

Nevada Joint Union High School District Strategic Plan

2020 Vision

Board Adopted

March 12, 2014

2017 – 18 Year End Progress Report

June 27, 2018

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.

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.

Formative Assessment, CAASPP and Data Collection

- Pivot Rural Professional Learning Network disbanded and the work is continuing through the CTA / Stanford University Collaborative Professional Learning Institute; district TOSA Steve Hansen serves with other county TOSAs and NCSOS staff to move the work forward.
- Benchmark assessments in English and Math developed and implemented with our Illuminate data collection system.
- A review of “All eyes on CAASPP” was held for new teachers with support from veteran teachers on our January 29, 2018 professional development day.
- Advance Placement Data and underenrolled classes reviewed by LCAP committee.
- New LCAP survey garnered greatest participation rates ever allowing us to achieve a strong baseline moving forward; LCAP committee reviewed and used input.
- Added a station for community input on characteristics of next superintendent to LCAP town hall meetings; increase participation.
- LCAP steering committee began work in January and completed work in May. Recommended LCAP was presented at the public hearing on June 13 and is on the Board of Trustees’ agenda on June 27, 2018

Expand Offerings and Improve Instruction

- Expository Reading and Writing Course and EPA Senior math courses implemented for Grade 12 students in need of support to be “college and career ready.”
- Sent counseling team to national conference to build skill and knowledge in assisting students in college readiness.
- Adult Education has drop-in centers for instructional support; next year there will be an expansion of hours on Tuesday and Thursday.
- Adult Education is developed a distance learning lab to stream career technical education classes from other adult schools in our consortium; career pathway certifications through distance learning available next year for AE and 9 – 12.
- Implemented limited computer based instruction in the Wayne Brown Correctional Facility; over 100 inmates are now enrolled in coursework at Wayne Brown.
- Bilateral Committee on Teacher Evaluation completed their work for classroom teacher evaluation and agreement was reached. The work will continue next year to develop evaluation instruments for non classroom based unit members.
- We do not have the critical number of English Language Learners to require a DELAC committee this year; have added an EL class at Bear River.

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.

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.

Student Mental Health / Intervention

- Implemented Suicide Prevention Training and Trauma Informed Instruction for all staff as part of pre-service days for the 2017-18 school year.
- Expanded school psychologist positions to support student mental health; added a school psychologist, program specialist, position to oversee Non Public Schools in our attendance area; added services with school psychologist intern program.
- Expanded Intervention specialist TOSA program to 3.7 FTE.
- In collaboration with GVPD, restored school resource officer program at Silver Springs High School; this partnership has been extremely successful and will continue next year.
- Wellness center space completed and in use at Bear River High School.
- Planning for wellness center at Silver Springs and Nevada Union.
- Leadership team of administrators and teachers attending Multi-Tiered Systems of Support training through Placer County Office of Education.
- A new schedule at Nevada Union High School which will include time for in-school intervention did not successfully pass a staff vote this spring; planning continues since this is a WASC goal for Nevada Union.

Facilities / Technology

- 2017 Measure B projects completed include gas lines at Nevada Union; Surveillance cameras at Bear River, Silver Springs and Nevada Union; PA systems at Bear River and Nevada Union, roofs on C, J, E wing and Theater Complex at Nevada Union; painting of the Don Baggett Theater at NU.
- 2018 Measure B projects planning include underground utilities, lights and paving from Ali Avenue north at Nevada Union; Bear River track project with additional ADA compliance, Bear River fully automated fire alarm system; Silver Springs ADA compliance, landscaping and enhancements.
- 2019 Measure B projects in planning include the boilers and pool house at Nevada Union, phase 2 of the underground and paving project at Nevada Union, redevelopment of the shop facilities at Nevada Union, Bear River and Silver Springs, modernization of rest rooms in the C, D and G wing at Bear River, finish modernization of HVAC at Bear River.
- Applied for a CTE facilities grant to expand Measure B plans for the shop rooms at Bear River and Nevada Union; redevelop shop at Silver Springs for a construction careers pathway; grants were not funded in round 1 so will be resubmitted in the next funding cycle.
- CTE advisory committees in full operation.
- Fully implemented one-to-one Chromebook program; continued Technology Integration TOSA program at 1.4 FTE for staff development.

Nevada Joint Union High School District
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School Culture and Engagement

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

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.
- Plan for a deliver a successful WASC accreditation at Bear River & NU Tech.

Community Engagement

- New Student Information System, Synergy by EduPoint has been selected, data migration is in final phase, training has begun and is ongoing, “go live” date is July 9, 2018.
- Community donations resulted in new scoreboard at Nevada Union and development of Minervision video streaming program.
- Community donations funded the upgrade and development of weight room at Nevada Union; grand opening was held on Tuesday, June 5, 2018.
- Community donations provided upgrade of faculty lunchroom at Bear River High School.
- New theater managers at Nevada Union and Bear River expanded programs, CTE pathways in Arts, Media and Entertainment expanded in 2018 with additional courses available in the 2018 – 19 school year.
- Superintendent delivered Measure B update presentations to feeder district boards; outreach through newspaper articles, radio programs, groundbreakings and Citizen Oversight Committee meetings.
- CTE courses available through APEX on-line system implemented at North Point, NU Tech and Adult Education; Connected Classroom Academy classes under development for distance learning lab.
- Successful WASC visits at NU Tech and Bear River completed in spring, 2018.

Next Steps from Leadership Team

Principals

- Continue with journey of providing academic and social/emotional support and intervention that meets each students needs.
- Increase emphasis on safety protocols and training for staff and students.
- Increase collective efficacy around classroom expectations and instructional materials in English and Science.
- Support (and celebrate) staff through challenges (like implementing the new SIS)
- Get on the same page with behavior matrix (expectations, consequences, etc.)
- Given the increased role of media in relation to our schools, we could benefit from some media training.
- Welcome Mr. McFadden onto our campus and teach him about our schools, cultures, goals and needs.
- Share resources as efficiently and effectively as possible (dual enrollment, common bell schedule, etc.)

Next Steps from Leadership Team Assistant Principals

- Get on the same page with behavior matrix (expectations, consequences, etc.)
- Reduce suspension days at all sites; implement in-house intervention program.
- Improve school safety training and procedures at all sites.
- Propose revised classified job descriptions for attendance, security, and assistant principal secretary for future CSEA negotiations.
- Improve workflow and automation with new Student Information System.

Next Steps from Leadership Team

Teachers on Special Assignment

- Realignment of data and CALPADS improving steady access to AIG and Perkins.
- Ensure CTE coursework aligned to A-G qualifications.
- Assist in the alignment of bell schedules to facilitate pathway completion.
- Spend down grants.
- Develop internship programs; work with NU Tech to connect CTE completion and Work Experience more explicitly and build on program as a unique early / alternative graduation option.
- Design and execution of 4 Proposition 51 grants for NUHS Agriculture, BRHS Agriculture, SSHS Construction and NUHS Culinary Arts

Next Steps from Leadership Team Teachers on Special Assignment

- Continue to develop benchmark assessment in math and language arts.
- Develop interim assessments through CAASPP.
- Increase Illuminate Usage in mathematics.
- Continue assurance of all staff training in CAASPP.
- Facilitate next phase of District Curriculum Committee cycle of textbook / instructional materials review and adoption.
- Add new avenues for teachers to develop professionally in technology use and integration.
- Set up a “toolbox” that teachers and use beyond the 2018-19 school year.
- Continue to provide ongoing professional development.

Next Steps from Leadership Team Intervention Specialists

- Implement 9th grade universal screenings for English / Language Arts and mathematics.
- Continue quarterly analysis of grades.
- Develop college and career readiness assessment and monitor course completion in core academics and career tech ed pathways.
- Use the new data system to organize interventions and progress monitoring.
- Explore the development of an intervention period and supporting class schedule at all sites.
- Establish a Universal Design for Learning PLC (Professional Learning Community) cohort with focus on classroom observations, lesson plan reviews and cycle of inquiry.

Your Retiring Superintendent's Thoughts Moving Forward

- Under the leadership of our new superintendent, renew and refresh our Strategic Plan Document for the next 6 years, “In the Year 2025.”
- Take actions to issue Series B of Measure B bonds in April, 2019 for ongoing funding of planned facilities improvements.
- Develop strategies to cope with approximate \$500 K budget cut to special education funding based on SELPA change to funding model.
- Significant progress has been made since the development and adoption of the “2020 Vision” Strategic Plan; best wishes for continued success!

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2020 Vision

Your 2018 LCAP and Vision Advisory Team

- Karla Aaron
- Anita Bagwell
- Francis Bailey-Rundle
- Amy Besler
- Gordon Bishop
- Stephanie Bohn
- Amy Besler
- Melissa Brokenshire
- Savannah Brokenshire
- Alicia Brott
- Matt Brown
- Shannon Buehler
- Andy Burton
- Janie Conway
- Camden Criesco
- Sari Devi Davis
- Marie-Claire Desplancke
- Bron Fariss
- Randy Fields
- Kelly Good

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Your 2018 LCAP and Vision Advisory Team

- Michael Hill-Weld
- Michael Hughes
- Claudia Jones
- Tom Kirwan
- Howard Levine
- Noah Levinson
- Sean Manchester
- Morgan Margulies
- Marty Mathiesen
- Linda Melugin
- Stephanie O'Callahan
- Amy Retzler
- Kelly Rhoden
- Suzi Rosas
- Cynthia Smith
- Lynn Skrukruud
- Grace Stubbs
- Courtney Wadman
- Jessica Wilson
- Lindsey Woods

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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!