

November 2015 Update
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Goal Area #1: Enhance Academic Programs

| Action Step | Funding Level |
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| <p>Provide after school activity bus option for all schools</p> <p>This service continues and is well-utilized by students from all three schools. (Average of 60 students per day) Dropped service on early-release days due to low ridership levels.</p> <p>This service began in September 2014. We have two buses that pick up at IRE, MMS and MHS. Ridership levels are increasing.</p> <p>In preliminary budget to begin Fall 2014. 2 buses. 1 north, 1 south. 4:30 p.m. PU at IRE, 4:45 PU at MMS, 4:55 PU at MHS.</p> | 1 |
| <p>Increase science, technology, engineering and math (STEM) curriculum/courses</p> <p>Expanded robotics program at MP3 to include: We Do Stem and EV3.</p> <p>Added Design Squad STEM enrichment course at MMS.</p> <p>Added STEM Fuse/Game IT enrichment courses at MMS.</p> <p>Algebra students attending Univ. of WA Engineering days.</p> <p>Piloting CK12 Open Educational Resource Curriculum at MHS in Biology.</p> <p>MP3 now offers a “We Do” Robotics class.</p> <p>Added all courses from the list below:</p> <p>To begin Fall 2014:</p> <ul style="list-style-type: none"> • 1 additional section of Robotics at MHS • 1 additional section of Biology at MHS • 1 section of A/P Biology • IT Academy to replace MOS at MHS. MOS will move to MMS • Ag. Mechanics will replace Intro to Ag. Mechanics at MHS • Physical Science will replace BSCS1, Biology will replace BSCS2 at MHS • Type To Learn course added at MP3 • 5th-8th Flipped Technology course added at MP3 • STEM-Fuse code writing program and Lego digital designer program added to MMS. | 1 |
| <p>Increase elective and CTE course offerings</p> <p>Added Introduction to CTE course at MMS during exploratory period.</p> | 1 |

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| <p>Added manufacturing class at MHS.</p> <p>Added art, robotics, technology and drama classes at MP3.</p> <p>Added all courses from the list below:</p> <p>To begin Fall 2014:</p> <ul style="list-style-type: none"> • 2 Sections of American Sign Language at MHS • 1 Section of Advanced Foods/Catering at MHS • 1 Section of Nursery/Landscape Management at MHS • 1 Section of IT Academy at MHS • 1 Section of Ceramics/Pottery at MHS • 4 Sections of Art/Drama at MMS • Established One Daily Class Period for Enrichment at MMS – Courses still being finalized. Proposed Include: Career Choices, JAG/Navigation 101, Lego Digital Design, Stem Fuse, Type to Learn and Excel, MOS, Shakespeare, Geography, Study Skills (Anita Archer curriculum), Journalism, Current Events Research /Advanced Writing, Health, Jazz Band/I-Pad Band. <p>Fall 2014 Final List - Geography, Shakespeare, Jazz Band, Financial Fitness, STEM Fuse, Journalism, Career Choices, Typing/Keyboarding, Current Events, Navigation 101, and Academic Prep/Remediation</p> | |
| <p>Continually increase student achievement in all academic areas and develop a set of identified data metrics to track student achievement.</p> <p>Switched English Language Proficiency exams from WELPA to the ELPA21- Now tested online.</p> <p>IRE implemented WIN (What I Need) academic intervention period based on student data.</p> <p>IRE began implementing Response to Intervention (data driven intervention system).</p> <p>SBAC Data to track student achievement.</p> <p>Student Growth data from TPEP evaluation process for Principals and teachers.</p> <p>Submitted ERDC data request for post high school data in several categories.</p> <p>Homeroom data dashboard training for all teaching staff continues. Homeroom evaluations dashboard added in 2014. Teachers to upload student growth measures on evaluation dashboard.</p> <p>SBAC (Smarter Balance Assessment Consortium) formative and summative assessments implemented for all students in grade 3-11 in English/Language Arts and Math.</p> <p>Precision Exams certification and assessment system implemented for all CTE programs.</p> <p>Piloting at IRE diagnostic and formative assessments & associated classroom based interventions in math that are aligned with Common Core State Standards.</p> <p>Implementing unit assessments at IRE in <i>Wonders</i> literacy curriculum that are aligned with</p> | <p>1</p> |

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| <p>Common Core State Standards.</p> <p>The District is piloting the SBAC assessments at MMS this spring. Full implementation of the SBAC in all schools will begin in 2014-15.</p> <p>The District is using the <u>Homeroom</u> data dashboard for all student assessment data. Certified staff members are receiving ongoing training and new modules are being added. (Counseling – Risk Factors, Student Growth factors) David Forsythe will demonstrate this dashboard at a future board meeting.</p> | |
| <p>Evaluate schedule revision proposals from MMS and MHS to improve and expand academic and elective options for students.</p> <p>Began exploration of required state process to offer online class options at MHS in 2016 in order to expand course options.</p> <p>MHS and MMS implemented new schedules in September 2014.</p> <p>MHS has a modified 6-period block.</p> <p>MMS added an exploratory period to their 4–period block schedule.</p> <p>Weekly advisory period added at MHS.</p> | 1 |
| <p>Identify and develop plan to address issues in the Running Start program</p> <p>Planning to add College in the High School Option through BTC and WCC for fall 2015.</p> <p>The new schedule at MHS for 2014-15 provides a consistent schedule, which enables Running Start students the opportunity to schedule college courses without the conflict that the Gold/Black schedule created. This solved the identified problems.</p> | 1 |
| <p>Offer additional world language options at all schools</p> <p>3 sections of American Sign Language offered in 2015.</p> <p>Planning an addition of ASL Year 2 section (or two) in fall 2015 depending on enrollment.</p> <p>2 sections of American Sign Language are now offered at MHS. Began in September 2014.</p> <p>Rosetta Stone is now offered at MP3. Began in September 2014.</p> | 2 |
| <p>Add performing arts options at all schools</p> <p>Provided 8-week after school Improvisation class through Communities in Schools</p> <p>Missoula Children’s Theater production at IRE</p> <p>MHS Drama Club presented “The Mousetrap”</p> <p>After school drama positions hired for MMS in 2014-15.</p> <p>After school drama positions hired for MHS in 2014-15.</p> <p>Drama classes added: Express Yourself (1st-2nd), Creative Dramatics (3rd-4th) and Performance Potpourri (5th- 8th) at MP3.</p> | 2 |

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| <p>1st/2nd Readers Theater course added at MP3</p> <p>3rd/4th Puppets and Scripting Writing course added at MP3</p> <p>5th-8th Public Speaking course added at MP3</p> | |
| <p>Offer additional before and after school academic and enrichment programs</p> <p>Contracted with BTC for dropout re-engagement program (Impact) services for identified students.</p> <p>Contracted with Communities in Schools to provide after school homework assistance and academic intervention for identified students. (this program is in a 2nd year at MHS)</p> <p>After school credit retrieval, homework assistance at MHS continues for 2nd year at MHS.</p> <p>Added math club and homework club at IRE.</p> <p>Guys Read and Girls Read at IRE.</p> <p>Added after school art club at MMS.</p> <p>Added after school ukulele and recorder club at IRE.</p> <p>Added art club at IRE.</p> <p>Additional programs TBD</p> | 2 |
| <p>Add career pathways specialist at MHS and develop industry partnerships</p> <p>Added Navigation 101 Career Guidance Program at MMS.</p> <p>REACH/JAG program continues at MMS which focuses on career exploration.</p> <p>Brent Feller moved into role of career pathways specialist for 2015-16.</p> <p>Stacy Wakefield was hired as the career pathways specialist at MHS for 2014-15.</p> <p>.4 - Career Pathways Specialist will be hired at MHS for 2014-15.</p> | 2 |
| <p>Create alternative credit options/equivalencies for MHS students</p> <p>Developed PE Waiver process</p> | 2 |
| <p>Develop a comprehensive plan for improving and expanding highly capable programs at all schools.</p> <p>Hi-Cap students allowed to access courses from MMS to MHS or IRE to MMS for math. District provides daily transportation.</p> <p>Increased HCP teacher to 1.0 FTE in winter 2015.</p> <p>Implemented clustering model.</p> <p>Highly capable program expanded at MMS.</p> <p>Highly capable students placed using the clustering model.</p> <p>Highly capable students receiving support from Hi-Cap coordinator & general education staff.</p> | 2 |

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| Initial professional development in differentiating instruction for highly capable students is scheduled for general education staff during Fall 2014. | |
| Enhance CTE Advisory structure and develop/implement long range program enhancements (Added Spring 2015) | |
| Evaluate Advanced Placement schedule/staffing at MHS (Added Spring 2015) Began exploration of required state process to offer online class options at MHS in 2016 in order to expand AP course options. | |

Goal Area #2: Enhance District Facilities

| Action Step | Funding Level |
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| <p>Assess existing HVAC system at MMS; replace or repair as warranted</p> <p>Will go to bid on MMS HVAC project by February 2016. Work to be completed by August 2016.</p> <p>Investment Grade Audit completed by Hargis Engineering in fall 2014. Construction Services Group hired in 2015 to apply for energy grant and implement upgrades to HVAC system in spring/summer 2016.</p> <p>Investment Grade Audit of HVAC system will be completed during fall 2014.</p> | 1 |
| <p>Develop a comprehensive plan for technology equipment upgrades</p> <p>E-rate application submitted April 2015.</p> <p>Wiring upgrades at MP3 and MMS planned for 2015-2016.</p> <p>Wireless network upgrades at MHS and IRE planned for 2015-2016.</p> <p>Comprehensive plan completed in spring 2014.</p> <p>120 desktop computers replaced during spring/summer 2014.</p> <p>206 Chromebooks, 60 i-Pads and 20 Microsoft Surface tablets added during the summer/fall 2014.</p> <p>5 new Network servers and 11 server hard drives installed during summer 2014.</p> <p>1 copier added during summer 2014</p> <p>15 security cameras added during summer 2014.</p> <p>Single Point of Entry Buzz-In Camera and Electronic Door Locks installed at all schools during summer 2014.</p> | 2 |
| <p>Assess existing roof at MMS; replace or repair as warranted</p> <p>Border and Sons Roofing completed an assessment and the roof was determined to be okay for now. It will need replacing in 4-5 years at an estimated cost of 200K.</p> | 2 |
| <p>Assess existing water system at MMS; replace or repair as warranted</p> | 2 |

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| <p>Replaced several faucets in restrooms at MMS.</p> <p>New sinks to be installed in Fall of 2014 in the restrooms in the library/cafeteria/class room building at MMS.</p> <p>Increased the water pressure at MMS using new pumps at IRE.</p> <p>Some components have been replaced (faucets, urinals, toilets). New cooling water fountains will be installed this summer. Water is tested for contaminants monthly.</p> | |
| <p>Assess student locker issues at MMS; replace or remove as warranted</p> <p>Recommendation was to not remove lockers as they are built into the wall. They will be replaced and painted as needed.</p> | 2 |
| <p>Install a turf field at MHS stadium</p> <p>Track resurfaced and curbing installed summer 2015.</p> <p>Curbing to be installed during track resurfacing. Summer 2015.</p> <p>Estimate provided by KCDA. Approx.1.3M to install turf field, not including curbing.</p> <p>Kurt Harvill is working on getting a written estimate.</p> | 2 |
| <p>Develop plan for future MMS, District Office, Transportation and Maintenance building replacements or upgrades</p> <p>Exterior painting of Transportation/Maintenance building, new bus bay garage doors installed – Summer 2015</p> <p>Exterior painting of District Office, Transportation and Maintenance building planned for summer 2015.</p> <p>Plan was developed and implemented for District Office partial upgrade during summer 2014.</p> <p>Sketch and estimate by Zervas exists for DO replacement at MMS. No other work has been done to date.</p> | 2 |
| <p>Relocate MP3 program to permanent facility (Added Spring 2015)</p> <p>Feasibility study for land north of MHS initiated in Fall 2015. Results not yet available.</p> <p>Several lease and purchase options evaluated for available existing facilities. Summer/Fall 2015</p> | |
| <p>Relocate/upgrade/remove playground, tennis courts, etc. at MMS (Added Spring 2015)</p> <p>Tennis courts at MMS repaved in fall 2015. New striping and nets added.</p> | |

STRATEGIC PLAN ACTION STEPS

Goal Area #3: Enhance Safety

| Action Step | Funding Level |
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| Identify immediate safety concerns at each school and address | 1 |

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| <p>Reorganized student pick up procedures at IRE.</p> <p>Principals conducted a walk-through on all campuses with Whatcom Co. Sheriff's Office to identify best practices for student safety.</p> <p>Single point of entry camera and door lock system added to MMS and MP3 campuses. Now all campuses have single point of entry system.</p> <p>Panic alarms installed at all schools and DO in spring 2014.</p> <p>Added fence between parking lot and play shed area between IRE and TMCE.</p> <p>Instituted single point of entry system at MHS and IRE during the school day during spring 2014.</p> | |
| <p>Update comprehensive safety plans at each facility</p> <p>Whatcom County Emergency Management did a review of MMS and IRE/TMC-MP3 – Made recommendations for fencing at MMS and cameras at the Ten Mile Campus. WSRMP grant providing funding.</p> <p>Safety teams meet monthly to keep plans updated.</p> <p>District administrators updated safety plans after the shooting incident at Marysville-Pilchuck HS.</p> <p>Principals updated safety plans in spring 2014. Copies of site plans sent to DO. School Mapping updates have been completed for MHS and IRE. (floor plans, shutoff locations, entrance/exit points, photos, mechanical areas)</p> | 1 |
| <p>Identify and implement staff safety training needs</p> <p>Revised health room procedures at IRE.</p> <p>Added safety module training on Safe Schools system.</p> | 2 |
| <p>Enhance student safety programs at all schools</p> <p>Rachel's Challenge bullying/harassment presentation and Friends of Rachel clubs at MHS and MMS.</p> <p>Add fencing at MMS to provide additional security and ensure single point of entry. Spring/Summer 2015.</p> <p>Professional development on playground safety provided to all IRE staff who have recess monitoring duties.</p> <p>Revision of after school bus loading processes at IRE.</p> <p>Communication of school wide behavioral expectations at IRE</p> <p>Initial implementation of school wide discipline structures & processes at IRE.</p> <p>Enhanced safety/background checks and procedures for all volunteers using the WATCH (Washington Access to Criminal History) system through the WA State Patrol.</p> | 2 |

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Goal Area #4: Enhance Community Involvement

| Action Step | Funding Level |
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| <p>Increase community access to Strategic Plan and increase awareness of progress made in implementing Action Steps</p> <p>Provided update to Cordata Neighborhood Association in Spring 2015.</p> <p>Updated District web site to make community access easier.</p> <p>Strategic Plan mailed to all District households in spring 2014.</p> <p>April 2014 update posted on District web site</p> | 1 |
| <p>Offer community education and enrichment classes in the evenings or weekends</p> <p>Strengthening Families Program through WSU to be offered in 2015/16 in Spanish.</p> <p>Created and hosted Hispanic Family night for MHS parents.</p> <p>Include and combine principal offering of monthly Principal Roundtable meetings.</p> | 2 |
| <p>Increase parent and community volunteer participation in all schools</p> <p>Added several new family events at IRE (i.e. Touch a Truck, Western Roundup, Reptile Man, SBAC information night, March Mathness)</p> <p>Partner with new PTA board to plan & implement monthly events at IRE.</p> <p>Partner with new PTA board to organize volunteers for activities & events within & outside the school day at IRE.</p> <p>Significant increase in staff & parent membership in PTA at IRE.</p> | 2 |
| <p>Increase community awareness of school funding and budgeting by holding periodic information sessions (Added Spring 2015)</p> | |

Goal Area #5: Enhance Professional Development for Staff

| Action Step | Funding Level |
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Increase support/training for effective implementation of Teacher Principal Evaluation Program (TPEP)

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All Classroom teachers evaluated under TPEP in 2015. Cohort 4 is being provided with 5 days of professional development through the UW. At the completion of this Cohort all District teachers will have been trained.

Principals and District Administrators are doing the 5D calibration training during their monthly ELT meetings.

Teacher-Leader initiative with the University of Washington initiated in Spring 2015 to provide support for Principals and teachers in each school.

Cohort 3 CEL 5D framework training completed during 2014-2015 school year.

District Administrators and Principal involved in PLC (Professional Learning Community) learning activities at ESD regarding teacher and Principal evaluation processes.

District Administrators and Principals began PLC work in District. Book study "Making Thinking Visible"

Cohort 3 training in Center for Educational Leadership (CEL) frameworks began in September 2014. Cohorts 1 and 2 evaluated under Teacher Principal Evaluation Project (TPEP) model in 2014-2015.

"Homeroom" evaluation module utilized in all schools.

All District staff engaged in a Cycle of Inquiry during 2014-2015.

All Principals evaluated under Teacher Principal Evaluation Project (TPEP) during 2014-2015.

Teacher Principal Evaluation Project (TPEP) Memorandum of Understanding completed with Meridian Education Association.

Principals provided staff development on Teacher Principal Evaluation Project (TPEP) evaluation rubrics and student growth measures to all certificated staff.

Principals provided on-going support for grade level and content teams as well as for individual staff members through conferencing model.

Identified and provided training for staff representatives from each school to serve as lead teachers/trainers for Homeroom Evaluation tool.

Utilizing Instructional Leadership Team model at MP3 to focus on Teacher Principal Evaluation Project (TPEP).

Certified Teachers - Cohorts 1 and 2 have completed training through Univ. of WA. Cohort 3 will start in summer 2014. Cohort 1 is evaluated under new model in 2013-14, Cohort 2 in 2014-15, Cohort 3 in 2015-16.

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| <p>Cohort 1 will engage in teacher leadership activities with other cohorts starting in summer 2014.</p> <p>New building administrators will complete rater training in summer 2014.</p> <p>Educational Leadership Team developed process and timelines for new Principal evaluation model to begin in 2014-15.</p> | |
| <p>Increase support/training for effective implementation of Common Core State Standards and Smarter Balanced Assessments</p> <p>Professional development on CCSS implementation provided by building Principals and the ESD.</p> <p>Developed professional development opportunity for district administrators monthly.</p> <p>Smarter Balanced Assessment proctor and administration training spring 2015.</p> <p>CCSS training in Math during 2014-15.</p> <p>CCSS training in ELA planned for June 2015.</p> <p>Access to Smarter Balanced Assessment Consortium (SBAC) digital library provided in fall 2014.</p> <p>Access to formative assessments, practice tests and teaching resources.</p> <p>K-12 content area teams (math, literacy and science) are working on Common Core State Standards (CCSS) implementation.</p> <p>Grade level teams working on Common Core State Standards (CCSS) implementation tasks during Professional Learning Community (PLC) meetings.</p> <p>Bi-monthly meetings for professional development focusing on Alternative Learning Experience (ALE) Best Practice, Teacher Principal Evaluation Project (TPEP) Evaluation, Smarter Balanced Assessment Consortium (SBAC), Common Core State Standards (CCSS) and Next Generation Science Standards (NGSS) for MP3 staff.</p> <p>The School Improvement Team at MP3 meets monthly to analyze data and establish school goals.</p> <p>Teacher leaders from each school participated in the Homeroom train-the-trainer evaluation workshop.</p> <p>25 teachers are participating in the Teacher Principal Evaluation Project (TPEP) Cohort 3 District professional development.</p> <p>MMS is piloting the Smarter Balanced Assessment in spring 2014. They are identifying training and implementation issues that need to be addressed before full implementation in 2014-15.</p> <p>All schools will participate in CCSS training in 2014-15.</p> | <p>1</p> |
| <p>Create dedicated time for professional development</p> <p>2 additional LID (Learning Improvement Days) days added to 2015-2016 calendar.</p> | <p>1</p> |

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| <p>Added professional development opportunities for student monitors and paraprofessionals at IRE.</p> <p>Additional time used for grade level and content teams began in September 2014.</p> | |
| <p>Increase cross-curricular and grade-level collaboration opportunities.</p> <p>PBIS professional development in summer and throughout year at IRE.</p> <p>RTI professional development (Intervention Team) leading to dedicated intervention time at IRE.</p> <p>Teacher-Leader program-13 Teachers across the District earning 15 credits to become certified through the University of Washington as Teacher-Leaders program.</p> <p>Revived vertical content teams in math, ELA and science.</p> <p>Professional Learning Community (PLC) and content team work at all schools.</p> | 1 |
| <p>Increase support/training utilizing new and existing technologies for instruction.</p> <p>MP3 staff trained to use MobyMax for instructional support and assessment.</p> <p>All associated teachers trained as SBAC proctors.</p> <p>Teachers trained to use Chromebook in the classrooms to promote student learning at MP3.</p> <p>Google Classroom, Google Docs and Skyward modules are being used in a variety of District classrooms.</p> | 2 |
| <p>Increase support/training during new curriculum adoptions.</p> <p>District math team will receive two days of facilitated instruction before beginning the adoption process.</p> <p>Grades 6-12 math teachers had 2 days of training in core College Preparatory Math curriculum during summer of 2014.</p> <p>All elementary teachers and 8 para-educators had 2 days of training in Wonders literacy curriculum during summer of 2014.</p> | 2 |
| <p>Provide training opportunities for substitutes</p> <p>Several substitutes attended Wonders literacy curriculum training at IRE.</p> <p>All substitutes have completed required “Safe Schools” training modules.</p> <p>Two MP3 substitutes participated in teacher mentor training to learn remote teaching as well as required state documentation.</p> | 2 |
| <p>Provide Homeroom data training for teaching staff. (Added Spring 2015)</p> <p>Site Based training at each site provided in summer 2015.</p> | |
| <p>Implement teacher leadership program initiatives at each school site. (Added Spring 2015)</p> | |

Implemented Teacher Leadership teams at each school site in Summer 2016.

Data Teams and Professional Learning Community activities initiated at each site in Fall 2016.