

WASHOUGAL SCHOOL DISTRICT

STRATEGIC PLAN

2019-2025



#Washougal *Rising*



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.

MEASUREMENTS OF OUR PROGRESS:

9th Grade on Track

65.5%

2020-21 SCHOOL YEAR

68.4% statewide
Target: 100%

3rd Grade SBA
Reading Assessment

44.9%

2020-21 SCHOOL YEAR*

45.8% statewide
Target: 100%

*measured in Fall 2021, due to pandemic

KNOW

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

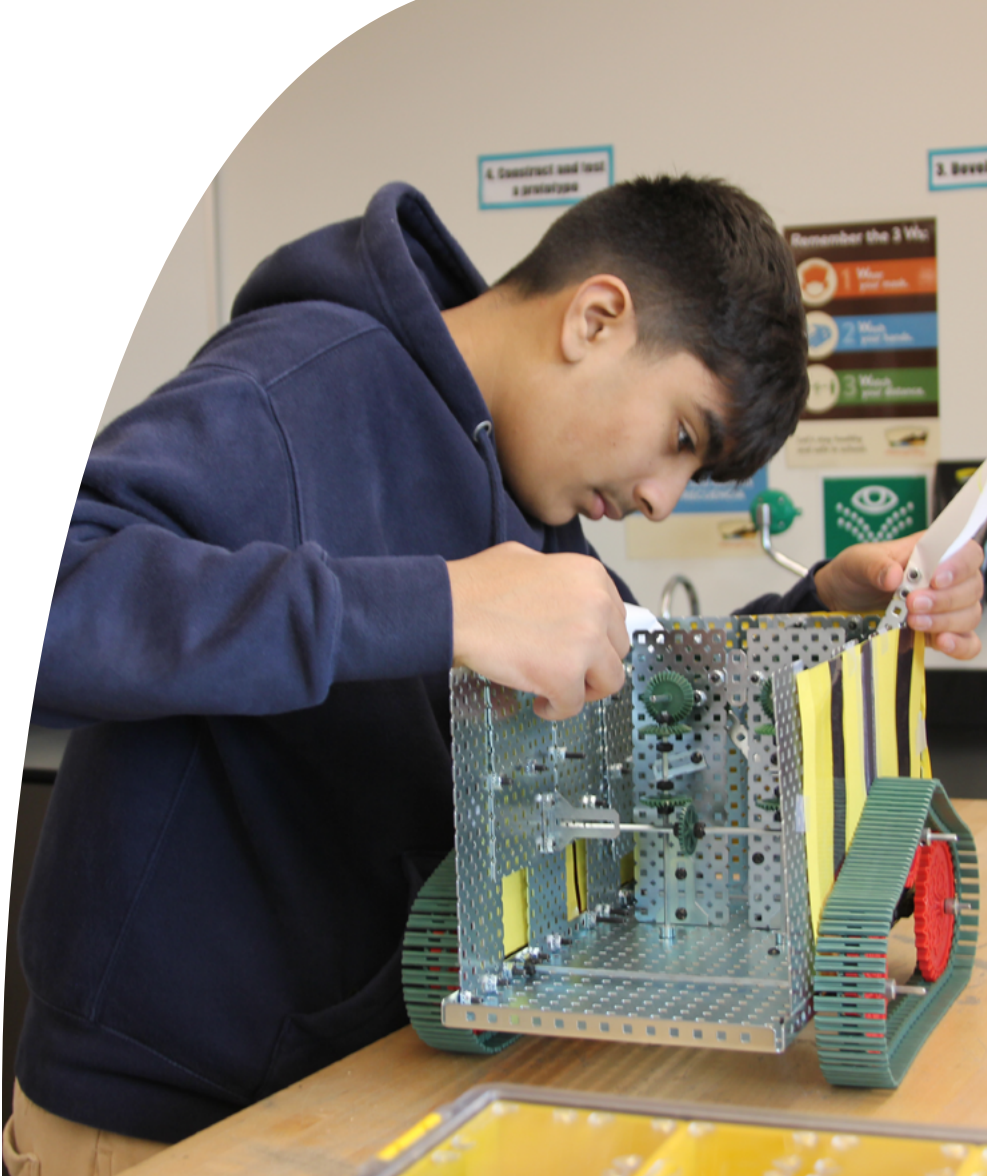
NURTURE

- 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





MEASUREMENTS OF OUR PROGRESS:

Dual Credit Attainment

74.4%

2020-21 SCHOOL YEAR

62.1% statewide
Target: 100%

On-Time Graduation
Rate

87.2%

2020-21 SCHOOL YEAR

82.5% statewide
Target: 100%



CAREER & COLLEGE READINESS

KNOW

- Develop an articulated High School and Beyond Plan for all students
- Each student develops a personalized pathway for their future
- 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

GOAL:

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



EQUITY

GOAL:

We will address the unique challenges and barriers students may need by providing opportunities that lead to equitable outcomes. We will prepare every student to connect and contribute to the community in which they live.

KNOW

- Recognize and support populations of students who have been historically underserved to eliminate gaps in outcomes and achievement
- 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

- Engage in intentional efforts that eliminate the achievement gaps that persist for students
- Hire a diverse workforce that reflects the students we serve
- Create a process to ensure equity is at the center of all decision-making

MEASUREMENTS OF OUR PROGRESS:

9th Grade on Track:
Students with Disabilities

57.9%

2020-21 SCHOOL YEAR

58% statewide
Target: 100%

9th Grade on Track:
Hispanic Students

45.8%

2020-21 SCHOOL YEAR

53.2% statewide
Target: 100%

9th Grade on Track: Students
in Families with Lower Income

42.7%

2020-21 SCHOOL YEAR

51.8% statewide
Target: 100%



EDUCATIONAL ENGAGEMENT

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, including field trips
- 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 clubs, athletics, and service opportunities inside and outside the school
- Assist staff and students in cultivating a growth mindset

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.

MEASUREMENT OF OUR PROGRESS:

High School Students Engaged in an Extracurricular Activity

34.9%

2020-21 SCHOOL YEAR

Target: 100%





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.

MEASUREMENT OF OUR PROGRESS:

Community Partners

28

2020-21 SCHOOL YEAR

Target: 40

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
- Prioritize effective two-way communications to engage families and community with schools

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
- Partner with community organizations to support student mental health and wellbeing
- Ensure a safe and welcoming learning environment
- Connect volunteers with service opportunities in schools

CHALLENGE

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





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.



STEWARDSHIP OF RESOURCES

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
- Invest in repairs and replacement of equipment and fixtures to keep schools bright and welcoming environments
- 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

MEASUREMENTS OF OUR PROGRESS:

Staff Retention Rate

83.6%

2020-21 SCHOOL YEAR

Target: 90%

Audit Findings
Over 5 Years

0

2020-21 SCHOOL YEAR

Target: 0

OUR 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

WASHOUGAL SCHOOL DISTRICT
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