



# **Whitepine Joint School District #288 Strategic Plan**

## **Mission Statement:**

The Board of Trustees accepts the challenge to provide the environment and the guidance needed to nurture a generation of enthusiastic lifelong learners possessing the skills and knowledge necessary to thrive in and contribute to the world they will inherit.

In partnership with all stakeholders, the Whitepine Joint School District must work each day to help our young people question, invent, anticipate, and dream so that they will be prepared to make a living, make a life, and make a difference.

## **Vision Statement:**

**DEVELOPING YOUNG PEOPLE WHO CAN ACQUIRE, ANALYZE, APPLY  
INFORMATION, THINK CREATIVELY AND SOLVE PROBLEMS**

## **Focus Area 1**

### **Communication**

**Goal Statement:** The Whitepine Joint School District will inform and collaborate with its stakeholders regarding the education of its students and district affairs.

#### **Performance Tasks:**

- The district will update its website to hold pertinent information including policy, student, handbooks, athletics, nutritional information and more.
- The Superintendent will ensure that a newsletter is sent out at the beginning of the year to all patrons with important information. Additionally, monthly newsletters will be sent to patrons through the district's communication system.
- The Superintendent will communicate to patrons vital information regarding its supplemental levy.
- The District will use its social media platform to increase community awareness about the schools' operations. The focus of this communication should be positive highlights of things going on in the school district and/or community, especially with student-centered highlights.
- The district will use the notification system when appropriate regarding important information that needs to be disseminated to specific parents/patrons.
- Staff members will keep Powerschool up to date so parents have regular feedback regarding their student's academic performance.
- The Superintendent will ensure the school board meeting minutes are posted after approval from the board.
- The Superintendent will meet with Budget Committee members and edit a newsletter that will be delivered to patrons with Supplemental Levy information
- The Superintendent will periodically attend Meal Site events with students who are volunteering.

#### **Success Indicators:**

- Passing of levy
- Social media interactions
- Volunteerism
- Outside organization engagement

## **Focus Area 2**

### **Student Outcome**

**Goal Statement:** The Whitepine Joint School District will support students using its resources in order to help them obtain high levels of achievement.

#### **Performance Tasks:**

- The district will set high standards for student achievement.
- The district will provide support for students who show signs of struggle.
- The district will maintain a curriculum that is vertically aligned.
- The district will continue to pursue outside opportunities including opportunities with Career Technical Student Organizations (CTSO), Gifted and Talented programs, and other relevant programs.
- The Superintendent will explore a partnership with local businesses to increase student opportunities. This should include career fairs, assemblies, internships, apprenticeship programs, etc..
- The Superintendent and Elementary Principal will implement a K-3 literacy program utilizing our literacy budget funding to focus on improving K-3 reading.
- The Superintendent will explore a process for the district to accept outside work for credit where appropriate, including but not limited to: work study, summer classes, foreign language, etc.
- The High School Principal will explore opportunities for students to become involved in the school community outside of athletics.
- The District will continue to fund and implement an RTI program for the secondary level to combat learning loss.
- The Superintendent will continue locating and supporting advanced opportunities for students.

#### **Success Indicators:**

- ISAT scores and growth
- SAT
- IRI
- Student participation in activities
- Advanced placement participation

## **Focus Area 3**

### **College and/or Career Readiness**

**Goal Statement:** The Whitepine Joint School District will provide a variety of opportunities which will prepare students to become productive members of society whether that means joining the workforce, attending a trade school, enlist in the military, or enrolling in a traditional college program.

#### **Performance Tasks:**

- The District will prepare students with life long skills such as financial literacy, workforce development, and civic education.
- The District will support and encourage students to explore a variety of careers through various avenues such as traditional collegiate, trade school apprenticeship, and workforce pathways.
- The District will help students plan and prepare for their future by providing assistance with college application, technical school application, military recruitment, and workplace training.
- The District will prepare students to be successful when completing placement exams including, but not limited to, the SAT, ASVAB, Workplace Readiness Assessment, etc.
- The Superintendent will ensure the counselor leads at least one in person FAFSA night at the Deary School. The counselor will also meet 8th grade students to create their four-year plans.
- The Superintendent will make sure the counselor meets with grades 9/10 and 11/12 regarding a successful path to graduation with option of advanced opportunities.
- The High School Principal will continue to work with senior advisors to improve the senior project which will include a job shadowing portion of the project.
- The High School Principal will ensure students have dual credit opportunities, college application completions, and FAFSA completions that align with goals set forth in the district *Continuous Improvement Plan* (CIP).

#### **Success Indicators:**

- Graduation Rates
- College Readiness
- Workplace Readiness Assessment
- Dual Credit Participation
- Academic Scores (ISAT, IRI, PSAT/SAT)
- Involvement in Co-curricular Programs
- College Application Rates

## **Focus Area 4**

### **Professional Development**

**Goal Statement:** The Whitepine Joint School District will recruit, hire, retain and train professional staff members.

#### **Performance Tasks:**

- The district will promote the benefits and salaries offered by the district when recruiting for open positions.
- The district will work with universities to recruit new employees to maximize all options for potential employees.
- The district will provide continuous training opportunities for all employees including behavioral management, RTI, ethics, etc.
- The Superintendent will ensure staff complete bullying awareness, suicide prevention, and ethics trainings each year.
- The district will use an evaluation process that's purpose is to help all employees improve in their field and is aligned to Idaho standards.
- The district will develop and implement a Mentor/Mentee program to assist new employees.
- The Superintendent will budget for competitive wages and benefits for recruiting and retaining highly qualified staff.

#### **Success Indicators:**

- Number of applications for open positions
- Veteran teachers working toward *Advanced Professional* status
- Student Achievement Data
- Exit Interviews
- Staff Retention Success

## **Focus Area 5**

### **Facilities**

**Goal Statement:** The Whitepine Joint School District will continuously improve its facilities focusing on the safety of the facilities as well as ensuring they are effectively utilized for maximum benefit.

#### **Performance Tasks:**

- The District will develop and maintain a ten-year plan through its *Long Term Facility Planning Committee* and provide updated needs as they arise. The Superintendent will meet with the committee throughout the year to address needs and progress.
- The District will annually evaluate the safety of the facilities.
- The Superintendent will budget for making improvements to the cyber security of the district. Additionally, the Superintendent will have biannual meetings with the technology director to review the district's cyber security.
- The Superintendent will explore the possibility of constructing an auxiliary gymnasium.
- The Superintendent will follow through with projects after board approval.
- The Superintendent will plan and hold a public town hall to hear patron feedback and input on recommendations regarding projects the district should pursue within budgeted limits and present the findings to the Board.
- The Crisis Team will meet regularly to review drills, discuss scenarios and develop plans to be implemented when appropriate.

#### **Success Indicators:**

- Facility Updates/Upgrades
- State Safety Inspector Reports
- Safety Drill Logs
- Cyber Security Monitoring Software

## **Focus Area 6**

### **Financials**

**Goal Statement:** The Whitepine Joint School District will present a budget and maintain transparent financials designed to accomplish the district's objectives in the Strategic Plan.

#### **Performance Tasks:**

- The Superintendent will work with the Business Manager to obtain all possible revenue available.
- The Superintendent will work with the Business Manager and Federal Programs Director to submit financial spending plans for the federal special funds.
- The Superintendent will use the local funds to support the operations of the school. A detailed description will be provided to patrons in the levy brochure.
- The Superintendent will ensure a detailed description will be included in the levy language starting in May of each year.
- Transparency will be provided by posting each month's reports online for patrons to review if desired.
- The Superintendent will present the budget to the Board and make recommendations regarding the levy and potential projects based on findings of the town hall.
- The Superintendent will assist the school board and the union to negotiate a fair contract which will remain within the confines of the general fund and all district goals.
- The Superintendent will lead the creation of the new budget and will propose it to the school board for approval.
- The Superintendent will ensure a newsletter with pertinent information regarding the supplemental levy is sent out to patrons.
- The Superintendent will provide the School Board with a six-month financial review.

#### **Success Indicators:**

- Levy Pass Rate
- Grants Awarded
- Audit Results