

Toledo School District Strategic Plan Benchmarks

**2016-
2021**

Strategies	Annual Goals				
	2017	2018	2019	2020	2021
Provide a Safe Place to Learn	Staff, facilities, equipment and materials are available to each child each day attracting students, families and staff to our schools. This is achieved through community partnerships and a culture of support.				
Annual enrollment projections based on growth factors to be included in the Facilities Master Plan.	Enrollment projections from OSPI will be used as a data point in the Facilities Master Plan.	Enrollment projections from OSPI will be used as a data point in the Facilities Master Plan.	Enrollment projections from OSPI will be used as a data point in the Facilities Master Plan.	Enrollment projections from OSPI will be used as a data point in the Facilities Master Plan.	Enrollment projections from OSPI will be used as a data point in the Facilities Master Plan.
Maximize parent and community involvement in school and district activities.	Parents will report participation in at least two school events during the year. Parent/Teacher conference participation rates will exceed 40% as a district.	Parents will report participation in at least two school events during the year. Parent teacher conference participation rates will exceed 60%	Parents will report participation in at least two school events during the year. Parent teacher conference participation rates will exceed 70%	Parents will report participation in at least two school events during the year. Parent teacher conference participation rates will exceed 80%	Parents will report participation in at least two school events during the year. Parent teacher conference participation rates will exceed 80%
Facilities will be secure- lighting, keys, surveillance, and staff training. Including all campus venues (fields, etc.)	All campuses will receive LED exterior lighting. TES and TMS will receive surveillance systems. Gyms and all facilities will have key systems revamped.	Staff will be trained on surveillance systems. All staff will be trained in all-hazards response plans for their work site.	All staff will be trained in all-hazards response plans for their work site.	All staff will be trained in all-hazards response plans for their work site.	All schools will have secure perimeters and card lock systems. All schools will have surveillance systems. All admin staff will be trained in all security systems.

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<p>Create and sustain linkages with the public library.</p>	<p>The district will engage with the Toledo Public Library to collaborate on at least two projects involving students and families by June, 2017.</p>	<p>The district will continue to participate in at least two collaborative projects with the library annually.</p>	<p>The district will continue to participate in at least two collaborative projects with the library annually.</p>	<p>The district will continue to participate in at least two collaborative projects with the library annually.</p>	<p>The district will continue to participate in at least two collaborative projects with the library annually.</p>
<p>Create and sustain linkages with businesses and community members to mentor students in CTE courses.</p>	<p>The district will create and sustain Linkages with local businesses, Cowlitz tribe and community members to increase student learning as measured by report to the Board of these activities in July, 2017.</p>	<p>The district will create at least one new linkage while sustaining those created in early years.</p>	<p>The district will create at least one new linkage while sustaining those created in early years.</p>	<p>The district will create at least one new linkage while sustaining those created in early years.</p>	<p>The district will create at least one new linkage while sustaining those created in early years.</p>

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Increase communication and connection with the Senior Center for students.	The district will create collaborative partnerships with the Senior Center to engage students with community elders as measured by report prior to June, 2017.	The district will continue to support and improve partnerships with the Senior Center and serve as an advocate for the center as measured by annual report to the Board.	The district will continue to support and improve partnerships with the Senior Center and serve as an advocate for the center as measured by annual report to the Board.	The district will continue to support and improve partnerships with the Senior Center and serve as an advocate for the center as measured by annual report to the Board.	The district will continue to support and improve partnerships with the Senior Center and serve as an advocate for the center as measured by annual report to the Board.
Students will have input to curriculum and courses especially electives at THS.	Curriculum and course offerings will be guided by student input especially at the secondary level as measured by student input data prior to June 1, 2017.	Curriculum and course offerings will be guided by student input especially at the secondary level as measured by student input data prior to June 1, 2018.	Curriculum and course offerings will be guided by student input especially at the secondary level as measured by student input data prior to June 1, 2019.	Curriculum and course offerings will be guided by student input especially at the secondary level as measured by student input data prior to June 1, 2020.	Curriculum and course offerings will be guided by student input especially at the secondary level as measured by student input data prior to June 1, 2021.
Fully support a curriculum adoption cycle.	The Board will receive a curriculum adoption cycle proposal by January, 2017	The district will implement the curriculum adoption cycle requirements for this year.	The district will implement the curriculum adoption cycle requirements for this year.	The district will implement the curriculum adoption cycle requirements for this year.	The district will implement the curriculum adoption cycle requirements for this year.

<p>Improve and increase offerings in the fine and performing arts including elementary music, drama and visual arts.</p>		<p>The district will develop a plan for offering a K-5 music program.</p>	<p>The district will develop a plan for expanding fine arts offerings at TMS</p>	<p>The district will implement a K-5 elementary music program and begin offering expanded fine arts programming at TMS.</p>	<p>The district will create and fund an elementary music program for K-5 by June, 2021. The district will expand fine arts offerings to the middle school by June, 2021.</p>
<p>Fully support a technology adoption cycle.</p>		<p>The district will create and fund a technology plan that not only replaces obsolete equipment and software but takes advantage of emerging technologies as measured by a published plan no later than June, 2018.</p>	<p>The district will begin implementing the technology plan.</p>	<p>The district will continue to follow the plan.</p>	<p>The district will continue to follow the plan.</p>

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Grow our People	High quality professional development takes place throughout the year and within the workplace resulting in improved staff satisfaction supported by strong leadership throughout the district.				
Develop a plan for responding to changes required by regulation.		District Leadership Team will be included in all major regulation response planning as measured by DLT meeting notes by June, 2018.	District Leadership Team will be included in all major regulation response planning as measured by DLT meeting notes by June, 2019.	District Leadership Team will be included in all major regulation response planning as measured by DLT meeting notes by June, 2020.	District Leadership Team will be included in all major regulation response planning as measured by DLT meeting notes by June, 2021.
Professional Development	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)
Collaboration	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)	The district allocates resources to support additional learning time for students and staff in schools required to implement turnaround principles. (P3-A)

Alignment of curriculum, instruction and assessment	Curriculum for core subjects will be aligned to WSLS by June, 2017		Curriculum for CTE and elective courses will be aligned to WSLS by June, 2019		
Curriculum Adoption Cycle	<p>The Board will receive a curriculum adoption cycle proposal by January, 2017</p> <p>The district will publish the approved adoption cycle and begin implementing prior to June, 2017</p>	The district will implement the curriculum adoption cycle requirements for this year.	The district will implement the curriculum adoption cycle requirements for this year.	The district will implement the curriculum adoption cycle requirements for this year.	The district will implement the curriculum adoption cycle requirements for this year.
Technology Planning and adoption		The district will create and fund a technology plan that not only replaces obsolete equipment and software but takes advantage of emerging technologies as measured by a published plan no later than June, 2018.	The district will implement the plan requirements for this year.	The district will implement the plan requirements for this year.	The district will implement the plan requirements for this year.

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Fiscal Support	Recruitment and retention and Professional Development plans will include budgetary capacity by June, 2017	Recruitment and retention and Professional Development plans will include budgetary capacity by June, 2018	Recruitment and retention and Professional Development plans will include budgetary capacity by June, 2019	Recruitment and retention and Professional Development plans will include budgetary capacity by June, 2020	Recruitment and retention and Professional Development plans will include budgetary capacity by June, 2021
Develop leadership capacity within the staff, administration and board.	Professional development plans and practices will reflect achievement of this goal.	Professional development plans and practices will reflect achievement of this goal.	Professional development plans and practices will reflect achievement of this goal.	Professional development plans and practices will reflect achievement of this goal.	Professional development plans and practices will reflect achievement of this goal.
Implement a recruitment and retention strategy for all positions.	TSD will have a recruitment and retention plan for all positions by June, 2017. Implementation will be partially in place by February, 2017 prior to the 2017-18 hiring season.	Implementation for all certificated positions.	Implementation for all classified and certificated positions.	Implementation for all positions.	Implementation for all positions.

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Implement a pathway to teaching for THS students and graduates.		THS will create a Careers in Education program to provide students with a pathway articulated with Centralia College by June, 2018.	THS will have 5 students complete the program.	THS will have an additional 5 students complete the program.	Graduates of the CE program will return for preclinical experiences in TSD.
Celebrate and recognize our staff.	A schedule of staff celebration activities will be implemented during the 2016-17 school year.	A schedule of staff celebration activities will be implemented during the 2017-18 school year.	A schedule of staff celebration activities will be implemented during the 2018-19 school year.	A schedule of staff celebration activities will be implemented during the 2019-20 school year.	A schedule of staff celebration activities will be implemented during the 2020-21 school year.
Provide district Support for increased professional capacity-building.	The district will provide support for staff seeking alternate pathways to certification by June, 2017. A menu of professional development and leadership opportunities will be available to staff.	A menu of professional development and leadership opportunities will be available to staff.	A menu of professional development and leadership opportunities will be available to staff.	A menu of professional development and leadership opportunities will be available to staff.	A menu of professional development and leadership opportunities will be available to staff.

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Provide Great Teaching	A passion for teaching is reflected in exceptional instruction taking place in every classroom every day resulting in high levels of learning. This is supported by strong leadership throughout the organization.				
Align curriculum, instruction and assessment to the Washington State Learning Standards.	The district has a comprehensive plan that includes testing 3 times per year to determine progress toward standards based objectives (P4-C)	The district has a comprehensive plan that includes testing 3 times per year to determine progress toward standards based objectives (P4-C)	The district has a comprehensive plan that includes testing 3 times per year to determine progress toward standards based objectives (P4-C)	The district has a comprehensive plan that includes testing 3 times per year to determine progress toward standards based objectives (P4-C)	The district has a comprehensive plan that includes testing 3 times per year to determine progress toward standards based objectives (P4-C)
Encourage innovation and creativity in instruction.	Staff will deepen their use of the instructional framework as measured by improved student achievement and aggregate teacher evaluation scores.	Staff will deepen their use of the instructional framework as measured by improved student achievement and aggregate teacher evaluation scores.	Staff will deepen their use of the instructional framework as measured by improved student achievement and aggregate teacher evaluation scores.	Staff will deepen their use of the instructional framework as measured by improved student achievement and aggregate teacher evaluation scores.	Staff will deepen their use of the instructional framework as measured by improved student achievement and aggregate teacher evaluation scores.

<p>Create an environment that encourages learning and fosters positive relationships.</p>	<p>Academic Collaborative Time will be implemented to foster collaboration and learning amongst staff.</p>	<p>Professional development opportunities and leadership will produce an environment that encourages learning and fosters positive relationships as measured by staff and student surveys.</p>	<p>Professional development opportunities and leadership will continue an environment that encourages learning and fosters positive relationships as measured by staff and student surveys.</p>	<p>Professional development opportunities and leadership will continue an environment that encourages learning and fosters positive relationships as measured by staff and student surveys.</p>	<p>Professional development opportunities and leadership will continue an environment that encourages learning and fosters positive relationships as measured by staff and student surveys.</p>
<p>Increase postsecondary options in high school.</p>	<p>Add 9th and 10th grade ELA and Math Honors courses as well as College in the High School courses in ELA and Math for 17-18 school year.</p>	<p>Add 9th and 10th grade Social Studies and Science courses as well as CHS courses in Social Studies and Science for 18-19 school year.</p>	<p>Add CHS Art, Music and PE courses.</p>	<p>College in the High School courses in English, Math, Social Studies and Science will be available to all 11th and 12th grade students. In addition, the high school will provide courses that prepare students at the 9th and 10th grade levels to be successful in these courses. (P6-A1)</p>	<p>Full complement of Core and elective courses that have college credit attached or offered (e.g. AP). Reduction of students electing Running Start courses off-campus.</p>