

# Nevada Joint Union High School District Strategic Plan

2020 Vision

Board Adopted

March 12, 2014

2015 – 16 Mid Year Progress Report

January 13, 2016

# 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 2015

- (If CAHSEE does not go away) Target 9<sup>th</sup> and 10<sup>th</sup> grade students to increase CAHSEE scores and exit Program Improvement.
- Develop preparation strategies and formative assessments to improve student performance on the CAASPP (California Assessment of Student Performance and Progress)
- Develop and implement data collection around 8 state priorities for the Local Control Accountability Plan.
- Support teachers to increase their comfort level, confidence and use of common core strategies.
- Continue to develop Career Tech Pathways with a focus on supporting the community vision of a Digital Media Leadership Campus

## Target 9<sup>th</sup> and 10<sup>th</sup> grade students to increase CAHSEE scores and exit Program Improvement

- English / Language Arts used OARS (On-line Assessment and Reporting System) to diagnose holes in students' knowledge of CAHSEE standards and developed methods to intervene. Spring 2015 CAHSEE testing was a triumph with significant increases in students passing (score 350), students proficient (score 380) and perfect scores (score 400)
- New legislation eliminated the CAHSEE requirement for the class of 2016 and beyond as well as retroactively eliminating it since 2005. Former students who had met all NJUHSD graduation requirements except passing the CAHSEE may now apply to us for a diploma. Based on the legislation, the diploma must be dated 2016 or beyond.
- While there is currently no CAHSEE, it may in the future be adjusted into the CAASPP testing system. At this point, the CAASPP counts for the Early Assessment Program for the CSU / UC system and will determine "college and career readiness" with "cut point" to be established.

## Develop preparation strategies and formative assessments to improve student performance on the CAASPP

- Based upon the success of the CAHSEE preparation, English Language Arts has developed quarterly benchmark systems in OARS and is completing the second the first two weeks in January.
- The CAASPP system includes an interim assessment bank. We have looked at those assessments and found that they give only “claim level” data, not the standard by standard granular data available in OARS so we have been focusing efforts in OARS.
- Social Science is focusing on use of DBQ (Document Based Questioning) to and Visual Thinking Strategies to introduce CAASPP like activities into their classrooms.
- Recent legislation requires the implementation of a non-biased math placement test for incoming freshman.
- Differential in CAASPP results between Bear River which is using the integrated math sequence and Nevada Union which is using the traditional math sequence bears further study.

## Develop and implement data collection around 8 state priorities for the Local Control Accountability Plan

- This is an ongoing process with data tracking limitations: eSchool, OARs, SWIS, state reports, college board reports, etc.
- Guidance counselors reviewed and evaluated two counseling tools to better track data: Naviance and Career Cruising. Career Cruising was selected and implementation is beginning Spring Semester 2016.
- State has required new goals including reduction of chronic absences (more than 10%), increased access and improved scores for “unduplicated count” students in Advanced Placement Courses, more explicit student involvement in the LCAP Planning Process and addition of parents from the targeted groups as well as special education in the planning process.
- The lack of consistent formative assessment data across the K – 12 system is a challenge that we are addressing on a county wide level through a Rural Professional Development grant administered by PIVOT Learning.

## Support teachers to increase their comfort level, confidence and use of common core strategies.

- Relocated Curriculum Coaches to the comprehensive school sites; we have been challenged by the inability to find a physics teacher so our math coach's time had to be reallocated to teaching physics at Bear River.
- English Language Arts coach has focused on literacy across the curriculum.
- Increased librarian time at Bear River from 0.6 FTE to 1.0 FTE to add instructional technology coaching for Bear River and districtwide.
- First every countywide staff development day was hosted at Nevada Union on September 21, 2015. Teachers K – 12 had an opportunity to choose from a variety of staff development activities in common core, social emotional attributes to learning, technology integration and others. Plans are underway to do countywide staff development again in the fall.
- All departments participated in the alignment project where our current curriculum was compared to the new standards, holes were identified and goals were set. We will revisit department goals and take a close look at the new CAASPP test on our January professional development day.

## Continue to develop Career Tech Pathways with a focus on supporting the community vision of the Sierra Digital Media Leadership Campus

- Through CRANE Grant Funding, continued implementation of career pathways in agriculture horticulture at Bear River and Nevada Union, engineering design and sports medicine at Nevada Union.
- After a successful planning grant year, we were funded for implementation of the “Green Academy” at Nevada Union. This small learning community joins our existing Digital Media Partnership Academy and Humanities Academy.
- New courses approved by the District Curriculum Committee for 2016-17 include Advanced Placement Computer Science, Computer Integrated Manufacturing, Principles of Engineering, AP Seminar and AP Research, Green English 3 and Green Chemistry and Computing with Robotics
- Superintendent serves on the NCERC board, the talent connection subcommittee and chairs Milestone 5 for the talent connection with a focus on articulation of the business community with the K – 12 and adult learner population in Nevada County.

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 2015

- Provide “differentiated” staff development and support for working with our new software
- Continue development of technology resources for students / staff / teachers
- “Backwards Plan” for implementation of change in school start time for 2016-17
- With the adoption of our facilities improvement plan, investigate the possibility of a general obligation bond in 2016.

Provide “differentiated” staff development and support for working with our new software; Continue development of technology resources for students / staff / teachers

- Additional staff development day funded for 2015 – 16 and 2016 – 17 for teachers to participate in 6 hours of self selected training in our software packages including but not limited to eSchool, Google, Schoology, Public School Works, OARs and other technology tools available in the public domain.
- Added more Chrome Carts at Bear River, Nevada Union and Silver Springs. Implemented 1:1 Chrome devices at Ghidotti, AP Chemistry, Partnership, Green Academy. Full implementation plan for 1:1 is on tonight’s agenda.
- Technology Department is fully staffed and has implemented a process of “values based hiring” in the selection process.
- Continued challenges with articulation and “syncing” between eSchool and our other software programs like Schoology and OARs.

## “Backwards Plan” for implementation of change in school start time for 2016-17

- Additional research continues to be published including a study of districts nationwide that have successfully implemented a later start time for high schools and middle schools.
- Currently in negotiations with Durham transportation for our next 3 year contract.
- Meeting with feeder districts to determine which routes may continue to be shared.
- More flexibility in the south county with shared routes; scenarios may be different in north vs. south county.
- Opportunities for more robust 0 and 8<sup>th</sup> period offerings.

With the adoption of our facilities improvement plan, investigate the possibility of a general obligation bond in 2016.

- Facilities Improvement Plan was circulated for public and staff comment in the spring of 2015 and comments were incorporated into the final plan.
- Board adopted the plan on June 24, 2015.
- A real estate advisory committee has been appointed by the board and begun meeting in response to interest expressed by a third party in purchasing the McCourtney Road site.
- At this point we need direction from the Board regarding whether or not we should pursue the feasibility of a General Obligation Bond on the November 2016 ballot.

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 2015

- Commit to Athlete Committed and healthy lifestyles for the entire school community
- Use all media resources to publish the positive things that happen in our schools every day
- Continue implementation of PBIS at Nevada Union and look towards expansion
- Articulate LCAP advisory requirements in a more seamless and coherent fashion

# Commit to Athlete Committed and healthy lifestyles for the entire school community.

- Through LCAP funding and support from the Nevada County Board of Supervisors, we were able to send approximately 90 athletes, coaches and administrators to training in Chico this summer.
- Active Athlete Committed Clubs at Nevada Union and Bear River lead the initiative and are fundraising for athlete committed activities at the high schools and feeder schools.
- John Underwood facilitated code nights for fall sports; winter sports code nights were facilitated by athlete committed student athletes.
- NU Athlete Committed Club presentation to parents at The Parent U Event at Sierra College.
- “Love the program; love the message!” quote from Duwaine Ganskie, Bear River Athletic Director.

## Use all media resources to publish the positive things that happen in our schools every day

- Frequent coverage of school events by The Union Newspaper.
- Weekly radio program on KNCO, “On the Town.”
- Increased use of Facebook by school sites, district and individual school programs, athletic teams and clubs.
- Alumni database is back up and running.
- Community Relations committee and fund development continues under the leadership of Barbara Ross.
- 8<sup>th</sup> grade preview day scheduled earlier at each site.
- Community visitations, lunch walks and opportunities to get the public on our school campuses in full swing.

## Articulate LCAP advisory requirements in a more seamless and coherent fashion

- Restructured the Assistant Superintendent of Personnel and Pupil Services to Director of Educational and Student Services to acquire more hands on support for LCAP and Curriculum Development
- Forming an LCAP planning steering committee made up of a diverse group of stakeholders together with meetings scheduled in January, March and May.
- Town Hall Meetings for input gathering scheduled in February in Penn Valley, South County, the Ridge and the Grass Valley / Nevada City Area.
- Steering committee will work on survey to be published in February.

Nevada Joint Union High School District  
*2020 Vision*

Your Education Summit Team

- Karla Aaron
- Micah Arbaugh
- Kevin Atkins
- Kevin Baker
- Kim Bateman
- Michael Blake
- Caroline Bronson
- Allison Cassel
- Rusty Clark
- Rebecca Davis
- Sonia Delgadillo
- Trisha Dellis
- Chris Espedel
- Dan Frisella
- June Gilfillan
- Holly Hermansen
- Anne Hestbeck
- Louise Johnson (facilitator)
- Michael Hughes
- Tracy Kohler

# Nevada Joint Union High School District

## *2020 Vision*

### Your Education Summit Team

- Bob Lyons
- Matthew MacDonald
- Melissa Madigan
- Sara Messervey
- Evan Murray
- Jim Nieto
- Griffith Peterson
- Parker Rhodes
- Suzi Rosas
- Lisa Swarthout
- Rebecca Slade
- Kyler Vaughn
- Diane Walker
- Richard “Dick” Werntz
- Bethany Williams
- Craig Zetterberg

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!