive lives.

We collectively commit that all children will be safe, cared for, and respected. They will graduate from school ready for further education, careers, and a successful future. Our children will reflect community values including work ethic, persistence, integrity, fiscal responsibility, creativity, problem solving abilities, and a desire to give back to their community. Our children will be prepared for a variety of educational and career options with the ability to create and use new knowledge in a world that does not yet exist.



Our Community Believes:

- Our children are at the center of all we do in our schools and community
- We care for all children
- Learning and education are lifelong and essential to a high quality of life
- Honoring tradition, encouraging volunteerism and caring for others builds community
- Teaching children to do their best involves role modeling, self-reflection, confidence, and endurance
- We accomplish more when we work together
- All children need to feel/be safe emotionally, socially and physically

Our students will be proud of their community and...

- Become competent readers, writers, scientists and mathematicians who are prepared for career, college and citizenship
- Be environmentally engaged
- Use technology and information skillfully
- Develop into leaders, collaborators and team players
- Become dependable, responsible workers
- Maintain healthy and active lifestyles
- Act with respect and integrity
- Develop into civic-minded, contributing community members
- Demonstrate perseverance and creativity when faced with challenges

Collective Commitment Development

Development of the Collective Commitment to our children in the Stanwood-Camano School District was a yearlong process which involved school staff, community members, and a community survey. The commitment was developed in order to identify priorities in our school district, to be the foundation of our Strategic Plan and to be the filter through which district decisions are made.

District Mission Statement

The mission of Stanwood-Camano School District is to provide students with high-quality educational opportunities that promote excellence and lifelong learning.

Our Vision

One community dedicated to the success of each student

Our Theory of Action

Every student accomplishes higher levels of achievement and success when we, as a system, have a common vision and work in a collaborative culture to continuously improve our leadership and instructional practice.

Stanwood-Camano Strategic Plan

Target 1

Strong Instructional Core

Increase every child's achievement and learning through improvement of the instructional core with a lens on equity.

Action Plans:

- Develop a plan for return to in-person learning focused on intervening in learning loss for students.
- Implement Social Emotional Learning into and alongside academics (i.e PAX, Character Strong).
- Develop systems for coherent instructional delivery in a variety of learning models including continuous learning 2.0, hybrid and in-person learning (new traditional).
- Provide on-going support for curriculum, alignment of standards and instructional strategies (i.e. curriculum adoptions, learning walks), with emphasis on distance learning.
- Ensure equity across content, instructional methods, and instructional delivery.
- Identify and Implement K-12 Assessments (i.e. dyslexia screening, MAP).
- Develop multi-tiered intervention for Math.
- Align District and School Improvement Plans to the Washington School Improvement Framework.
- Continue integrating technology in learning including digital citizenship.
- Provide professional development in inclusionary practices for special populations (i.e. Blue Water Consulting, University of Washington).

Target 2

Safety supports student learning

Establish and refine coordinated district systems to support social, emotional, and physical safety.

Action Plans:

- Continue with a District Safety Committee to develop a comprehensive District Safety Plan (i.e. Safe Schools Alert App, RAVE, PPE).
- Implement comprehensive safety plans including necessary supplies and training for foreseeable emergency situations in all schools.
- Continue implementation of social-emotional support and training for students and staff across the district (i.e. Character Strong)
- Create and implement safety protocols for instructional delivery including continuous learning 2.0, hybrid and traditional models (i.e. ACT, Right Response)

Target 3

Alignment of resources to support student learning

Maintain and provide strong structures and resources to support student learning. This includes responsible fiscal management, transportation, food services, maintenance and operations, facilities management, construction, and human resources.

Action Plans:

- Ensure fiscal stability for overall district operations by maximizing state, federal, and local dollars.
- Maintain leadership and appropriate structures in the following areas:
 - Transportation
 - Food Services
 - Facilities Management (short and long term planning)
 - Human Resources
 - Technology
 - Safety
 - Teaching and Learning
- Ensure equity throughout the district's systems and departments.
- Dedicate resources for social/emotional and mental health support.

Target 4

Family/Community Engagement

Model and maintain a collaborative culture of common vision in which mutual trust, respect, understanding and effective communication exists between students, staff, parents and community. This culture actively engages all stakeholders in the process of supporting educational success for all our children.

Action Plans:

- Ensure equity in all family and community engagement work.
- Connect/involve guardians/families in the educational process.
- Support a parent liaison for parents where English is not their first language.
- Establish family engagement and communication in order to support varied instructional delivery models.
- Develop parent education programs (digital citizenship, community based learning, social/emotional learning strategies, Safe Schools Alert app, online resource links, videos, legal regulations).
- Create a social media presence.
- Ensure that school district facilities and buildings are accessible.
- Create and maintain a welcoming atmosphere in schools including volunteers, families, and community members.
- Increase community partnerships.

Outcomes:

- Develop School Improvement Plans and District Improvement Plan to improve student learning including social emotional learning as evidenced by board approved documents.
- Develop systems for coherent instructional delivery in distance, hybrid, and in-person models as outlined in building and district improvement plans.
- Make progress toward all Washington State Improvement Framework goals as demonstrated by the Smarter Balanced Assessment and Measures of Academic Achievement data.
- Ensure equity in all district work and systems as measured by parent, student and staff surveys.
- Develop comprehensive safety plans in all schools and departments which will address physical, social and emotional safety of students and staff as outlined by the documents and demonstrated in practice.
- Comply with all legal requirements and remain fiscally stable as evidenced by district monthly budget reports and annual audits.
- Hire, retain, and develop high quality personnel to support district programs and departments as evidenced by personnel practices and records.
- Maintain ongoing communication and engagement with students, staff, parents and the community as evidenced by district communications.

**Red font indicates goals to be completed during the 2020-21 school year.*

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