

# Wallace School District Strategic Plan



Wallace School District #393  
2023-2028

## Mission

We pull together to create learning opportunities.

## Vision

All students will leave the district with critical and creative thinking skills, be technologically literate, able to work cooperatively with others and be lifelong learners.

### **Focus Area: Staffing**

*Goal Statement 1:* Increase the recruitment and retention of quality staff.

#### Objectives/Action Items

- Interview teams will include appropriate stakeholder participation.
- Salaries/benefits will be competitive with North Idaho districts and in the top 20% when compared to all districts across the state.
- The district will promote increasing staff capacity through continued education, degree attainment, and job embedded professional development.
- All certificated staff will be included as part of the collaborative team.
- Annual completion of IPLP/goal creation and review process.

#### Measurable Outcomes

- Staff survey data
- Annual turnover rates: classified <20% and certificated <10%.
- Student's rates of proficiency on state assessments will be at or above state average.
- Appropriate steps will be taken to ensure a minimum of 2 qualified applicants for every open position.
- Less than 5% of certificated staff will require a growth/improvement plan due to less than proficient teaching practices.
- 100% of certificated staff will be assigned a mentor or be part of a mentor teacher program for the first 3 years with the district.

Completion Date: Fall 2025

*Goal Statement 2:* Continual staff development and improvement

#### Objectives/Action Items

- District/school/grade level/subject level/individual goals will be developed annually and reviewed multiple times through the school year.
- Professional development will be aligned with IPLP and district/school/individual goals.
- District/school wide IPLP data will be used to identify strengths and weaknesses in an effort to focus staff development and improvement.

#### Measurable Outcomes

- Accreditation Summary Reports will be reviewed/analyzed to guide annual goal development.
- 100% of Federal Program/SPED staff will receive quarterly job embedded PD related to their specific job description.
- Stakeholder Survey Data will be annually reviewed/analyzed to guide goal development.
- The district administrative team will annually review 100% of Certificated IPLP data to guide future staff development and improvement.

Completion Date: Fall 2024

### **Focus Area: Communication**

*Goal Statement 1:* Promote a positive student, parent, community and district relationship in the educational process.

#### Objectives/Action Items

- Provide timely and proactive communication with all stakeholders through multiple communication methods.
- Allow parent/community involvement in school and district data based decision making.
- Communicate school/district celebrations to stakeholders.
- Clearly outline district/school/classroom expectations and guiding principles.
- Improve stakeholder participation and community involvement in district/school related activities.
- Continual update of social media/communication platforms
- Students participate in Community Service Projects
- The district and schools will coordinate with other community entities to offer higher levels of education and enrichment opportunities.

#### Measurable Outcomes

- Stakeholder survey data will show continual improvement or high levels of sustained proficiency.
- WSD patrons will support all ballot initiatives at levels required for passage.
- Schools will continue to maintain or improve the number of proactive communications with parents/guardians.
- 100% of district/school committees will include appropriate stakeholders
- Weekly social media publications
- Parent/guardian involvement in the school community.
- Staff connection/involvement in the parent community.

Completion Date: Spring 2024

*Goal Statement 2:* Instructional staff commit to providing timely and meaningful formative feedback.

Objective/Action Items

- Students self advocate for their learning through an active feedback process.
- Schools set an expectation for a feedback loop timeline.
- Change WJSH conference schedule to allow for scheduled parent meetings.
- Adaptation/inclusion of technology to increase feedback impact and decrease feedback timeline.

Measurable Outcomes

- Conference attendance
- Student/Staff/Parent survey results
- Assessment data

Completion Date: Spring 2025

## **Focus Area: Curriculum/Instruction/Assessments**

*Goal Statement 1:* 100% of students will maintain proficiency or grow a minimum of one (1) scale score annually in reading and math (academic performance targets).

Objectives/Action Items

- Reading and math interventions will be provided through a multi-tiered support system designed to move students to proficiency.
- Each intervention program will be monitored by the RTI team.
- Instructional and RTI staff will identify weaknesses or concerns from which intervention plans will be developed.
- The district will provide staff development opportunities based on curriculum, teaching strategies, methodologies and various other areas.
- Review/update level two and three RTI procedures and guidelines.
- Every teacher will teach reading and math foundational skills with intentional, rigorous instruction.

Measurable Outcomes

- Retention Rates
- SPED Referral Rates
- ISAT, ISIP/Istation, SAT/ACT, IReady, EOC assessments
- Graduation Rates
- Pass/Fail Rates
- Summer Credit Recovery Rates

Completion Date: Spring 2026

*Goal Statement 2:* Development/Review of grade/subject level essential standards and curriculum alignment.

Objective/Action Items

- All students will have access to adopted instructional materials in core subjects.
- All textbooks and instructional materials used are aligned with the Idaho State Content Standards.
- Alignment of formative assessments to content standards.
- Weekly intentional staff collaboration for all instructional staff.
- Daily lesson plan alignment to essential standards

Measurable Outcomes

- 100% of lessons will be aligned with power standards or state standards as identified by grade level/content teachers.
- PLC Meeting Notes: 100% of staff collaboration meeting notes/agendas will include a focus on the “6 Essential Questions”.

Completion Date: Spring 2025

*Goal Statement 3:* Post Secondary Go-On Rate Improvements

Objective/Action Items

- Transition plan development/improvement to guide student’s post secondary education decision making.
- Collection of student Go-On Rate data through post secondary education completion.
- Creation of a student/community member mentor program.
- Expansion of educational opportunities in the areas of dual enrollment/CTE/Job Shadow/School to Work.

Measurable Outcomes

- State/District Go-On Rates
- Post secondary graduation/completion rates.

Completion Date: Spring 2027

## **Focus Area: Facilities/Safety**

Goal Statement 1: Wallace School District provides a safe, clean and functioning environment for all students, staff and volunteers. The school facilities will be well maintained and provide adequate space for students and staff.

### Objectives/Action Items

- District maintenance/custodial staff and site administrators are proactive and conduct inspections at school sites on a continual basis.
- Repairs necessary to keep the schools in good repair and working order are completed in a timely manner.
- Emergency repairs are given the highest priority.
- Site administration works with custodial staff to develop cleaning schedules to ensure a clean and safe schools.
- Creation of a work order management system/process.
- Development/update of the WSD multi-year facility plan.

### Measurable Outcomes

- Building/facility "Condition Evaluation Form"
- Percentage of completed work orders
- Annual safety inspection results
- Patron Survey Data

Completion Date: Spring 2028