

Graduate of Granite



Graduate of Granite: Strategic Plan



Graduate of Granite Characteristics



ACADEMIC
PROFICIENCY



COMMUNICATION



HARD WORK
& RESILIENCE



RESPONSIBILITY



DEPENDABILITY



RESPECT



Strategic Plan

- Organizations develop priorities to help them meet their mission, vision, and goals.
- Within each priority, there are objectives that have measures and evidences associated with them.
- Within each objective, there are actions that will be taken to meet the objectives.

Priorities

Areas addressed *first*

Objectives

Measurable goal

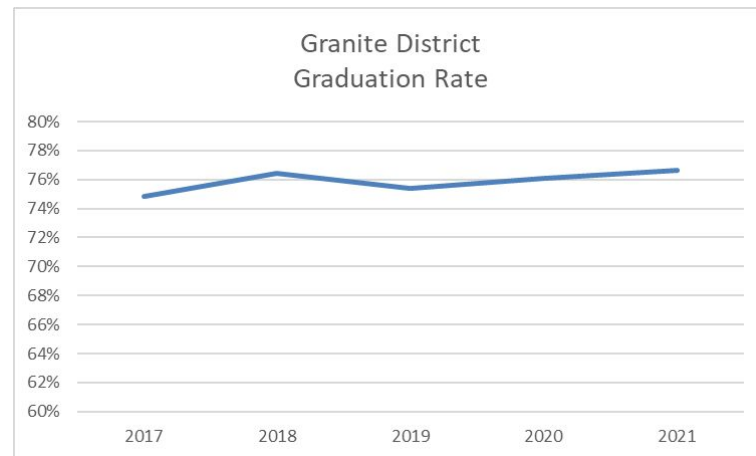
Actions

Actions taken to obtain a specific objective



Strategic Impact

By 2027, Granite School District's high school graduation rate will be 83% or above.



By 2027, Granite School District's math and English language arts proficiency will be 39% or above.





Academic Priority



Objectives - Academic Priority

PreK - 12 Literacy Performance

Measure - at least 44% of all grade 3-8 students will demonstrate proficiency on the RISE ELA assessments by 2023

PreK - 12 Mathematics Performance

Measure - at least 40% of all grade 3-8 students will demonstrate proficiency on the RISE Mathematics assessments by 2023

Personalized Competency-Based Learning

Measure -percentage of students on track to graduate

Measure -pathway and course enrollment trends



Actions - Objective: Pre K-12 Literacy Performance

- Refine the High Quality Instruction Framework
- Promote Evidence-Based Literacy Instruction
- Continue High Quality Preschool
- Increase Optional Extended Day Kindergarten
- Prioritize K-3 Literacy
- Support K-3 Language Essentials (LETRS)
- Provide 6-9 Reading Support and Intervention
- Support English Language Development
- Ensure Multi-Tiered Systems of Support (MTSS) for ELA
- Bridge Family and Community Engagement



Actions - Objective: Pre K-12 Mathematics Performance

- Refine the High Quality Instruction Framework
- Promote Pre K-12 Mathematics Curriculum Implementation
- Continue High Quality Preschool
- Increase Optional Extended Day Kindergarten
- Support K-5 Math Fact Fluency and Intervention
- Ensure Multi-Tiered Systems of Support (MTSS) for Mathematics
- Bridge Family and Community Engagement



Actions - Objective: Personalized Competency-Based learning

- Implement Personalized Competency-Based Learning Grant
- Continue the Proficiency-Based Learning Committee
- Implement Graduate of Granite Characteristics
- Offer Specialized Courses
- Promote Career and Technical Education Pathways
- Continue Personalized Academic Planning
- Continue Granite Online Course Development and Engagement
- Implement Elementary Learning Management System Pilot
- Promote Effective Use of Technology Tools and Instruction
- Bridge Family and Community Engagement



Social Skills & Dispositions Priority



Objectives - Social Skills and Dispositions Priority

Tiered Interventions and Supports

Measure - schools will participate in a facilitated Tiered Fidelity Inventory Outcome (TFI) Walkthrough Tool to measure Positive Behavioral Interventions and Supports (PBIS) and demonstrate a sustainability score of 70% or above.

Measure - (PBIS) teams will complete a district facilitated PBIS Tier I Benchmark of Quality (BoQ) annually with 90% implementation or 10% annual improvement.

(3 prioritized actions)



Actions - Objective: Tiered Interventions and Supports

- Sustain PBIS Schoolwide Implementation as part of the MTSS Framework
- Integrate Social Skills and Dispositions Components into Lesson Design
- Implement Graduate of Granite Characteristics and determine alignment with PBIS



Objectives - Social Skills and Dispositions Priority

Attendance

Measure - a “regular attender” is defined as a student with at least 90% attendance. Regular attenders will increase by 10% or higher by the end of the 2022-2023 school year. Individual schools will monitor progress on this same goal.

Measure - ninety percent of teachers district-wide will take attendance daily for every class/period by the end of the 2022-2023 school year.

(3 prioritized actions)



Actions - Objective: Attendance

- Integrate Attendance Strategies and Incentives into the school-wide PBIS System
- GSD Behavior Team will Shape Policies, Establish Regular Communication, Collect Data, Review, and Respond to Trends
- Identify and Provide Professional Learning to School Attendance Lead to Disseminate, Analyze, and Evaluate Attendance Data and Facilitate Information Sharing



Objectives - Social Skills and Dispositions Priority

Sense of Belonging

Measure - by the end of the 2022-2023 school year, at least 85% of school students in grades 3-5 will report a measure for sense of belonging as a baseline for future review.

Measure - by the end of the 2022-2023 school year, at least 85% of school students in grades 6-12 will report a measure for sense of belonging as a baseline for future review.

(5 prioritized actions)



Actions - Objective: Sense of Belonging

- Provide Professional Learning in the Areas of Social Skill Intervention, Cultural Sensitivity to Individuals, groups, and Classes, and Collective Teacher Efficacy
- Implement Panorama Student Success Surveys to Monitor Student Well-Being
- Provide Communication to Parents in their Preferred Language
- Create a Welcoming and Collaborative Environment Where We Honor and Partner with Families
- Increase Engagement with Students and Families Using all Available and Practical Communication Channels



Talent Development Priority



Objectives - Talent Development Priority

Recruitment and Retention

Measure - 85% of non-retiring licensed Granite educators will be retained.

Measure - 95% of educators with an Associate Educator License will receive their Professional Educators License within three years of the hire date.

Measure - 95% of all contract positions will be filled at the beginning of each school year.

(6 prioritized actions)



Actions - Objective: Recruitment and Retention

- Provide New Teacher Support
- Provide New Administrator Support
- Conduct Alternate Pathway to Professional Educator License
- Prioritize Competitive Compensation
- Provide Teacher Growth Recognition
- Develop Recruitment Activities
- Conduct Climate Surveys



Objectives - Talent Development Priority

Professional Learning

Measure -95% of all contract employees will complete the Professional Growth and Evaluation process each year.

Measure - 95% completion rate of Vector Compliance Training by contract employees.

Measure - 80% of schools meet their Continuous Improvement Plan's student outcome goals.

Measure - PLC Effectiveness Survey – a trend of improvement over time.



(7 prioritized actions)

Actions - Objective: Professional Learning

- Align Professional Learning Model and Opportunity Map
- Conduct Administrator Professional Learning Events
- Develop Educator Professional Learning Events
- Invest in Coaching
- Support Professional Learning Communities
- Offer Endorsement Opportunities
- Facilitate Continuous Improvement



Objectives - Talent Development Priority

Performance Evaluation

Measure - 95% of all contract employees will complete the Professional Growth and Evaluation process each year.

Measure - 80% of schools meet their Continuous Improvement Plan's Student Outcome Goals.

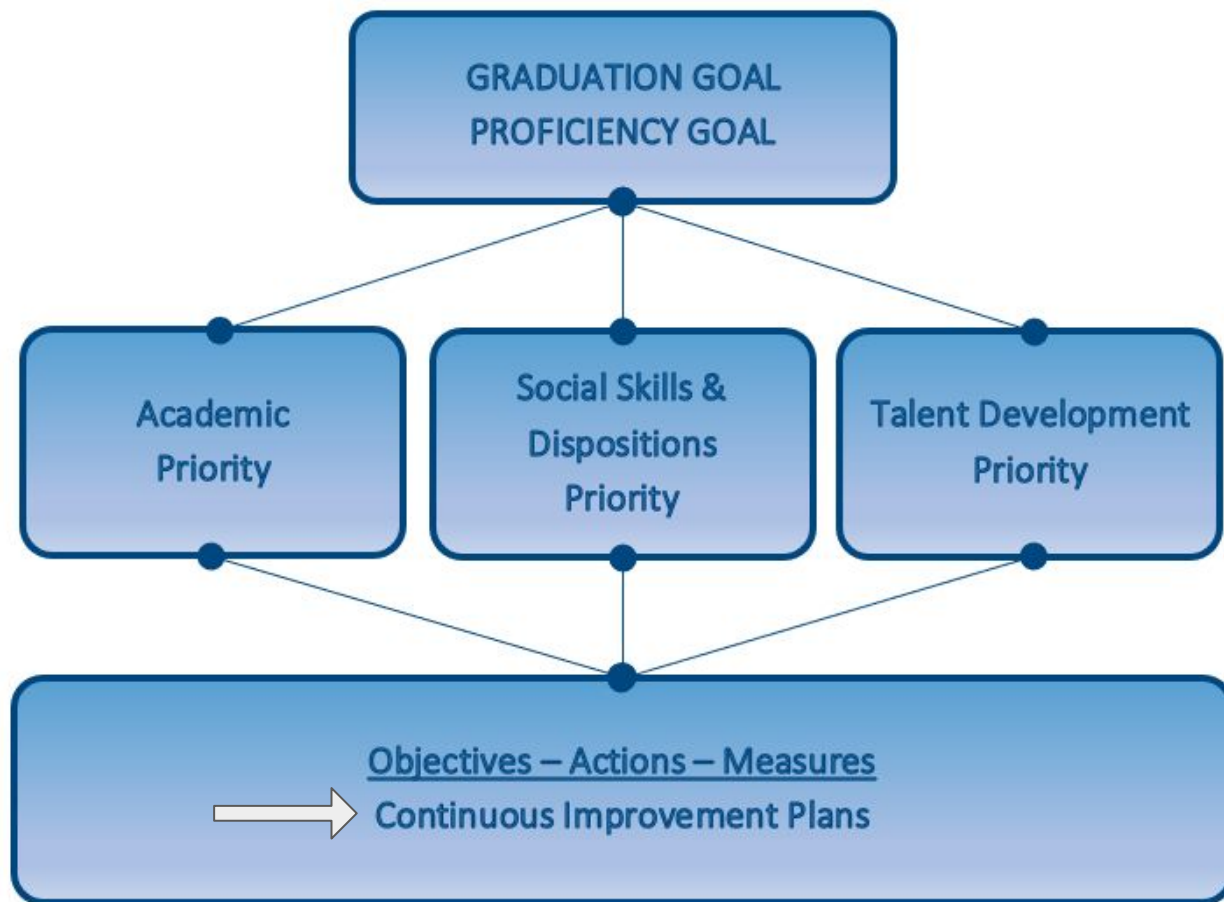
(4 prioritized actions)



Actions - Objective: Performance Evaluation

- Enhance the Performance Evaluation System
- Improve Consistency and Congruence
- Invest in Coaching
- Facilitate Continuous Improvement





School Continuous Improvement Plans

Each school purposefully designs their individual continuous improvement plan to align with the priorities, objectives, and strategies outlined in the Graduate of Granite Strategic Plan.



Section 6: Setting School Goals: *The principal facilitates goal-setting among stakeholder groups, at least one goal for each of the three areas:*

- **Academic** (set with the School Community Council)
- **Social Skills and Dispositions** (set with the school PBIS team and other stakeholders)
- **Talent Development** (set with Building Leadership Team, L&I director, or other stakeholders)

Suggested timeframe: **March 2022.**

Resources for Setting Goals:

[Video: The Plan-Building Process](#)

[Link: Template for Academic Goals](#)

1-Academic Learning Goals

1a. Compared to schoolwide performance on the 2021 RISE, students' average test performance on the 2023 ELA RISE will increase by 5% to a schoolwide proficiency rate of (27)%.

[Link: Template for SSD Goals](#)

2-Social Skills and Dispositions Goals

2a. At the end of the 2022-2023 school year, there will be a 10% reduction in the overall number of office disciplinary referrals compared to the number that occurred during the 2021-2022 school year.

[Link: Template for Talent Goals](#)

3-Talent Development Goals

3a. By the end of each quarter, teachers' will improve student engagement by 10% compared against a baseline observation (conducted by coach, administrator, or peer during a learning walk, etc.) done at the beginning of the quarter.

Next Steps

- GEA Review and Refinements Complete
- Teacher Survey
- Family Survey





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