

Spokane Public Schools

Strategic Planning Process

November 2022

DREAM.
ACCESS.
OPPORTUNITY.



What is our SPS Promise

- Every student has a **dream**, **access**, and **opportunity** for a happy and successful future



DREAM. ACCESS. OPPORTUNITY.

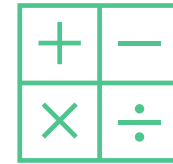
District Commitments



Positive School
Culture



Reading by the start
of 4th grade or
personalized plan



Ready for Algebra by
the start of 9th grade
or personalized plan



Graduate with a plan
and next step
experience

District Profile

- Schools: 56
- Students: 30,000
- Employees: 5,600
- Poverty Rate: 55%
- Students of Color: 37%
- Spoken Languages: 79



SPS Strategic Plan

- Identifies core priorities
- Outlines specific strategies
- Articulates graduate profile
- Frames district commitments
- Establishes key performance indicators



The SPS Strategic Plan identifies **4 priorities** that will guide staff as they help our students find success:

- 1 Create a caring & inclusive school community**
by embracing the gifts, ambitions, abilities, perspectives, and experiences of all students, staff, and families—so that each individual feels valued, respected, and connected.
- 2 Invest in early learning opportunities**
to foster an awesome elementary school experience for all students—one rooted in a culturally responsive curriculum to help them develop 21st century skills from an early age.
- 3 Support students as they transition through grade levels & schools,**
to ensure their success during these milestone years. SPS will also invest in increasing inclusion, improving English language development services, and strengthening whole child supports to address physical health, mental health, and emotional well-being of all students.
- 4 Develop 21st century classrooms**
that provide students with challenging content and curricula, the opportunity to innovate, and the space to collaborate with their peers and teachers.

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SPS Graduate Profile

The **SPS Strategic Plan for 2022-28** guides our work to support all students along their educational journey, and to prepare them for their desired post-secondary opportunities. SPS graduates will have:

- Critical thinking skills**
the ability to gather and analyze information, challenge thoughts and perspectives, and solve problems using their knowledge, experiences, and resources.
- Empathy**
the ability to understand the feelings of others and share their experiences to build appreciation of differences, discover commonalities, and foster strong relationships.
- A learning mindset**
a sense of ownership and a spirit of discovery about their learning, along with an ability to learn from mistakes, navigate through challenges, and take risks.
- Connectedness**
strong relationships with peers, school staff, and community members who can support their post-secondary pursuits.
- Collaboration skills**
to maximize their potential and the potential of others.
- Life skills**
the knowledge to navigate adult responsibilities—including managing finances and finding and maintaining meaningful employment.

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Reflection #1

- Maximizing the potential of a consultant/technical assistance provider



Reflection #2

- Establishing an ongoing cycle of reflecting, framing, listening, and calibrating



Reflection #3

- Creating an implementation system that aligns and empowers the school improvement planning process



District Strategic Plan


District Strategic Plan

Level Work Plans

School Improvement Plans


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Level Work Plans



Elementary Work Plan

2022-2028



Foster Academic Behaviors:

	Vehicle	Elementary Work Plan 2022-2025	Graduate Profile
Learning Strategies	Post-Secondary Classroom Skills	<ul style="list-style-type: none"> Continue to support school-wide AVID strategies that promote academic skills (G4/I4) 	
Social Emotional Learning (Self) Self-Management Self-Efficacy Self-Awareness	Positive School Culture and Climate	<ul style="list-style-type: none"> Implement district student advisory model and enhance student leadership structures (ASB, Clubs) (G1/I1) Create structures to fully implement student 	

Create Environment of Learning:

	Vehicle	Elementary Work Plan 2022-2025	Graduate Profile
School-Wide	Rigorous Curriculum	<ul style="list-style-type: none"> Increase community organization involvement in the delivery of content and participation in field trips that expend the 	

Provide Academic Press:

Promote Culture of Success

	Vehicle	Elementary Work Plan 2022-2025	Graduate Profile
Aspirations	School & Post-Secondary Engagement	<ul style="list-style-type: none"> Enhance activities and athletics offerings that increase student participation and levels of engagement (G1/I2, C4/I3) 	
	Career Awareness & Planning	<ul style="list-style-type: none"> Provide space for students to explore non-traditional careers, inviting community members to enter schools and expose students to various careers options and post-secondary opportunities (G4/I4) 	
Readiness	Successful Transitions	<ul style="list-style-type: none"> Establish transition activities and data monitoring systems for kindergarten and 5th grade students that provide opportunities for them to experience their new school environment as well as develop a structures to support any student transitioning mid-year (G3/I3) 	
	Preparation and Commitment	<ul style="list-style-type: none"> Increase volunteer opportunities and parent engagement events as well as support participation in parent organizations and district parent university program (G1/I2, G1/I3, G2/I1) Integrate district mentoring program and establish opportunities to foster connects and relationships inside school feeder patterns (G1/I2, G3/I3) 	

Reflection #4

- Community engagement that establishes authentic partnerships



Reflection #5

- Identifying key performance indicators that are student focused



Elementary Indicators

Elementary School Indicators	Measure Tool
Math Growth	Dreambox
Literacy Growth	Lexia
Kindergarten Readiness	WA Kids
Life Skills Attributes	Perception Survey
Climate	Perception Survey
Engagement	Participation in Extracurricular Activity

Middle School Indicators

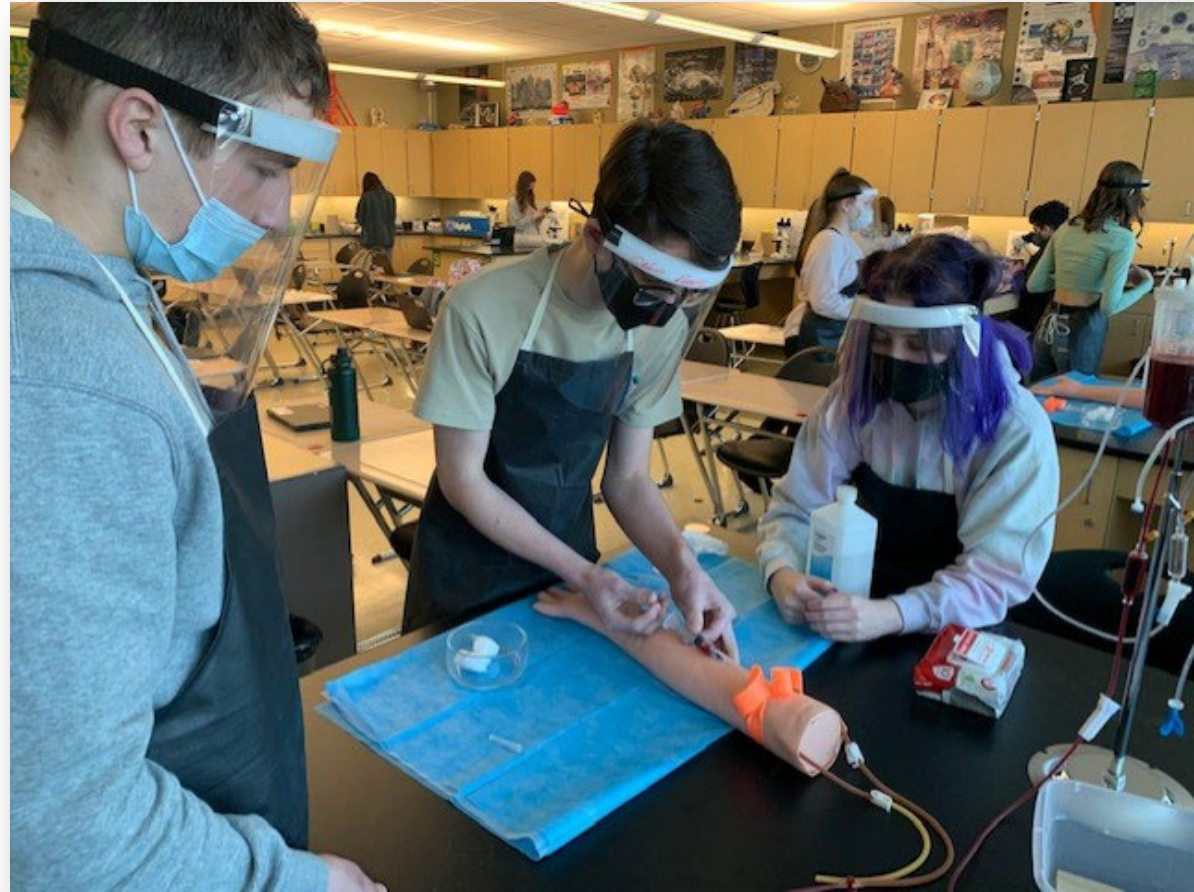
Middle School Indicators	Measure Tool
8th Grade Passing All Courses	Grades
Life Skills Attributes	Perception Survey
Climate	Perception Survey
Math Growth	NWEA MAP
Literacy Growth	NWEA MAP
Engagement	Participation in Extracurricular Activity

High School Indicators

High School Indicators	Measure Tool
Freshman Passing All Courses	Grades
Life Skills Attributes	Perception Survey
Climate	Perception Survey
Graduation Rate	Graduation
Engagement	Participation in Extracurricular Activity
Advanced/Post-Secondary Experience	Dual Credit, Industry Certification, Internship

Reflection #6

- Leveraging a multi-stage process that supports processing & coherence



Reflection #7

- Develop a system to initiate action and report on to the School Board

Priority Strategies

	Strategies	Success Metric
3	Increase equitable access to preschool through ongoing refinement and implementation of the district's long-range early learning plan (G2)	Advocate for state allocations, coordinate facility space, and utilize enrollment strategies that would enable a 5-10% increase in district early learning program enrollment for the 23-24 school year. Support exploration of tools and resources to raise awareness of early learning programming provided by community partners.
4	Evaluate elementary foundational literacy curriculum resources and maintain professional development offerings (G2)	Facilitate a district curriculum review committee to evaluate available materials and develop a potential core literacy adoption recommendation. In addition, provide foundational literacy training to 100% of new teachers.



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FEATURED MEETINGS AGENDA POLICIES LIBRARY

7. CONSENT AGENDA

- A. Resolution 2022-11 Libby Center Classroom Renodel Contract Completion - Haine Cascade General Contracting, LLC
- B. Resolution 2022-12 Clover Middle School Replacement Contract Completion for Jackson Contractor Group, Inc.
- C. RFP No. 5-2223, E-Rate Core Switch, Fiber Optics and Cables
- D. Alternative Purchase No. 123-2221, Bargreen Ellington Restaurant Supply and Design, Nutrition Services Small Meals Prime Vendor for FY 2022-23, Accessing Bid No. 24-2021 (Revised)
- E. Audits
- F. HR Terminations and Nominations
- G. Gift Acceptance
- H. Long Distance Travel / Overnight Excursions - LATE HANDOUT
- I. HR Terminations and Nominations - LATE HANDOUT

8. AGENDA

- A. Priority Strategy Update - Objective #4: Elementary Foundational Literacy *Information* Presented by Heather Bybee & Karin Thompson
- B. Annual Native Education Program Update *Information* Presented by Tamika LaMere
- C. Resolution No. 2022-13 Secure Firearm Storage *Potential Action* Presented by Sandra Jerald

9. BOARD REPORTS

- A. Board Reports

10. QUESTIONS REGARDING DISTRICT POLICIES OR UPCOMING CALENDAR ITEMS

- A. Questions regarding district policies or upcoming calendar items

11. SUPERINTENDENT'S REPORT

- A. Request for Superintendent's Report

12. ADJOURNMENT

- A. Adjourn Meeting

Agenda Item Details

Meeting: Oct 26, 2022 - Regular Meeting

Category: AGENDA

Subject: Priority Strategy Update - Objective #4: Elementary Foundational Literacy *Information* Presented by Heather Bybee & Karin Thompson

Access: Public

Type: Information

Public Content

Presentation Length

20 Minutes

Presented By:

Heather Bybee, Chief Academic Officer
Karin Thompson, Director of Early Learning

Background/Rationale

The intent of this agenda item is to provide an update on School Board Priority Strategy #4 (Elementary Foundational Literacy). This will include an update on student literacy growth, professional development, and the current exploration of new elementary literacy curriculum.

Item Literacy Update Oct 2022.pdf (1,801 KB)

Administrative Content

Executive Content

Last Modified by Tara Leschke on October 21, 2022

Questions & Comments



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