

Nevada Joint Union High School District Strategic Plan

2020 Vision

Board Adopted

March 12, 2014

2016 - 17 Year End Progress Report

August 9, 2017

What is a Strategic Plan?

A strategic plan is a document that guides an organization into its future. It is based on core beliefs that lead to vision. Vision leads to mission and mission leads to goals and actions. Actions bring the vision progressively closer to reality.



What is a vision?

A vision is a compelling description of an ideal future state. It serves as a call to action and a beacon to look towards as one focuses clearly on the future. Visions lead to missions; missions lead to goals and actions that fulfill the vision.

“When you take a dream and bring it into the light of day, it becomes a vision.” -Louise B. Johnson

Nevada Joint Union High School District

We Believe:

- All people can learn.
- All people have something to contribute.
- All people have a right to a safe and healthy environment.
- All people should have the opportunity to pursue their hopes and dreams in meaningful ways that spark their development.
- Relationships foster engagement, achievement and success.
- Education is a community endeavor.

Nevada Joint Union High School District

Our Vision

Our district schools are publically recognized for providing the highest quality education.

The graduates of the Class of 2020 will:

- act as critical thinkers and problem solvers.
- communicate effectively in any media.
- demonstrate personal and civic responsibility.
- recognize and respect diversity.
- exhibit an appreciation for education by continuing as lifelong learners.

Nevada Joint Union High School District

Our Mission

All members of our district's educational community will create an environment of understanding and mutual respect that enables each individual to maximize his or her potential and to be successful in his or her future.

Nevada Joint Union High School District
2020 Vision
Curriculum, Instruction, and Assessment
(Pupil Outcomes)

Our district educators provide a multifaceted experience that engages and challenges each student to surpass state and local benchmarks.

Nevada Joint Union High School District

2020 Vision

Curriculum, Instruction, and Assessment (Pupil Outcomes)

Action Steps for 2016 - 17

X Implement a 7 year cycle of review and adoption of instructional materials.
Focus on health and world languages for 2016-17

X Improve and expand services to English Learners with the addition of an
ELD class at Bear River High School

X Improve preparation for CAASPP with expansion of formative assessment

X Continue to provide staff development for all staff and self-selected choices
in alignment of curriculum and instruction with the new California State
Standards, Professional Learning Communities and Student Mental Health

X Improve and Expand services of Nevada Union Adult School within the AB
46 priorities and funding levels to support the educational needs of adults in
our community; partner with other agencies to streamline services

X Implement CTE offerings in digital media and computer science

Implement a 7 year cycle of review and adoption of instructional materials.
Focus on health and world languages for 2016-17

- Seven year curriculum review and instructional materials adoption cycle adopted by district curriculum council in October.
- Adopted “Positive Prevention” for new sex education requirements; materials for other health topics under review
- World language materials adopted for Spanish and German; same Spanish series adopted at both comprehensive sites.
- Updated textbooks for Advanced Placement courses to align with new curriculum adopted by The College Board.
- Adopted course of study for EAP (Early Assessment Program) senior mathematics. Staff will attend training and secure related materials this summer.
- Piloting Pearson English Language Arts with a view to purchase materials one grade level at a time 9 - 12

Improve and expand services to English Learners with the addition of an ELD class at Bear River High School

- English Language Development class added at Bear River High School
- English Language Development class and English Learner math support class continues at Nevada Union
- Staff trained in the administration and scoring of CELDT (California English Language Development Test)
- In response to Federal Program Monitoring, developed and implemented a plan for ongoing staff development for regular staff in strategies effective for English Language Learners
- Regular progress monitoring of English Learners to advance in language and meet Annual Measurable Achievement Objectives

Improve preparation for CAASPP with expansion of formative assessment

- Developed and implemented Benchmark assessments in English Language Arts; grade level teachers debrief each assessment and re-plan instruction based on standards individual students know or do not know; significant gains in CAASPP scores from 2015 to 2016 testing with a leveling off in 2017.
- With our consultant from Pivot Rural Professional Learning Network, developed a plan for expansion of benchmarking system to other departments which have literacy standards
- Our assessment program, OARS (Online Assessment and Reporting System) was purchased by Illuminate. Staff training was held in the spring and teachers applied for summer work developing benchmark assessments.

Continue to provide staff development for all staff and self-selected choices in alignment of curriculum and instruction with the new California State Standards, Professional Learning Communities and Student Mental Health

- Hosted the second annual Countywide Staff Development Day at Nevada Union on September 19, 2016. Keynote speaker focused on instructional technology. A wide variety of self selected workshops were available to teachers grades K – 12.
- Keynote speaker for January 30, 2017 focused on staff mental health. A variety of workshops were offered for staff to choose among.
- Critical masses of teachers have attended Professional Learning Communities summits and lead implementation at Nevada Union. Bear River has recommitted to PLC tenets and effective use of during school intervention and enrichment – Bruin Time. A detailed description may be found in the response to the Grand Jury Report.
- Change in school start time ran smoothly with a majority of positive feedback from students and parents.

Improve and Expand services of Nevada Union Adult School within the AB 46 priorities and funding levels to support the educational needs of adults in our community; partner with other agencies to streamline services

- Continued support of adult education in our community including high school diploma, GED, English-as-a-Second Language, and citizenship on campus, at Grass Valley Family Resource Center and in the Wayne Brown Correctional Facility.
- Expanded adult education programs to the Family Resource Center in Penn Valley.
- Working across agencies to develop and implement a Transitional Age Youth (TAY) program to serve 18 – 21 year olds with education and vocational training in the juvenile hall setting. Nevada County is one of 5 pilot counties in the state for the program.
- Active collaboration with Connected Communities Academy, an initiative of the Green Screen Institute. Connected Communities is planning to open a classroom on the NU Adult Education campus in the I wing at NU.
- Secured funding for a half time counselor at Nevada Union Adult Education. The position now serves NPA, NU Tech and Adult Education.

Implement CTE offerings in digital media and computer science

- Two new computer science classes at Nevada Union and at Bear River; AP Computer Science A at NU, AP Computer Science Principles at BR.
- New digital media pathway at Bear River focusing on print and broadcast journalism; digital media partnership academy continues at Nevada Union.
- Funding for CTE Incentive Grant increased from \$494,000 to \$641,000 for FY 15-16, \$454,269 for 16-17 and \$250,000 for 17-18.
- Developed and implemented a districtwide CTE advisory committee; kickoff meeting held on November 21, 2016 and officers elected. Spring meeting was held in April.

Action Steps for 2017 - 18

- After training in Illuminate, continue work with Pivot Rural Professional Learning Network on development of formative assessment across content areas to continue use of formative assessment for CAASPP success.
- Review our “All Eyes on CAASPP” initiative with new teachers mentored by veteran teachers.
- Review Advanced Placement Test data for participation rates and score improvement for unduplicated count students.
- Pilot the Expository Reading and Writing course for 12th grade students who need support in becoming “college and career ready.”
- Refine data collection system around LCAP priorities; develop new strategies to engage the community in the input process with specific focus on increasing Town Hall meeting participation.
- Continue development of CTE pathways to meet needs and interests of students and the community.
- Formation of a bilateral committee of administrators and NJUHSTA members to revise and update the teacher evaluation process.
- Expand adult education services to outlying areas of the county including Penn Valley and the San Juan Ridge.
- Develop adult education CTE pathways beginning with auto shop
- Develop and implement at DELAC (District English Language Advisory Committee); continue staff development instructional strategies effective for English Language Learners.

Nevada Joint Union High School District

2020 Vision

Structure, Schedules, and Support

(Conditions of Learning)

To reinforce our belief that everyone can learn, our district will:

- provide state-of-the-art technology to maximize efficiency and potential.
- ensure a safe and healthy environment.
- implement schedules to meet the needs of each student.
- establish pride of ownership through the advancement of our facilities.

Nevada Joint Union High School District
2020 Vision
Structure, Schedules, and Support
(Conditions of Learning)

Action Steps for 2016

X Place a Chromebook into the hands of every student for the 2016-17 school year.

X Provide a variety of district developed, outside offerings and self-selected on-line training to support faculty in the implementation of classroom use of Chromebooks

X Expand Technology Integration TOSA from 0.4 FTE to 1.4 FTE to assist teachers and the IT department with 1:1 Chromebook implementation.

X Work collaboratively with Durham transportation services for logistical adjustments to change in school start time.

X Focus attention on student mental health needs through a variety of strategies including changes in school start time, expansion of intervention specialist services, renew commitment and articulate with community mental health services and training for administration, faculty and support staff to recognize student mental health concerns.

X Communicate with the public regarding the factual information, facilities needs and financial proposals for Measure B general obligation bond. Prepare for the appointment of a citizens' oversight committee by the January, 2017 board meeting; complete issuance of Series A bonds; plan for and begin to deliver Priority 1 projects from the Facilities Improvement Plan.

Seek and retain the best teachers and staff for our students through development of a recruiting plan, structured interview processes and attention to new employee orientation. (in progress)

Provide State-of-the-Art Technology to maximize efficiency and potential

- One-on-one Chrome Book Initiative was implemented. Each student will keep his/her chrome book until graduation.
- Expanded Technology Integration TOSA from 0.4 FTE to 1.4 FTE. TOSA offers a robust professional development program for Chrome Book implementation.
- Continued floating technology based staff development for instructional staff. Expanded offerings in person and on-line. A district teacher serves the NCSOS office as a technology integration coach expanding offerings to K-12.
- Improved network and new computers for office staff to maximize productivity.

Ensure a safe and healthy school environment

Focus attention on student mental health needs

- All staff trained in “mental health first aid” on the pre-service staff development days to recognize and respond to student mental health concerns.
- Restructured the Student Assistance Program to expand services with intern therapists.
- Expanded intervention specialist from 1.4 FTE to 2.8 to 3.7 FTE so all schools improved and expanded services.
- School Climate Initiatives at Nevada Union and Bear River.
- A team traveled to Truckee to view student wellness center; preliminary meeting with Nevada County Behavioral Health staff for consideration of replication of the program; planning to pilot first at Silver Springs
- Focus on staff mental and physical health on January 30 staff development day.
- Added a student board member to the NJUHSD Board of Trustees

Implement Schedules to Meet the Needs of Each Student

- Change in school start time proceeded relatively smoothly. Positive feedback from students and parents.
- Renewed focus on Bruin Time at Bear River; added an advisory period for each student, more enrichment options and continued focus on intervention including Camp Savoie for sophomores and Bruin Den for freshmen.
- Nevada Union has set a goal of changing the school schedule in its WASC Action Plan. The process proceeds.

Establish Pride of Ownership Through the Advancement of our Facilities

- Measure B passed with 56.03% of the vote.
- Citizens' Oversight Committee was appointed and is meeting.
- Selected local firm, Sitaline, as the district architect for Measure B projects.
- Paul Palmer transitioned to Director of Planning and Construction. Jordan Kohler returned to the district to replace Paul as Director of Maintenance.
- Funds targeted for CTE facilities may be used as a match for CTE Incentive Grant Funding.
- Secured an excellent credit rating from Moody's Investment Services for Measure B bonds.
- Series A of the bonds were issued on schedule in April with money in the bank on schedule in June. Work this summer on gas lines, security systems, roofs and needed work on the field and theater at Nevada Union.

Action Steps for 2017-18

- Select a new Student Information System to replace eSchools beginning in the 2018-19 school year. Build master schedule in the new system beginning in January.
- Develop and implement a competency based system for teacher self selected in service training in technology.
- Implement suicide prevention training for all staff as required by new law.
- Expand student mental health services through additional staffing of school psychologists and intervention specialists.
- Continue planning for large projects scheduled for summer of 2018 including underground utilities, sewer and water at Nevada Union; hydroponic line replacement and HVAC upgrades at Bear River; track at Bear River and scheduled upgrades to the McCourtney Road facility.
- Develop and implement plans for wellness center pilot at Silver Springs with consideration of expansion in 2018-19.
- In collaboration with the Grass Valley Police Department, reestablish the School Resource Officer program at Silver Springs.
- Consider development of a plan for 9th grade opportunity program.
- Develop and implement systems for more effective intervention to prevent course failure; develop and implement systems for more effective credit recovery.
- Train staff in “trauma informed teaching” and work towards a restorative justice model of behavior intervention.
- Develop and implement a Multi-Tiered System of Support at all sites to provide student interventions in the areas of academic, behavioral and social-emotional support.

Nevada Joint Union High School District
2020 Vision

School Culture and Engagement

Our high schools are a source of deep-seated pride among students, staff and community.

Nevada Joint Union High School District
2020 Vision
School Culture and Engagement

Action Steps for 2016

- X Enhance and Improve Services for at risk students with the addition of Intervention Specialist TOSAs from 1.4 to 2.8 (1.0 NU, 0.6 BR, 0.8 SS, 0.2 NPA, 0.2 Ghidotti) to connect students with academic, health and mental health services
- X Enhance and Improve Community Engagement through community roundtable events, town hall meetings, improved parent survey participation and LCAP Steering Committee articulation with the greater school communities.
- X Prepare for and deliver a successful Federal Program Monitoring Review in September, 2016
- X Prepare for and deliver a successful WASC accreditation visits at North Point Academy, Ghidotti and Nevada Union.
- X With voter support, appoint a Measure B bond oversight committee by the January, 2017 board meeting.
- Use all media resources to publish the positive things happening in our schools. (in progress)

Enhance and Improve Services for At Risk Students

- Increased Intervention Specialist TOSA from 1.4 FTE to 2.8 FTE with services at all school sites.
- Restructured Student Assistance Program to expand services through strategic use of intern therapists.
- Restructured Bruin Time offerings at Bear River to include advisory periods, increased interventions and increased enrichment opportunities.
- Changed school start time to 8:30. First bus stop is now approximately 6:00 AM. Legislation pending to mandate the change statewide.
- All staff training in mental health first aide.
- Added section of ELD for English Learners at Bear River.

Enhance and Improve Community Engagement

- Nevada Union hosted its first annual Community Roundtable Event to gather input from local community leaders. Next one is scheduled for October.
- Career Technical Advisory Event modeled after Community Roundtable.
- LCAP planning steering committee made up of diverse group of stakeholders with meetings took place in January, March and May.
- Town Hall meetings took place in Penn Valley, South County, the Ridge and Grass Valley / Nevada City area.
- New LCAP survey yielded significantly greater participation and actionable data.
- WASC engagement strategies at North Point, Ghidotti and Nevada Union this year leading to WASC plans articulated with the district's 2020 Vision and Local Control Accountability Plan.
- Superintendent met with 1 – 2 community groups weekly between August and end of October.
- Facilities walks with interested stakeholders at Nevada Union, Bear River and Silver Springs.
- Publish the Positive initiative working with local newspaper, radio stations and social media.

Action Steps for 2017 - 18

- Upon selection of the new Student Information System, begin training and use it for enrollment, course selection and master schedule building beginning in January, 2018.
- Continue planning Measure B projects with attention to department of the state architect timelines; apply for state matching funds as available.
- Improve and expand community participation in LCAP process, particularly Town Hall Meeting participation.
- Prepare for change in league for Nevada Union. Model Athlete Committed throughout the region.
- Consider expansion of North Point Academy with additional offerings and potential locations.
- Develop and implement career pathways for adult learners through Nevada Union Adult Education program and Connected Communities Academy.

Nevada Joint Union High School District
2020 Vision

Your 2017 LCAP and Vision Advisory Team

- Karla Aaron
- Itze'l Aispuro
- Francis Bailey-Rundle
- Jonathan Beck
- Junet Bedayn
- Maria Beltran
- Amy Besler
- Jason Bohrer
- Matt Brown
- Andy Burton
- Eric Chastain
- Janie Conway
- Dan Crossen
- Sonia Delgadillo
- Jeff Dellis
- Randy Fields
- June Gilfillan
- Kelly Good
- Kaylee Guerra
- Carson Hall

Nevada Joint Union High School District
2020 Vision

Your 2017 LCAP and Vision Advisory Team

- Steve Hansen
- Kathleen Hardin
- Michael Hill-Weld
- Jordan Horowitz
- Michael Hughes
- Shavati Karki-Pearl
- Marie Kittle
- Howard Levine
- Noah Levinson
- Sean Manchester
- Marty Mathiesen
- Linda Melugin
- Stephanie O' Callaghan
- Mary Owens
- Martha Payne
- Chris Putnam
- Kelly Rhoden
- Kathy Stephensen
- Jessica Wilson
- Kristen Youngman

Nevada Joint Union High School District
2020 Vision

The Board of Trustees, Administration, Faculty, Staff and entire school community commit to focusing our time, resources, and attention towards achievement of the goals in this plan. Join us each January as we assess our progress and plan for the next year!