

Loomis Union School District Strategic Plan

2012-2017



Strategic Plan 2012-2017

The Loomis Union School District's strategic plan builds on the bedrock of a successful school system. The District's plan commits to preserve the quality of the current educational program, while setting the course for the future. The initial strategic plan was created after receiving input from staff and the community. Following the gathering of input, a strategic planning committee, comprised of staff and parents met to outline priority areas and create objective goals and strategies.

The 2012-2017 strategic plan has been revised to reflect the current goals of the district. These goals have been developed as a result of analysis of a variety of data sources, including but not limited to:

- Student academic performance data
- Parent and staff survey data
- Taking Center Stage II (TCSII) self-review of the 6-8 academic program
- Common Core national academic standards for English Language Arts (ELA) and Math
- Previous LUSD strategic plan goals and activities

The following is included in the LUSD strategic plan document:

- Vision, Mission, and Belief Statements
- Points of Pride
- Five Year Objective Goals
- Action Plans for 2012-2013 school year

The strategic plan is a "living document". Each year, after obtaining feedback from the staff and parents, the strategic plan is revised to reflect the goals and priorities of the LUSD community.

"Given a vision, an extraordinary effort will result in extraordinary success."

Vision

The Loomis Union School District will become a premier school district, evoking pride within an involved community and empowering staff to meet the needs of all students through premier educational programs and facilities.

Mission

The mission of the Loomis Union School District is to provide outstanding educational instruction so that each of our students is enabled to reach their full potential.

Beliefs

- All students can learn when a love of learning is fostered in a positive, supportive, safe, and caring environment.
- Teachers are the focal point of the instructional program.
- Our school system is an integral part of the larger Loomis basin community.
- Education is a “team” partnership among students, staff, families and the community.



Academic Excellence

The Loomis Union School District consistently has one of the highest Academic Performance Index (API) scores in Northern California of any district with comprehensive K-8 schools. The district prides itself on quality classroom instruction and provides employees with numerous professional development opportunities. Many LUSD students have achieved academic honors or other forms of success both regionally and nationally.

Celebration of Student Success

Throughout the District, students are continuously recognized for achievement in academics, athletics, music, and citizenship through academic honors programs at each school. Students in LUSD participate in several academic contests and events including; geography bee, county spelling bee, local and regional writing contests and other opportunities as they arise. Each June, there is a district-wide eighth grade promotion ceremony to honor students throughout the district.

District of choice for families

The District has a large number of students that transfer in from other districts. Families recognize the academic achievement and benefits of a K-8 program and request to attend schools in LUSD. In the spring 2012 parent survey, 92% of parents indicated they would refer others to attend schools in LUSD.

Fiscal solvency

The District is fiscally healthy and maintains adequate reserves. The Board of Trustees operates from a fiscally responsible and conservative position expected by the community. The district continues to improve communication to staff and community members on the budget development process and current fiscal challenges.

Great kids/citizenship

In LUSD schools, students have exemplary citizenship. The incidence rate of behavior problems for students is very low. The K-8 environment provides an opportunity for older students to mentor younger students on the same campus. Parents have indicated that one of LUSD's greatest strengths is the K-8 program.

Music program

The District strongly supports the band, choir, and orchestra programs. Students regularly perform at regional concerts, honors festivals, and community events. The LBEF continues to support the music program with annual contributions for instruments, music and equipment.

Parental Involvement/Family Atmosphere

Parents are actively engaged in supporting each school. This is evidenced by a large number of parents who regularly volunteer in classrooms, school events and for service projects at LUSD schools. The Parent Teacher Clubs (PTC's) raise funds to support school efforts including; technology, physical education, art, field trips and assemblies. There is a rich tradition of family values within the Loomis basin community. This is evidenced by the degree of involvement and support families provide to the LUSD schools.

Physical Education/Athletic Programs

There are physical education teachers at all district schools supported by grants, LBEF and parent support. The Loomis Basin community boasts a rich tradition of athletic excellence. It is common for students to qualify and compete at the national level. The Loomis Basin Athletic League (LBAL) provides athletic opportunities for students in 4th – 8th grade.

Pride in maintaining facilities

The District takes pride in the appearance of school sites. The District strives to provide schools that, regardless of age, are kept in “premier” condition and presentation to the community.

Sense of community and tradition

The Loomis basin community has a rich tradition of community pride. Families strongly support their individual schools. Each site has a rich historical background with local community members maintaining their support of schools after their children have graduated. Graduates of LUSD schools routinely return to their alma maters to volunteer time and contribute back to their elementary schools.

Small class sizes

The District has among the lowest average class sizes of any district in the Placer County region. Smaller class sizes allow teachers the opportunity to individualize instruction and provide remediation and enrichment when necessary. Parents and staff have indicated on the spring 2012 surveys that maintaining low class size is a high priority.

Staff Commitment to the District

The Loomis Union School District has an excellent history of retaining teachers. Parents indicate through surveys their satisfaction with the high level of educational support to all students. Many district staff members are involved in community activities and events in addition to those held at their respective schools.

Loomis Union School District Five Year Strategic Plan Objectives 2012-17

Strategic Plan Parameters

LUSD's strategic plan will:

- Align and focus resources in the district toward achieving one unifying mission.
- Create a plan that is based on input from all stakeholders in the school system.
- Impact all levels of the District including classrooms, school sites, central offices, parents and the community.
- Align school and program plans with the Strategic Plan of the District.
- Engage in a continuous renewal process that ensures we will adjust to changing conditions and continue moving forward.

LUSD's strategic plan will ensure that:

- No new program or service will be accepted unless it is consistent with the Strategic Plan; its benefits clearly justify the costs; and provisions are made for professional development and program evaluation.
- No program or service will be retained unless it makes an optimal contribution to the mission and its benefits continue to justify the costs.
- As we focus on improving English-Language Arts and Math, we will do so within a balanced curriculum.

Curriculum and Instruction

Objectives:

- All Students will develop and apply 21st century skills such as problem solving, critical and creative thinking, collaboration, and applications of technology.
- We will ensure that curriculum aligned to the Common Core State Standards are adopted and implemented at each grade level, beginning with English-Language Arts (ELA) and Math.
- By 2015, through multiple measures, we will reduce the number of students in all groups who are not performing at the proficient or advanced levels in English-language arts and math by at least 25 percent.

Enrichment/Remediation

Objectives:

- Implement, in a phase-in model, a comprehensive intervention support model for all students not proficient in ELA and Math.
- We will develop and implement tiered interventions, enrichment and other academic support for students demonstrating need both academically and behaviorally.

Communication

Objectives:

- We will effectively market and promote district activities and accomplishments to increase student enrollment.
- We will ensure effective two-way home/school communication that is transparent, and timely.

Technology

Objectives:

- We will integrate technology into teaching, learning and system operations to best achieve our mission and objectives.
- Implement a professional development plan that ensures all staff for all levels (K-8) has support in learning how to best use technology in instructional practice.

Facilities

Objectives:

- We will continue to develop community partnerships and facility use procedures that ensure long-term access and upkeep.
- We will develop a district-wide blueprint of expectations and standards to maintain and improve the district's facilities and grounds.

Fiscal Resources

Objectives:

- The Loomis Union School District's budget will reflect the goals and objectives as stated in Strategic Plan.
- We will incorporate alternative funding sources to implement the Strategic Plan goals and objectives.

Curriculum and Instruction



Objectives

- All students will develop and apply 21st century skills such as problem solving, critical and creative thinking, collaboration, and applications of technology.
- We will ensure that curriculum aligned to the Common Core State Standards (CCSS) are adopted and implemented at each grade level, beginning with English-Language Arts (ELA) and Math.
- By 2015, through multiple measures, we will reduce the number of students in all groups who are not performing at the proficient or advanced levels in English-language arts and math by at least 25 percent.

2012-2015 Action Plan

Strategy # 1

Evaluate and revise the LUSD student assessment program to ensure there are multiple measures developed and implemented at every grade to determine individual and group academic performance levels.

Specific Result:

Improve the existing student assessment program to align with Common Core State Standards (CCSS) and be more effectively analyzed by site administrators and teachers.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Evaluate the strengths and challenges of Renaissance Learning, QRI, Running Records and all other district assessments to ensure alignment with CCSS.	Principals/Technology & Curriculum TOSAs/Teachers	10/13	6/15	
2	Continue to collaborate with grade level/department teams to develop and implement common assessments.	Principals/Technology & Curriculum TOSAs/Teachers	8/13	8/15	
3	Utilize external experts to assist district staff in the identification and development of common academic language and common assessments.	Superintendent/Director of Student Services/ Curriculum TOSA/Principals	05/13	6/16	
4	Identify and implement a data management program that provides principals and teachers effective reporting and analysis of student assessments.	Principals/Technology & Curriculum TOSAs/Teachers	8/14	6/16	

Strategy #2

Develop and implement a comprehensive and ongoing professional development plan aligned to LUSD's mission and objectives, CCSS and 21st Century teaching and learner skills that integrate effective instructional strategies, assessment models, and instructional technology.

Specific Result:

LUSD staff will become better prepared to provide high quality academic instruction, meaningfully assess student performance and integrate instructional technology on a regular basis.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Develop a three year staff development plan that includes opportunities and activities that align to CCSS, 21 st Century teaching skills and the effective integration of instructional technology.	Superintendent/ Principals/ Technology & Curriculum TOSAs	5/13	6/14	
2	Utilize the district staff and parent surveys to identify areas that may require additional support, assistance and training.	Superintendent/Principals/ Technology & Curriculum TOSAs	7/13	6/15	
3	Utilize external experts to assist district staff in the development and presentation of staff development programs and activities.	Superintendent/Director of Student Services/ Curriculum TOSA/Principals	05/13	Ongoing	
4	Develop an evaluation tool that will assist district staff in gathering meaningful feedback after each staff development event to determine program effectiveness and alignment with the LUSD goals and strategic plan.	Superintendent/Principals/Technology & Curriculum TOSAs	8/13	6/14	



Enrichment/Remediation



Objectives:

- Implement, in a phase-in model, a comprehensive intervention support model for all students not proficient in ELA and Math.
- We will develop and implement tiered interventions, enrichment and other academic support for students demonstrating need both academically and behaviorally.

2012-2015 Action Plan

Strategy #1

Develop and implement a district-wide model for providing RTI instruction to all identified students in ELA and Math.

Specific Result:

Decrease the number of students who are not meeting standard on state and district performance assessments.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Provide in-depth training and support to classroom teachers in data analysis, Tier 1 instructional strategies and program and student evaluation practices.	Superintendent/Director of Student Services/ Curriculum TOSA/Principals	8/13	6/15	
2	Train staff to effectively analyze CST Scores, STAR-Renaissance Assessments and other assessment data to guide the RTI process and meet the needs of students not meeting grade level standards.	Director of Student Services/ Curriculum TOSA/Principals	8/13	1/15	
3	Provide RTI support before, during and after the regular school day to all identified students who are not meeting grade level standards.	Principals/Teachers/Other support staff	9/13	Ongoing	
4	Develop a system of monitoring and evaluating each site's RTI program including but not limited to: Participation, duration, frequency, improvement.	Principals	1/14	Ongoing	
5	Collaboration will occur between the classroom teacher, school psychologist and administration to design quality student intervention plans for all students not meeting grade level standards.	Director of Special Ed/Principals/Teachers	9/13	6/15	

Strategy #2

Evaluate and improve district and site level remediation, enrichment and exploratory opportunities for students.

Specific Result:

Increase participation in remediation and enrichment programs.

Increase exploratory and enrichment opportunities for all students seventh and eighth grade.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	LUSD staff will partner with LBEF to identify areas of need for potential remediation and enrichment funding support. For the 2013-14 school year, Visual and Performing Arts (VAPA) grants will be available to enhance the VAPA opportunities at each school site.	Superintendent/Principals/PTC presidents/LBEF	7/13	6/14	
2	Investigate the benefits and challenges of providing second language instruction to all seventh and eighth grade students in LUSD.	Superintendent/Curriculum TOSA/Principals	8/13	6/14	
3	School sites will explore using after school intervention monies to increase student access to intervention and enrichment programs.	CBO/Principals	8/13	Ongoing	
4	LUSD will continue to improve and strengthen the educational opportunities offered to GATE students by expanding options and increasing participation.	Curriculum TOSA/GATE Enrichment Teacher	10/13	6/15	



Communication



Objectives:

- We will effectively market and promote district activities and accomplishments to increase student enrollment.
- We will ensure effective two-way home/school communication that is transparent, and timely.

2012-2015 Action Plan

Strategy #1

LUSD will convey, celebrate and promote the success of students and staff within and outside the Loomis Basin community.

Specific Result:

Increase enrollment and higher participation percentages at school and district activities.

#	ACTION STEP	Assigned to:	Starting Date	Due Date	Completed Date
1	Contribute articles and updates to the local media that publicizes accomplishments of district students and staff.	Administration	7/12	Ongoing	
2	Develop and promote successful programs not offered by other surrounding districts.	Superintendent	1/13	Ongoing	
3	Broadcast district academic achievement, unique programs offered and space availability via brochures, media and the district website.	Superintendent/ Site Administration	1/13	Ongoing	
4	Continue to develop and promote our Pre-K, Junior K, Full-day kindergarten.	Superintendent/Director of Special Ed	7/12	Ongoing	
5	LUSD will implement a variety of marketing strategies to promote activities and effect district enrollment.	Superintendent/Board of Trustees	1/13	Ongoing	

Strategy #2

LUSD will use a variety of communication tools to inform the public and seek input on district activities, events and accomplishments.

Specific Result:

Community members will be educated about district information and provided opportunities to give feedback to the Board of Trustees and district staff.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	LUSD district office and site administrators will use the Alert Now notification system and the district website to provide communication and information to parents in a timely fashion.	District and Site Administration	7/12	Ongoing	
2	LUSD will conduct staff and parent surveys to determine customer service satisfaction levels.	Superintendent		Annually Each Spring	
3	The district will conduct community workshops and parent forums to inform LUSD constituents on important items such as budget, curricular information, opportunities and events.	Board Members/ Superintendent/Administration	7/12	Ongoing	
4	Superintendent updates will be provided to staff and parents at least once each quarter. Updates may include aspects of the following: budget, enrollment, staff development, student achievement and upcoming events/activities.	Superintendent	8/12	Ongoing	

Strategy #3

LUSD staff will more effectively utilize technology to communicate with parents and the community.

Specific Result:

LUSD staff will develop effective communication skills through the use of technology and other forms of media.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	LUSD will develop and implement organizational norms for internal and external communication based on respect, professionalism, civility, and effective working relationships.	Board of Trustees/ Superintendent/ Administration	8/12	Ongoing	
2	Provide staff requested ongoing professional development opportunities for the effective utilization of technology and other forms of media in communicating with parents and the community. Topics may include: Outlook, website development, distribution list development.	Board Members/ Administration/LBEF	8/13	5/12	

Technology



Objectives:

- We will integrate technology into teaching, learning and system operations to best achieve our mission and objectives.
- Implement a professional development plan that ensures all staff for all levels (K-8) has support in learning how to best use technology in instructional practice.

2012-2015 Action Plan

Strategy #1

Create district master plan for technology needs for each classroom in order to meet the educational outcomes for students and teaching tools for teachers for program implementation.

Specific Result:

Consistently use technology in the delivery of instruction that engages students and is aligned to common core standards and the LUSD adopted curriculum.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Complete a needs assessment to determine type(s) of personnel support needed/required to meet the district technology goals and objectives.	Superintendent/CBO/ Technology Department/Board Liaison	1/13	6/13	
2	Determine technology infrastructure, hardware and software required to meet common core standards expectations and aligns with the district technology plan.	Technology Department/ CBO/Board Liaison	9/12	6/14	
3	Develop technology standards and expectations for each grade level (K-8) based on the common core standards and district technology plan.	Administration/ Technology Department/Curriculum Department	9/13	6/15	

Strategy #2

Provide a variety of staff development opportunities that are aligned to the common core standards and designed to support teachers in the effective integration of technology in their instructional program.

Specific Result:

Teachers will be provided numerous staff development opportunities designed to build their confidence and knowledge in the effective use of technology to engage student learning.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Conduct a needs assessment survey of classroom teachers to determine specific areas that staff requires training and support.	Administration/ Technology Department/Curriculum Department	4/13	6/13	
2	Provide ongoing staff development that supports the use of classroom technology and engages students.	Administration/Technology Department/Site Liaisons	8/13	Ongoing	
3	Develop a district standard for the purchasing and use of instructional software that is consistent with district goals and the common core standards.	Administration/Technology Department	8/13	Ongoing	

Strategy #3

Ensure that the district technology infrastructure is capable of providing continual access for students while maintaining system security and filtering.

Specific Result:

Students will be able to access the internet and all student servers from any location at each of the district schools using district provided or district approved personal devices.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Examine methods of internal infrastructure (Wireless) that provides greater access to students without jeopardizing filters and security systems that are in place.	CBO/ Technology Department/Curriculum Department	9/13	6/15	
2	Develop guidelines for students using personal devices to access the district network and student servers at each site and across the district.	Technology Department/ Curriculum Department	9/14	6/15	
3	Develop a plan that allows for digital textbook adoptions to reduce reliance on costly hardcover textbooks and provide access for all students.	CBO/Technology Department/Curriculum Department	1/14	9/15	

Facilities

Objectives:

- We will develop a district-wide blueprint of expectations and standards to maintain and improve the district's facilities and grounds.
- We will continue to develop community partnerships and facility use procedures that ensure long-term access and upkeep.

2012-2015 Action Plan

Strategy #1

District staff will work collaboratively to develop user expectations and cleaning standards for all district facilities.

Specific Result:

Safe, clean and accessible facilities that support the district's instructional needs.

Reduction in repair and replacement costs of district facilities and grounds.

#	ACTION STEP	Assigned to:	Starting Date	Due Date	Completed Date
1	Develop protocols for cleaning, maintenance, and replacement of all district facilities including grounds.	CBO/Supervisor of Maintenance and Operations	1/12	6/14	
2	Develop a long-term maintenance equipment plan budget for projected upkeep, repair and replacement.	CBO/Supervisor of Maintenance and Operations	6/14	6/15	
3	Establish custodial and maintenance equipment and supplies standards for cleaning and maintaining district facilities.	CBO/Supervisor of Maintenance and Operations	9/12	6/14	
4	Develop facility user expectations to reduce the misuse or unnecessary damage of district facilities.	Supt., CBO, Principals	1/13	6/14	

Strategy #2

Conduct annual meetings with all user groups to maintain positive working relations and review facility use opportunities and expectations.

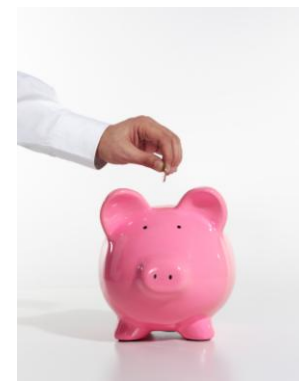
Specific Result:

Create a positive and collaborative relationship with our community with regards to the use of district facilities.
Develop a positive revenue stream that will be used for upkeep and improvements of district-wide facilities.

#	ACTION STEP	Assigned to:	Starting Date	Due Date	Completed Date
1	Meet annually with all user groups to review expectations and availability of district facilities.	Supt., CBO, Facilities Administrator	Ongoing	Ongoing	
2	Maintain a calendar of events for district facilities for both school and community use.	Facilities Administrator	8/12	Annually	
3	Establish a system to annually review the adequacy of the district's facility use fees.	CBO, Facilities Administrator	12/1	Ongoing	
4	Work with district facilities staff to develop a plan for facility upkeep and modernization through the use of facilities fees collected.	Supt., CBO			



Fiscal Resources



Objectives:

- The Loomis Union School District's budget will reflect the goals and objectives as stated in Strategic Plan.
- We will incorporate alternative funding sources to implement the Strategic Plan goals and objectives.

2012-2015 Action Plan

Strategy #1

Use the Strategic Plan objectives as the foundation to measure district and site program and budget alignment.

Specific Result:

Align the LUSD strategic plan and school site plans to ensure continuity and consistency in the allocation of district resources.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Review all site plans to ensure program and budget aligns with the strategic plan.	Supt., CBO, Principals	1/13	6/14	
2	Link revenue and expenditure line items directly to the strategic plan and site plan objectives.	Supt., CBO, Principals	1/13	6/14	
3	Evaluate new and existing district and site programs to determine maximum efficiencies and effectiveness.	Supt., Principals	5/13	5/14	

Strategy #2

We will incorporate alternative funding sources to implement strategic plans goals and objectives.

Specific Result:

Reduce the reliance on the general fund by increasing our efforts to successfully identify and acquire alternative funding sources.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Work closely with the Loomis Basin Education Foundation and PTC to encourage their support of district and site programs.	Supt., Principals	1/13	6/14	
2	Identify alternative funding sources for the implementation of the district technology plan including but not limited to: infrastructure, bandwidth, classroom equipment and software.	CBO, Coordinator of Technology	1/13	6/14	
3	Examine available funding opportunities and sources on a local and state-wide level to reduce the current impact to the general fund and provide resources for facilities, technology and security.	School Board, Supt., CBO	5/13	5/14	