

To: OASD School Board Members

From: Roger J. Rindo, Ed.D.

Date: November 14, 2019

RE: Quarterly Report Regarding OASD Strategic and Tactical Plans

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This is the first of the quarterly reports which the Board will receive as a part of our ongoing efforts to achieve our vision of becoming an unrivaled school district. The purpose of this report is to provide a high-level overview of the key actions taken this quarter in each focus area of the strategic plan. Also included here is an analysis of our most recent progress toward our Key Performance Objectives. For your reference, each data slide in the included report contains summary highlights of the data as well as several “plans to grow” those particular performance data connected to our 2019-20 Tactical Plan.

## **Strategic Plan Focus Areas and Strategies**

### **1. Educational Quality and Culture**

We will challenge and support all students to maximize their learning and achievement.

- We have implemented a “short and long-term lift” strategy that specifically focuses on increasing the number of students scoring proficient and advanced
  - ELA focuses on Text Dependent Analysis
- The District is currently reviewing K-12 ELA and SS curriculum resources, following two years focused on analyzing best practices
- The District continues to invest in the support of instructional coaching and intervention. These services work to support teacher practice and student achievement in the elementary and intermediate levels.
- The District has identified opportunities for improvement at the 7th and 8th grade level, as well as OHS in the area of literacy and math achievement
  - Teams are focusing on “names and faces” and specific curriculum adjustments that reflect state assessment priorities. (ie. Text Dependent Analysis is a sub skill our students have struggled to meet proficiency levels)

We will provide rigorous and diverse programming which will prepare all students to graduate ready for college, careers, and life.

- OHS has invested in AVID (Advancement Via Individual Determination) as a pilot program. This is geared toward students who view college as a destination, yet may not have the current skills or scores currently. AVID focus on WICOR (Writing, Inquiry, Collaboration, Organization, Reading).
- The District continues to focus on Career and Technical Education, as 5th through 8th grade teachers are currently redesigning courses centered on Design Thinking and OHS continues to expand offerings in all career pathways. The current focus

is the successful implementation of manufacturing, transportation, computer science, and BioMedical science. The future will focus on Agriculture.

We will support all students, in collaboration with families and the community, to develop their social and emotional wellness and resilience.

- The District Student Services staff continue to promote the Student and Family Assistance Program and Mental Health in Schools resources throughout all schools to maximize resources.
- The District is piloting the ACT Tesseract, a social emotional assessment given to students in grade 6, 8, 9, and 11.

## **2. Equity and Diversity**

We will pursue equity of educational outcomes and infuse culturally sustaining practices to promote each student's success and well-being.

- Schools are aligning Culturally Responsive/Sustaining Practices through PBIS in schools to make stronger/ researched based lessons by using the resources from Teaching Tolerance (tolerance.org). Lessons have been identified to share with students to address the topics of identity, diversity, justice and action in the form of morning meeting, guidance lessons and PRIDE.
- Intermediate school staff have been selected to become trainers in Restorative Practices and Collaborative Problem Solving over the course of the 19/20 and 20/21 school years. All staff will receive training in these practices.
- The Olweus Bullying Prevention Program has been identified as a systemic curriculum for bullying in middle schools. School Counselors will be trained this year with implementation planned for 20/21 school year.
- Santo Cafora will be conducting sessions in the intermediate schools with students around character education, relationships and diversity. As part of this work student leaders will also be trained. A family session is scheduled for the evening.
- Principals and other school/district leaders will be learning about Culturally Responsive/Sustaining Practices through the resources of Great Lakes Equity. This is the beginning of a google classroom format for leaders on this topic.
- A listening session has been planned for winter with families of black/brown students to help build systemic learning for leaders and teachers with family voice and participation.
- Student Services staff are scheduled for training in a poverty simulation that can be duplicated and facilitated with school/district staff.
- Key Student Services Staff are participating in expanding trauma training to impact student groups/poverty through St. Ameilians.
- Coaches and Leaders are working with Confianza and Marisa Nathan through monthly professional development in integrating best practice universal strategies in literacy to impact ELLin core instruction.
- The District has identified book titles to expand the diversity of classroom and school libraries. Language Arts and Social Studies Classes will also use the

resources in Teaching Tolerance ([tolerance.org](http://tolerance.org)) to add a diverse lens to topics in content.

### **3. Personnel Excellence**

We will cultivate a workplace that attracts, develops, and retains high quality staff as our competitive advantage.

- We have identified and rolled out Ancillary Benefits for annual enrollment. Ancillary benefits offered this year include Short-Term Disability, Accident, Critical Care, and Pet Insurance. Staff members participating pay the full premium cost for these benefits. The enrollment period is November 18-27.
- Raccoon Rewards, a warehouse of special discounts and services created by area businesses for our employees, was rolled out to the business community via Chamber of Commerce email blast and a separate mailing. As special offers for district employees come in, they are listed on the district intranet site under Raccoon Rewards. Businesses will also be invited to set up promotional tables at the January 20<sup>th</sup> professional development day all-staff breakfast.
- The Learners and Leaders Action Research Pilots are up and running. These initial projects are being used to iron out the process for applying for this opportunity in the future and to provide some hard copy samples of what this work looks like to teachers who may be interested in the future.

### **4. Business and Financial Performance**

We will optimize resources to support OASD strategic goals.

- Generated multiple comparisons of OASD's spend data to that of peer districts.
- Shared benchmark work with Admin Team and asked for their insights and clarifications needed with regard to those data.
- The business offices is continuing to investigate outliers identified in benchmarking work and compiling additional data to address Admin Team insights and clarifications.
- A number of journal entries were posted for 2018-19 actual data to improve OASD's centralized purchasing and expenditures into Instructional Spend codes where appropriate.
- The business office worked with the various tactical plan teams to identify needed resources for plans in 2019-20 budget and preliminary 2020-21 budget.
- Budget needs to support the tactical plans were reviewed and prioritized with Cabinet leaders.
- During the November 2019-20 budget update process, various OASD centralized/department budgets were reclassified into Instructional Spend codes where appropriate.
- Targeted resource allocations were incorporated for OASD's tactical plans (supporting the District's Strategic Plan) into the November budget approval and integrated into Board and community communication about the budget and tax levy.

## 5. Customer Care/Return on Investment

We will implement communication and engagement strategies to promote understanding, support and involvement of families, community and staff in our strategic priorities.

- Our new OconDRIVEN marketing and communication strategy has been developed. This campaign includes social creative, posters and banners, new presentation templates which have been distributed to all schools, and additions to OASD spirit wear and gear. These are the beginning components of a broader OconDRIVEN marketing initiative.
- OASD strategic plan is posted to the District website at [www.oasd.org/StrategicPlan](http://www.oasd.org/StrategicPlan)
- The strategic plan was rolled out to OASD Staff and families with separate communication. All schools received new strategic plan posters for classrooms and offices.
- A branded data dashboard, connected to our Key Performance Objectives, has been created and is ready for launch this winter on the OASD website.
- The October *Learners & Leaders* newsletter lead article focused on our new strategic plan. This newsletter was distributed to approximately 18,000 mailboxes.
- A Business Advisory Council (BAC) was established and the first meeting was held on August 14<sup>th</sup>. The next BAC meeting is scheduled for December 5<sup>th</sup>.
- Progress was made on the development of a Retiree Outreach Group. Letters were sent to over 200 OASD certified staff retirees inviting them to attend the first Outreach meeting which is scheduled for November 18<sup>th</sup>.