

Grants Pass School District  
**2020 Strategic Plan**



**Vision:** We aspire to foster hope, engagement, and resilience for the community of Grants Pass.

**Mission:** We will provide an education that encourages all students to reach their potential and to become responsible, productive citizens.

OUR BELIEFS	
<b>W</b> e are	<b>Students</b> are at the core of our work. We will work hard to ensure each individual student's needs are met by competent, caring adults in our district. Focusing on high standards and expectations, we will support each student graduating from high school and aspiring beyond high school to careers and college.
<b>E</b> mpowered	
<b>A</b> ccepting	<b>Staff</b> are of the highest quality as we work to hire the best. We strive for every staff member to feel like they are a part of our GP community, regardless of the role they serve in the district. We will foster mutual respect and foster a culture of working hard together.
<b>R</b> espectful	
<b>E</b> ducated	<b>Community</b> support will ensure that we, as a district, reach our goals and outcomes. Grants Pass is a great place to live, work, and play. We will utilize our community partners in creating a great learning environment for our students.
<b>G</b> oal Oriented	
<b>P</b> ersonally Responsible	

OUR PILLARS			
<b>We are striving to build a resilient community.</b>  Through careful coordination with community partners and training for staff and parents, we will develop programs that support the mental and behavioral health of our students.	<b>We are grounding our practice in equity and inclusive practices.</b>  Working with community partners as well as our parent community, we will train staff and students to use culturally relevant practices that ensure "we all belong".	<b>We are ensuring strong academic outcomes and post-secondary plans for all students.</b>  With high quality staff implementing best practices in instruction, we will ensure that all students have the opportunity to thrive in their post-secondary aspirations.	<b>We are focusing attention on safety, facilities, strong operations, and building organizational capacity.</b>  Using our resources responsibly, we ensure safety and quality facilities that will support student learning across the district.

***WE ARE GP! We Are Stronger Together!***

### Grants Pass School District # 7 Strategic Goals--2020-21

Pillars/Priorities	Objectives	Measures/Evidence (qualitative and quantitative)	Frequency of Measures	Baseline SY 19-20																				
Building A Resilient Community	The District will ensure all staff working with students will be trained in best practices for social and emotional learning	Number staff trainings provided and number of staff trained (ACES, Neurosequential, Positive Discipline, Etc.)	Annually (End of Year)	Positive Discipline (data being collected) Discovery (data being collected) Neurosequential Model for Education (data being collected) Adverse Childhood Experiences (data being collected)																				
	Behavioral referrals will be reduced at each school location by 10% annually	Number of behavior referrals by school - PBIS system	3x year (Dec, Mar, June)	<u>Total Number of Behavior Referrals</u> <table><tr><td>ALD</td><td>HLD</td><td>LIN</td><td>RED</td><td>RVR</td><td>PRK</td></tr><tr><td>654</td><td>1269</td><td>583</td><td>449</td><td>1796</td><td>1793</td></tr></table> <table><tr><td>NMS</td><td>SMS</td><td>GPH</td><td>GLD</td></tr><tr><td>1975</td><td>2720</td><td>4272</td><td>372</td></tr></table> *2019-2020 Sept-Feb only due to school shutdown	ALD	HLD	LIN	RED	RVR	PRK	654	1269	583	449	1796	1793	NMS	SMS	GPH	GLD	1975	2720	4272	372
	ALD	HLD	LIN	RED	RVR	PRK																		
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	NMS	SMS	GPH	GLD																				
1975	2720	4272	372																					
The District will provide targeted transition activities for incoming Kindergarterers, 5th to 6th grade, and 8th to 9th grade	Identified strategies implemented and number of student participating	Annually (Fall)	Kinder Camp, Ready For K, 5th grade visit MS, 5th grade parent night at MS, MS counselors visit 5th grade, 8th grade visit to HS, 8th grade parent night, HS counselors visit MS, summer boot-camp for at-risk students (Actual number of participants needs to be collected)																					
The district will develop and/or improve targeted intervention programs for our most at-risk students at each level	Identified programs and number of student participating	Annually (Fall)	Elementary – Stepping Stones, # IPM’s, Learning Centers MS – Discovery Pilot, BGC (alt ed.), added Social-Emotional Counselors HS – Added a Social-Emotional Counselor, full time Options counselor Gladiola – Full-time Options counselor																					

<b>Grounding practice in equity and inclusive practices</b>	All students feel safe, welcome, and supported	School Climate Surveys	Annually	Youth Truth Fall 2019 (% Positive = 4's and 5's) <u>NMS % Positive Ratings</u> Culture – 46%, Relationships – 54%, Belonging and Peer Collaboration – 47% <u>SMS % Positive Ratings</u> Culture – 51%, Relationships – 50%, Belonging and Peer Collaboration 53% <u>GPHS % Positive Ratings</u> Culture – 36%, Relationships 46%, Belonging and Peer Collaboration – 46%
	District staff demographics will represent our student populations	Hiring a more diverse staff population	Annually	<u>Student Demographics</u> (Enrolled as of 9/4/20) Am In/Ak Na Asian Black Hisp White Multi Male Female 59 39 18 806 4029 395 2770 2586 1.1% .7% .3% 15.0% 75.2% 7.4% 51.7% 48.3%  <u>Staff Demographics</u> Am In/Ak Na Asian Black Hisp White Multi Male Female 29 8 3 25 780 45 225 580 3.6% .9% .4% 3.0% 96.9% 5.6% 72.1% 27.9%
	Our staff will be highly engaged and experience positive relationships and school/district culture	Staff Retention, Staff Surveys	Annually	Youth Truth Fall 2019 (% Positive = 4's and 5's) <u>NMS % Positive Ratings</u> Culture – 63%, Relationships – 70% <u>SMS % Positive Ratings</u> Culture – 76%, Relationships – 83% <u>GPHS % Positive Ratings</u> Culture – 54%, Relationships 71%
	Families will be engaged, feel welcome, and a part of the school/district community	Community Surveys: TIDE, Parent Advisory, Site Council, Other	Annually	Youth Truth Fall 2019 (% Positive = 4's and 5's) <u>NMS % Positive Ratings</u> Engagement – 48%, Communication – 70%, Culture – 67% <u>SMS % Positive Ratings</u> Engagement – 48%, Communication – 64%, Culture – 68% <u>GPHS % Positive Ratings</u> Engagement – 42%, Communication – 62%, Culture – 61%

<b>Ensuring strong academic outcomes for all students</b>	Staff will implement best instructional practices	AVID Walkthrough data, teacher observations	2x/year	AVID Walkthroughs (data being collected): NMS - SMS - GPHS - Teacher Observations (gathering data)
	85% of 3rd grader will be meeting or exceeding reading benchmarks	Acadience, State Assessment	3x year (Dec, Mar, June)	Acadience: 2018-019 EOY – 73% at benchmark or above 2018-2019 SBAC – 51% Proficient
	5th and 8th grade math scores to increase by 2% over previous year	State Assessment	Annually	<u>5<sup>th</sup> Grade</u> 2018-2019 SBAC – 41.2% Proficient <u>8<sup>th</sup> Grade:</u> 2018-2019 SBAC – 38.6% Proficient
	9th grade on track to increase to 83%	On track data, state reports	3x year (Dec, Mar, June)	2018-2019 State Report Card: 82% On-track for graduation
	Increase percent of regular attenders to 85%	Attendance data, state reports	3x year (Dec, Mar, June)	2018-2019 - 83.9% Regular Attenders
	Decrease drop-out rate to below state average	State reports	Annually	<u>2018-2019</u> GPSD – 3.41% State – 3.26%
	4 year cohort graduation rate and 5 year completion rate to increase to over 80%	State reports	Annually	<u>2018-2019</u> 4-year Cohort Grad Rate – 77.78% 5-year Completion Rate – 86.55%
<b>Safety, facilities and strong operations</b>	Low number of student and staff injury reports	Number of injury reports, safety committee summary reports	2x/year	(Data to be collected)
	Increase the ending fund balance	Annual budget document	Annually	2019-2020 EFB: \$3,672,969
	Plan for and improve facilities	Long Range Facility Plan	Annual Review	<a href="#">20 Year Financial Plan for Capital Projects</a> Adding HVAC for schools w/o summer 2021 Completing Seismic Retrofit at NMS Adding Classrooms at NMS and SMS
	Pursue and implement available energy efficiencies	Facility reports	As needed	<a href="#">Implementing lighting efficiencies in Fall 2020</a>