

# Nevada Joint Union High School District Strategic Plan

2020 Vision

Board Adopted

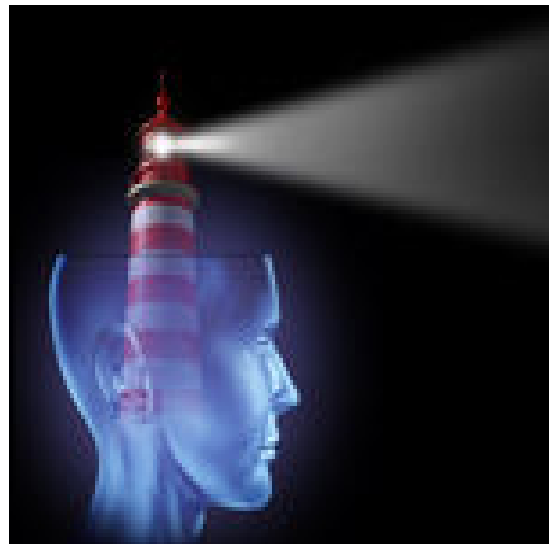
March 12, 2014

2014 – 15 Year End Progress Report

August 5, 2015

## 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 2014

- Target 9<sup>th</sup> and 10<sup>th</sup> grade students to increase CAHSEE scores and exit Program Improvement
- Support teachers to increase their comfort level, confidence and use of common core strategies
- Conduct an objective assessment of current courses and programs to eliminate duplication and increase offerings.



## Target 9<sup>th</sup> and 10<sup>th</sup> Grade Students to Increase CAHSEE Scores and Exit Program Improvement

Under No Child Left Behind, high schools' Adequate Yearly Progress is measured by the 10<sup>th</sup> grade "census" administration of the California High School Exit Exam. Passing score for a CA high school diploma is 350 and proficient for NCLB is 380.

Safe Harbor is an alternative method of "making" AYP by significantly reducing the number of students below proficient. Each school in the NJUHSD developed and implemented strategies to move more students toward proficiency. Significant gains were achieved at almost all district schools. We had a large number of students who achieved a perfect 400 on the test. At this point in time, the State of California has applied to the federal government to stop the CAHSEE. The federal government may or may not approve the request so we may or may not have CAHSEE this year. We are also in danger of not making our Adequate Yearly Progress this year because we had a significant number of opt outs on the new SBAC test that the juniors took last spring.

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

Developed and Implemented Common Core Expenditure Plan for Fiscal Years 2013-14 and 2014-15

- January 27, 2014 and January 26 & 27 Staff Development Days
- Common Core Instructional Coaches for 2014 - 15
- Summer and School Year Staff Development
- Instructional Materials – CPM at Bear River, periodicals for close reading, established panel to review requests
- Able to fund a variety of conference requests, harvested our knowledge with a variety of teacher led staff development
- Technology Infrastructure (Switches)
- \$300 per classroom budget and larger grant by application for CCSS
- September 22 – 23, 2014, Professional Learning Communities.
- Professional Collaboration Time scheduled at all school sites.
- Strongly encourage use of \$1,000 teacher mini-grants from NCSOS

## Conduct an objective assessment of current courses and programs to eliminate duplication and increase offerings

APEX On-Line Learning Systems is duplicative and inconsistent from site to site / teacher to teacher

- Developed manual for teachers, counselors, and admin
- APEX deadlines and grading timelines same as seat classes
- Bringing all APEX into one area of Nevada Union campus where NPA/NU
- Offer original credit and credit recovery both during the school day and after school / data analysis between during school and after school format
- Negotiated 30 semester seats of APEX world languages or other advanced courses (15 per semester) for our students in contract renewal with APEX

Developed transition plan for ROP courses to NJUHSD

- Absorbing Child Development and Veterinary Science 2014 - 15
- Sports Medicine in 2015 - 16
- Auto Mechanics in 2016 - 17

Introducing Engineering Pathway at Nevada Union as well as two Agriculture Pathways through a grant funding (NextEd and CRANE)

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

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 2014

- Revise the district technology plan and website to reflect current and future needs with all stakeholders
- Create school schedules with a thorough review of current research and relevant data in consultation with stakeholders
- Develop a transportation system that meets the needs of students and schools.
- Prioritize, establish, articulate and implement a plan to upgrade and maintain facilities within our district.

Revise the district technology plan and website to reflect current and future needs with all stakeholders.

- New website effective July 1, 2014
- G-mail transition effective July 1, 2014
- Google Docs available district wide July 1, 2014
- Schoology available district wide July 1, 2014
- Revised Technology Use Plan – posted on website
- New switches and new wireless infrastructure for connectivity
- New labs for digital media classes at NU and BR
- New lab funded by Project Lead the Way for Engineering path
- New Chromebooks for Partnership Academy
- Piloting Chromebooks in AP Chemistry at NU
- 3 Chromebook carts at Bear River: English, Science, Social Science
- Chromebox lab pilot at Bear River
- Staff training in Google Docs, G-mail, Schoology and more
- Soft launch of OARS (On-line Assessment and Reporting System)

Create school schedules with a thorough review of current research and relevant data in consultation with stakeholders.

- Nevada Union transitioned to closed campus for the 2014-15 school year. Bear River is already closed.
- LCAP Priority Goal for tutoring after school.
- Superintendent to convene a “schedule committee” with representatives from both comprehensive sites to develop recommendations by December 31, 2014
- Committee identified 4 priorities: see our students all year, later start time, intervention during the day and some block times for deeper instruction
- If applicable, negotiate any changes in working conditions with employee association groups.



Develop a transportation system that meets the needs of students and schools.

- Durham Transportation did an evaluation of impacts of a later start at NJUHSD on our budget and those of associated feeder districts
- Superintendents and Chief Business Officials met with Durham to review options
- Possible different north / south scenarios
- Significant parent input in favor of later start
- Could flexible scheduling be an option?

Prioritize, establish, articulate, and implement a plan to upgrade and maintain the facilities within our district.

- Contracted with architectural firm for facilities master plan (paid for from developer fees).
- In collaboration with elementary feeder districts, contracted for a developer fee justification study and increased developer fees to maximize future state funding
- Initial meeting with community stakeholders to discuss the possibility of a general obligation bond in 2016.
- Refinanced 2002 bonds to save taxpayers over \$1.1 Million
- Developed new funding streams and cost sharing by leasing district facilities to the Sierra Academy of Expeditionary Learning and the John Muir Charter School.
- Restored / added custodial support at district schools.

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.

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 2014

In order to increase staff morale and foster school pride, we will:

- heighten student, alumni and community involvement.
- improve reciprocal communication.
- exercise collaborative decision-making that includes students, faculty, and community.
- clarify who we are and what we do.

In order to increase staff morale and foster school pride, we will:

### Heighten student, alumni, and community involvement

- Development of community relations committee and fund development community, transitioned consultant services to district staff
- NU introduced Positive Behavior Intervention and Support to build consistency and enhance student/staff relationships
- Launched new website and Facebook page.
- Piloted “community engagement events” in Spring 2014, ongoing work in this area.
- Visit to Beale Air Force Base yielded new inter-district transfer requests in.
- Superintendent is Nevada County Economic Resource Council board member and serves on “Talent Search” subcommittee.

In order to increase staff morale and foster school pride, we will:

**Improve reciprocal communication**

- This is still an area of challenge. We are making strides with new website and Facebook page, community relations committee, and stakeholder input for strategic planning, LCAP and WASC.
- Parent Advisory Committee convened October, 2014 and meets first Tuesday of each month.
- Transition to sending progress reports and report cards to parents via secure e-mail has garnered significant positive feedback.
- School district has weekly radio program – On The Town
- Strong positive relationships with The Union newspaper

## In order to increase staff morale and foster school pride, we will:

Exercise collaborative decision-making that includes students, faculty, and community

- Successful WASC process with stakeholder involvement at Nevada Union, Ghidotti, and North Point Academy. Bear River interim visit this spring. Added a WASC coordinator at each site
- Education Summit January 9 and 10, 2014
- Town Hall meetings for LCAP in December, 2013 and May, 2014
- Completed the Speak Up parent and student survey in December 2014; completed the PAC Parent Survey in February 2015
- Consideration of a formal Student Board Member program for the Board of Trustees in progress.
- Active parent clubs at comprehensive schools and Ghidotti
- Addition of student council at Silver Springs
- Strong student and parent involvement in site council at all sites



## In order to increase staff morale and foster school pride, we will:

### Clarify who we are and what we do

- Development of district / school / program belief statements, vision statement and mission statement.
- Community relations team leads “Publishing the Positive”
- Fund development team soft launch of our “2020 Vision funding plan.”
- Launch of Athlete Committed program on January 27, 2015
- Continued excellence in visual and performing arts
- 8<sup>th</sup> grade visitation day at Nevada Union and Bear River
- Emphasis on school tours and getting the public on campus: lunch walks, invitations to events, business leaders on campus

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

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!