

WASHOUGAL SCHOOL DISTRICT STRATEGIC PLAN

2019-2025

ABOUT THE PLAN

This document represents a comprehensive strategic planning process that began in November 2018, and includes input from Washougal School District community, parents, students and staff. These stakeholder groups met in person and online to share ideas which were distilled by a steering committee representing all of these groups. This culminated in a shared vision and goals to be adopted by the Washougal School Board.

ACCOUNTABILITY AND RESULTS

As we move forward to achieve these goals, we will use multiple metrics for each goal, focusing on academics, college/career/work readiness, culture & climate, disparities for different subgroups, and participation rates for co-curricular and extra-curricular activities. These metrics are contained in the WSD Board Ends Report.

WASHOUGAL SCHOOL DISTRICT
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#Washougal *Rising*

NONDISCRIMINATION STATEMENT: The Washougal School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression, gender identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Civil Rights Coordinator: Marian Young, 4855 Evergreen Way, Washougal WA 98671, (360) 954-3050; Title IX Officer: Marian Young, 4855 Evergreen Way, Washougal WA 98671, (360) 954-3050; Section 504 Coordinator: Allison Blakely, 4855 Evergreen Way, Washougal WA 98671, (360) 954-3020.

VISION: Washougal knows, nurtures, and challenges all students to rise.

To be **KNOWN** is to be ... heard, acknowledged, valued, understood, accountable, seen, part of, and connected to

To be **NURTURED** is to know ... I matter, I am cared for, I can find help, I am included, people will support me, and people will meet me where I am

To be **CHALLENGED** is to be ... responsible for myself, pushed to grow, stretched to do more, encouraged to experience productive struggle, taught how to persevere, and encouraged to meet my full potential

To **RISE** is to ... create quantifiable change, see increasing performance, help students reach their fullest potential, guide students to find a purposeful path, and become one of the top performing districts in the state of Washington



EFFECTIVE INSTRUCTION

GOAL: We will invest in attracting, retaining and developing excellent teachers and staff. We will provide relevant, rigorous and supportive instruction with high expectations for all students.

KNOW

- Identify and seek effective supports for each child (Highly Capable, Special Needs, English Language Learners)
- Elevate student expectations and encourage higher community aspirations

NURTURE

- Develop and use multi-tiered systems of support
- Implement differentiation and scaffolding
- Model and encourage a growth mindset
- Develop and use Social-Emotional Learning curriculum

CHALLENGE

- Encourage students to enroll in AP coursework and provide supports to ensure they are successful
- Offer industry certifications
- Increase student engagement by using modern and innovative teaching methods



CAREER & COLLEGE READINESS

GOAL: We will prepare students to contribute to the community they live in, whether in skilled trades, higher education, or professional careers.

KNOW

- Develop an articulated High School and Beyond Plan for all students
- Create a personalized pathway for every student
- Provide opportunities for students to explore future interests

NURTURE

- Utilize community members with training and experience to provide mentorships and apprenticeships

CHALLENGE

- Utilize projects and assignments that allow students to communicate and demonstrate knowledge



EQUITY

GOAL: We will engage in intentional efforts to identify disparities that create opportunity gaps, and take action to eliminate the achievement gap. We will develop and strengthen students' agency, so they are prepared for careers, college and life.

KNOW

- Identify students from marginalized groups
- Learn the many assets and strengths of families, students, and their respective communities

NURTURE

- Develop culturally responsive practices
- Ensure inclusive environments that value contributions from all groups
- Utilize trauma-informed pedagogy
- Provide staff and students space to develop agency, and shift ownership of learning from teachers to students

CHALLENGE

- Disrupt systems that perpetuate institutional biases and oppressive practices
- Hire a diverse workforce that reflects the students we serve
- Create a process to ensure equity is at the center of all decision-making



EDUCATIONAL ENGAGEMENT

GOAL: We will ensure all students are involved in innovative, artistic, creative, vocational, and intellectual pursuits, so they develop confidence, understanding, and agency in the classroom and beyond.

KNOW

- Empower students to put forth the effort to find academic, social, and emotional success
- Capitalize on student strengths, interests, and experiences and celebrate different ways to apply learning
- Develop each student's understanding of their identity as a learner

NURTURE

- Recruit and encourage students to participate in a variety of opportunities
- Encourage students to participate in visual and performing arts starting at a young age
- Eliminate barriers to participate for students without financial or emotional supports

CHALLENGE

- Grow student interest and connect them with co-curricular and extra-curricular activities
- Assist staff and students in cultivating a growth mindset



PARTNERSHIPS TO SUPPORT STUDENTS

GOAL: We will partner to build culturally responsive schools, where all children are known, supported, and connected through positive relationships in a safe environment.

KNOW

- Identify student social-emotional needs and seek resources to support them
- Provide authentic, real-life and engaging mentorships and learn about our students
- Develop connections and relationships within Washougal so staff and students can contribute to the community

NURTURE

- Work with service organizations, businesses, social service providers, families, students, and staff
- Encourage students to develop perseverance, determination, and resiliency
- Partner with early learning providers
- Invest in birth to three programs
- Provide mental health supports for students
- Ensure a safe and welcoming learning environment

CHALLENGE

- Seek partnerships to provide engaging opportunities for students
- Reduce challenges and barriers to parental participation



STEWARDSHIP OF RESOURCES

GOAL: We will maximize resources to create opportunities for our students through a transparent budget process that aligns with our priorities for student achievement and operations of the district. Every dollar matters.

KNOW

- Realign budget codes to track expenditures by location and source fund
- Identify priorities and opportunities to best serve students

NURTURE

- Provide an inviting, safe, and well-maintained physical environment that inspires community pride
- Develop a realistic staffing model and four-year budget plan focused on improving student achievement
- Retain and invest in excellent staff

CHALLENGE

- Engage families and community in budget development
- Ensure that our funds are providing optimal access for student success
- Be transparent and accountable for all expenditures