

North Clackamas School District

2018-2022 Goals, Objectives, and Action Plans

Preparing graduates who are inspired and empowered to strengthen the quality of life in our local and global communities.



2018-2022 Goals, Objectives, and Initiatives

Initiative	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 6
	Whole student focus	Culturally responsive learning organization	Engaging curriculum and instruction	Post-secondary success	Effective organizational systems and leadership	Resource management
1. Staff Development Design	✓	✓	✓		✓	
2. Adoption Implementation and Curriculum Improvements	✓	✓	✓	✓	✓	
3. Early Learning Opportunities and Coordination	✓	✓	✓			
4. Safe, Caring, Culturally Responsive and Inclusive Learning Environments	✓	✓	✓		✓	
5. Systematic Support for Students	✓	✓	✓	✓		
6. Special Education Service Delivery Model	✓	✓	✓	✓		✓
7. Student and School Safety	✓				✓	✓
8. College and Career Readiness	✓	✓	✓	✓		
9. Capital Constructional Bond Implementation					✓	✓
10. Revenue Generation and Resource Allocation					✓	✓
11. Facility Utilization					✓	✓
12. Comprehensive/Targeted School Support	✓	✓	✓	✓		

2020-21 Implementation Plan

District Theory of Action:

1. If North Clackamas School District provides ongoing professional learning in the use of culturally responsive practices (3 pillars) throughout the district, then teachers will set high expectations and access for each student, embrace the identity of each student, and incorporate social justice framework in their lesson design which will result in increased attendance, engagement and higher academic achievement across all student demographic groups.

Metrics:

- By the end of the 2020-21 school year - 2% increase in regular attenders data for the school district
- By the end of the 2020-21 school year- 5% increase in the engagement percentile scores on the Youthtruth survey at Elementary, Middle School and High School

Data Routines:

- Quarterly, the North Clackamas School District District Office Instructional Leadership Team reviews student achievement, attendance, and credit attainment data in order to understand areas of success and to identify schools, student groups, or grade levels in need of additional support. The School District has identified specific Key Performance Indicators that are monitored on an ongoing basis:

Strong School District Climate Ratings
Third Graders Read at or Above Grade Level
Eighth Graders Algebra Ready
Tenth Graders on Track with Six Credits
All Students Graduate High School
Post Secondary Enrollment Rates Increase
- The North Clackamas School District Key Performance Indicators are reviewed quarterly by the North Clackamas School District Instructional Leadership Team. As part of school improvement planning, individual school teams review their school progress towards these same key performance indicators in addition to specific school goals.

1. Staff Development Design

Why: Create a system of ongoing professional learning that supports new educators and administrators with consideration from across departments and initiatives. Meets the needs of each individual within our system. Consistent structure will lead to higher quality and more user satisfaction.

2020-2021 INITIATIVES

New Teacher Professional Learning Plan - Support for new educators

New Administrator Leadership Cohort - Support for new administrators

Distance Learning Playbook Professional Development and Cohort Support

2. Curriculum Improvements and Adoptions

Why: Rigorous and relevant student learning opportunities and outcomes for each student are driven by the consistent use of standards through culturally responsive and engaging instructional practices, curriculum, and assessments.

2020-2021 INITIATIVE ACTION PLAN

Comprehensive Distance Learning Model- Focus on the development and refinement of a model to meet student needs and teacher staff development needs.

Social Studies Adoption- Implement/refinement of new Social Studies adoption (6th-12th) and integration of ethnic studies standards.

3. Early Learning Opportunities and Coordination

Why: Early learning paves the way for learning at school and throughout life. What children learn in their first few years of life—and how they learn it—can have long-lasting effects on their success and health as children, teens, and adults. The emotional, social and physical development of young children has a direct effect on their overall development and on the adult they will become.

2020-2021 INITIATIVE ACTION PLAN

Enhance early learning opportunities - Coordinate services and create effective transition systems. Hiring of Early Learning Coordinator.

4. Safe, Caring, Culturally Responsive and Inclusive Learning Environments

Why: NCSD believes in the cultivating of safe, caring and inclusive learning environments where the success of each student should not be predicted by race, ethnicity, language, gender, gender identity, country of origin, disability, sexual orientation, socio economics, religion, marital status, or initial proficiencies.

As such, it is incumbent upon the district to establish a comprehensive equity plan that supports staff in actualizing the equity vision for each student.

To cultivate belonging and inclusion with the expectation of success for each student. A diverse staff collaborates with colleagues, students and parents, engages in professional learning, and demonstrates culturally responsive practices leading to innovation, improved processes, and educational success for each student with specific attention to racial, gender-based, language based and ability based inequities.

2020-2021 INITIATIVE ACTION PLAN

Hiring and Retention - Develop/Refine standards, systems, and trainings for hiring a diverse workforce in NCSD

Racialized Incident Response, equity response protocol action/data collection of discipline referrals

Gather and use stakeholder voice - Youthtruth Survey of all 3rd-12th grade students. Use of Thoughtexchange with student groups

Articulate and build capacity related to: 1.) high expectations for academic achievement and success, 2.) cultural competence and connections, and 3.) socio-political and critical consciousness (Three Pillars)

Hiring of community outreach facilitators (Black/African American & Native Hawaiian-Pacific Islander)

5. Systematic Support for Students

Why: Each adult in the system addresses and responds to each student's academic, social, emotional, and physical needs. We develop and strengthen practices and partnerships that ensure the well being of every member of the school community.

2020-2021 INITIATIVE ACTION PLAN

Develop/Refine MTSS Implementation (K-12) - Continued focus on core instruction with the goal of tier two and three implementation

Social Service Model development, grades K-12 - Implementation of a district-wide social service model with support teams at each school

6. Special Education Service Delivery Model

Why: Students who are identified as needing special education resources deserve to have the most inclusive placements and effective supports for their current and future success.

2020-2021 INITIATIVE ACTION PLAN

Initiate Improvement Cycle - Special Education Services Review of Program

7. Student and School Safety

Why: The safety of our students and staff is the most fundamental responsibility of each member of the education community. We want to ensure that the security plan, controls, training, and readiness are in place and look for opportunities for continued improvement.

2020-2021 INITIATIVE ACTION PLAN

Threat assessment / suicide assessment - Continued training for new staff

Security Task Force Implementation of prioritized recommendations - Implementation of action items in the areas of risk mitigation, preparedness, response, and recovery

8. College and Career Readiness

Why: To enhance our strategic services using evidence based supports that targets underserved and at-risk students. Use our NCSD equity lens to systemically and equitably to support schools in eliminating barriers, implement strategies for culturally relevant and inclusive learning environments in order to increase on-time graduation and post-secondary readiness.
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2020-2021 INITIATIVE ACTION PLAN

High School Success Plan (Measure 98) - College and Career course planning, research and create guide for accelerated college credit to increase access, family engagement, culturally relevant practices, and additional educational options
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9. Capital Construction Bond Implementation

Why: Capital Construction work positively impacts over 17,250 students and our community through major facilities renovations, safety upgrades and new construction.

2020-2021 INITIATIVE ACTION PLAN

Implementation of Year 5 of Capital Construction Bond - Implementation of year four of Capital Construction Bond

10. Revenue Generation and Resource Allocation

Why: Revenue fluctuations disrupt efforts to improve educational programs and provide adequate educational programs. Clear information and stable funding help to mitigate this disruption.
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2020-2021 INITIATIVE ACTION PLAN

Allocate resources from local option levy (Year 2 of 5)
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Student Investment Account (The Oregon Success Act - HB3427) Resource Allocation - System review, stakeholder engagement, key performance indicator review, and prioritization of future investments

11. Facility Utilization

Why: Our high schools are in different places with their ability to offer and generate revenue from their facilities. We need to come up with ways for our schools to be equal partners with our community and reduce the disparity and create consistency in how our facilities are used.

2020-2021 INITIATIVE ACTION PLAN

Baseline audit of High School Facility Use Process

12. Comprehensive School Support

Why: Oregon's State Plan under the Every Student Succeeds Act (ESSA) emphasizes that every student has the opportunity to learn, thrive, and succeed. The Oregon Department of Education is charged with identifying schools with outcomes that indicate additional support. Once identified, school districts work with the Oregon Department of Education to provide additional support.

2020-2021 INITIATIVE ACTION PLAN

Lot Whitcomb Elementary Plan (Comprehensive)

New Urban High School Plan (Comprehensive)

Clackamas Web Academy Plan (Comprehensive)

Oak Grove Elementary (Targeted)