



GRANT SCHOOL DISTRICT #3

401 N. Canyon City Blvd. • Canyon City, OR 97820
Phone: (541) 575-1280 • Fax: (541) 575-3614

WORK SESSION

District Office or by Zoom at

Topic: Meeting

<https://us02web.zoom.us/j/89377289651>

Meeting ID: 893 7728 9651
Passcode: 12345

**WEDNESDAY, April 6, 2022
7:00 P.M.**

DOCKET OF BUSINESS

1.0 PRELIMINARY BUSINESS

- 1.1 Call to Order
- 1.2 Pledge of Allegiance

2.0 REVIEW DISTRICT STRATEGIC PLAN

3.0 ORIENT TO BOARD SELF ASSESSMENT

4.0 ADJOURN

Board Packet posted on district web site at: <https://grantsd3.schoolinsites.com/>

Grant School District 3 does not discriminate in employment, educational programs, and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference. The District also affirms its commitment to providing equal opportunities and equal access to its facilities. For additional information or assistance contact the District office at 541-575-1280, 401 N. Canyon City Blvd., Canyon City, OR 97820. For telecommunications relay services for the deaf, hearing or speech impaired call 1-800-735-2900.

Grant School District #3
Strategic Plan
2022-2027



Serving Student in
Humbolt, Seneca and Grant Union
Go Prospectors!

Grant School District #3 Board of Directors oversees a quality education for all students. The following Mission and Vision statements provide direction for the district leadership and teachers.

District Mission Statement

All Grant School District #3 students will engage in meaningful programs which meet the highest educational and ethical standards with a safe, caring, collaborative learning community ensuring each student achieves academic and personal excellence by becoming a lifelong learner and a responsible citizen. The mission is developed with intent to address the following:

- 21st century curriculum and learning
- Provide strategies to accomplish goals
- Collaboration and communication

Vision

Grant School District #3 schools embrace the ever-increasing challenges of living in the world today and thus seeks to engage the community in united efforts that will ensure all children reach their fullest development in academic, vocational, physical, and social education. The vision is developed with intent to address the following:

- Holistic education which includes academic social and emotional learning.
- Prepare community's youth to achieve their highest potential
- Cultivate lifelong learning

Board of Directors' priorities

Student Achievement

► Meet or exceed state academic standards and develop strategies to meet graduation requirements for all students while supporting individual talents. Initiatives include:

- Develop preschool opportunity
- Evaluate elective selection/needs and develop accordingly
- Evaluate and adjust based on student needs and stakeholder feedback

Communicating with Stakeholders

► Engage the community in more robust forms of communication inclusive of website enhancements, social media platforms and district and school-based communications focused on transparency and relationship building.

- Systematic approach
- Focus on positive relationships
- Collaboration with stakeholders

Budget

- ▶ Provide a budgetary financial plan that supports a positive learning environment, encourages academic and technological excellence and maintains or improves district facilities.
 - Strategize funding sources to meet needs
 - Implement the long-range facility plan
 - Secure more sources of funding

Safe and Secure Schools

- ▶ Provide a welcoming culture where students are safe and cared for while maintaining the rigor expected of our students.
 - Institutional partnership for a strong, consistent, and fair leadership
 - The physical buildings are updated
 - Create a welcoming and positive culture

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Who is Grant School District and What do We Believe

Grant School District territory is in the valley of between the Strawberry Mountain Wilderness, and the southern Blue Mountain range. The district serves Seneca, Canyon City, John Day, and Mount Vernon students. Our area remembers our history through the four museums anchored by the state Kam Wah Chung museum. The community is rooted in the memory of the hard work of logging and ranching families and continues to move forward with great pride in the town and schools.

The school of the community are landmarks and serve a point of history. Seneca was built in 1932, Grant Union built in 1936, and Humbolt built in 1956.

Joint Message from the Board and Superintendent

Grant School District #3 now has three sites. As of October 1, 2021, enrollment figures were as follows: Seneca Elementary School, K-6, 15 students; Humbolt Elementary, K-6, 256 students; Grant Union High School, 7-12, 229 students; totaling 500 students. The students of Grant School District #3 accurately reflect the county the district serves. The population is predominately white with less than 10% of its population representing minorities. There are a total of 113 staff members in our district including 44 licensed administrators and teachers. Our district is committed to working together to provide our students the best education possible and preparing them for the 21st century.

Origins of the Strategic Plan

October of 2021 the Board met in a work session to begin the process of developing a direction for the district that would move us to a strategic plan. The leadership team and board worked in October and with training through the OSBA we were able to identify some key points to highlight in our quest for improving our schools. The leadership team worked on details of the plan and drafted a skeleton strategic plan. April of 2022 the board reviewed the plan and made recommendations. The recommendations are reflected in the final copy of the strategic plan.

Values

Grant School district #3 values our schools and are committed to act with responsible Actions by

- Innovative and inclusive education
- Safe and secure learning environment
- Integrity respect kindness value
- Integrity, trust and transparency with clear stakeholder communication

Beliefs

Through the process we have had multiple opportunity to reflect on the beliefs of your schools and district. Resoundingly these five items stand out in our belief.

- Systematic in approach to growth
- Rigor and relevance
- Innovative curriculum and program
- Respect and value for others which culminates in a service community-minded approach
- Create collaborative relationships with parents

Focused Goals for the District

Definitions

- Strategic goals- this is a goal that represent the work that will be a primary focus of the district for the next five years. The intent is to capture the big idea, identify key aspects, and set a direction for reaching measurable outcomes
- Performance indicators- analysis from the goal that identifies the components necessary to reach the goal's big idea
- Measurable outcomes- turns the performance indicators into measurable activities that can be placed on a timeline, monitored, and updated
- Activities- the specific items used to move an outcome to completion. Typically these have partnering activities that assist in meeting the outcome

Goal 1

Grant School District will provide schools with consistent and fair leadership, resulting in a welcoming and positive school culture where staff and students feel safe and secure. (Person responsible is Superintendent)

Performance indicators

- There is a method for staff and student to share concerns
- Recommendations are discussed with solutions that bring ideas together
- Policies, practices, and communication enable a person to believe their voice is heard
- Policies and practices are delivered fairly and equitably

Measurable outcomes

- Results of a quarterly survey conducted for students will demonstrate an improvement in culture. Survey results will be reported out at October, January, March, and June board meetings.

- Provide targeted training for staff and students on how recommendations and concerns can be submitted. Comprehensive trainings occur at the beginning of the year. Follow-up trainings occur in October, January, and March.
- Policies and handbooks have detailed procedures to help the student and staff know a typical outcome. The handbooks will be updated and reported to board in August. Work session meeting in March will provide feedback to administration. Students and staff will have comprehensive training on the procedures at the beginning of the year. Follow-up trainings occur November, January, March and May.

Activities/Actions

- Report to school board on progress
- Surveys to staff and students
- Staff and administration time to train
- Creating schedules to match outcomes
- Data collection on
 - 9th grade course recommendations
 - Junior high health classes to gain input on bullying and harassment
 - Changes in building procedures
 - Bullying reports by numbers
 - Transfer numbers
 - Average staff experience
 - Climate Survey Data
- Develop surveys to meet outcomes
- Support coaches for implementation
- Staff collaboration in preparation of documents
- Summer leadership work session to develop district alignment

Goal 2

Grant School District will responsibly fund innovative and relevant programs, recruit and retain high quality teachers, and upgrade facilities to provide 21st century learning environments.

Board and Superintendent

Performance indicators

- Evaluate the effectiveness of current programs using a needs assessment
- Provide interest surveys to guide development of curriculum and programs
- Create staff focus groups to evaluate programs using the district protocols
- Design recruitment/retention programs and materials that promote the district

Measurable outcomes

- Evaluate exit surveys to determine areas of improvement which will guide the 21st Century Standards that will be targeted annually. A five-year plan modernizing the education classrooms per the long-range plan. Monthly reporting to the board will give status of the survey results.
- Develop recruitment, mentoring, and reward programs that retain high quality staff. Board will receive reports quarterly regarding number of trainings that support teacher retention and mentoring.
- Provide training on the equipment, programs, and curricula purchased to meet the standards. The board will review data from the implementation quarterly.
- Ensure the district has adequate programs to meet the current students' needs. Areas of focus will be CTE, social emotional learning, and STEAM.

Activities/Actions

- Implement differentiated instruction through programs and frameworks such as AVID, Shelter Instruction Observation Protocol (SIOP) and Response to Intervention (Rtl)
- Train staff on differentiated instruction and universal design
- Evaluate compensation for the work our staff does and make adjustments
- Assess professional development needs annually
- Provide opportunities for enrichment and remedial instruction
- Update educational tools to support learning in the 21st century classroom
- Develop training plans for programs, equipment, curriculum and technology facilitated by a PD calendar
- Provide training for areas of focus with follow-up not less than quarterly though a coaching model

Goal 3

GSD will have a systematic protocol of communicating broadly, specifically targeted, and individually to staff, students, and parents. Communication will serve to reduce confusion and to increase transparency.

Person responsible is leadership

Performance indicators

- The district will have in place a communication plan that identifies the role of general broadcast, targeted communication, and individual communication.
- Each form of communication will include a feedback loop providing individuals a pathway to respond.

Measurable outcomes

- Schools will have communication logs that are transferable to a summary sheet for board reporting. Within the logs will be accountability areas of number of contacts, responses received, follow-up, and changes addressed.

Activities/Actions

- Staff will be trained on the communication matrix
- The communication plan will address the protocols for general, targeted and individual communication.
- Logs will be created identifying the audience, timeline, description, delivery method, owner, and follow-up outcome
- Logs will address non-common communication (ex: robocall about yikyak and snow routes)
- A protocol for communication will be developed, communicated, and implemented for stakeholder transparency

The focus of our goals is to target areas that can be met strategically by each building, supported by each classroom, supporting every student. To be successful, the district knows there is an element of accountability for each goal by regularly identifying and reporting outcomes.

Implementation (Action Plan) To be developed

2022-23

Goal 1 Every Grant School District student will

Performance indicators

Measurable outcomes

Start October 2022-April 2023

Goal 2 Every Grant School District student will

(Person responsible is)

Performance indicators

Measurable outcomes

Goal 1 Every Grant School District student will

(Person responsible is)

Performance indicators

Measurable outcomes

2023-24

2024-25

2025-26

2026-27

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