

LAS LOMITAS ELEMENTARY SCHOOL DISTRICT STRATEGIC PLAN

2012-2021



LLESD MISSION

The Las Lomas School District is dedicated to providing an exemplary comprehensive and continually improving educational program that meets the cognitive and social-emotional needs of each student and reflects the changing needs of our highly global and technological society.

STRATEGIC PLAN BACKGROUND

In May 2011, the Governing Board appointed a Strategic Planning Committee (SPC) to develop a new 5 to 10-year plan for our District to implement two of the Board's goals adopted January 2011 for Strategic Planning and 21st Century Learning.

Board Goal #2: 21st Century Learning. *Launch and participate in a community-wide process to identify the features of an educational program for the LLESd that will best prepare our students for college and career success in the 21st century.*

Board Goal 3: Strategic Planning. *Launch and participate in a district-wide strategic planning process that is inclusive; meets the community needs, and follows a best practices approach. Strategic planning subcommittee to provide leadership.*

The SPC included district and community stakeholders representing students, teachers, administration, parents, community members, and the Governing Board.

STRATEGIC PLANNING PROCESS

Part One – The “WHAT”

The SPC began meeting June 2011 and held seven meetings ending January 12, 2012. In the fall the SPC held two faculty Forums and one parent/community Forum to solicit ideas. A “Leading Education” series was also organized by a parent committee that included a speaker series and a book group that read and discussed Tony Wagner’s, *The Global Achievement Gap*. These meetings are referenced on the District website and at www.leadingeducation-llesd.org.

The SPC used the ideas that came out of these Forums and the Leading Education series to create a Strategic Plan Part One to define the “WHAT” portion of the plan. Part One sets the direction to define the education students in the Las Lomitas Elementary School District will receive to best prepare them for college and career success in the 21st century.

The Components of the Strategic Plan, Part One – The “WHAT”

- Mission
- Strategic Directions for Educating Our Students
- Students Will statements for each Strategic Direction to identify what students will experience to meet the goal of the Strategic Direction
- Sequencing and numbering do not imply priorities

The proposed Strategic Plan Part One was presented to the Board for review at a special study session January 24th, 2012. The Governing Board approved the Part One – The “What” at the February 8, 2012 meeting with slight modifications.

Part Two – The “HOW”

Following the Governing Board's approval at the February 8th meeting, the Board will discuss and give direction to the professional staff for the priorities on the "HOW" Part Two of the Strategic Plan. At the February 28th meeting the Board will hear the staff's recommendations for short term year 1 priorities and long term 2+ year priorities. Superintendent, Eric Hartwig, will bring forward these priorities solicited from teacher, administration and parent feedback. The Board will approve these priorities at the March 7th meeting. The staff will begin developing the "HOW" District and School Action plans to implement the Strategic Direction priorities.

The Components of the Strategic Plan Part Two --The " HOW"

- Annual District Goals and Action Plan with Success Indicators
- School Site Plans with School Goals, Action Plan and Success Indicators
- Dashboard – Visual "Dashboard" updates of Strategic Plan Progress Report for Governing Board and Parents

The proposed Strategic Plan Part Two will be presented to the Board for review at their May 2012 meeting and approved at the June 2012 meeting.

Each year the Board will set the Strategic Plan priorities and a similar Action Implementation Plan process will follow.

LLESD STRATEGIC PLAN: The “What”

1) PREPARE OUR STUDENTS TO THRIVE IN A GLOBALLY COMPETITIVE ENVIRONMENT USING A RIGOROUS CURRICULUM AND INNOVATIVE LEARNING METHODS

- A. Students will demonstrate achievement of the California Common Core State Standards in math, language arts, science and social studies, as well as achieve and apply a solid standards-based foundation in the arts, technology, world languages, and physical education.
- B. Students will experience and benefit from an expanded, rigorous world language program that begins before 6th grade, resulting in linguistically and culturally equipped students who communicate successfully in a global society.
- C. Students will benefit from technology to support learning and communication, and will select and utilize current technologies to research, collaborate, explore, analyze and communicate ideas.
- D. Students will be active learners who generate ideas, pose and solve problems, and demonstrate adaptability, self-direction, curiosity, creativity, and analytical thinking.
- E. Students will apply knowledge across disciplines, through projects, and in real life situations.
- F. Students will demonstrate their learning in a variety of ways.

2) CREATE A DYNAMIC ENVIRONMENT TO SUPPORT LEARNING

- A. Students will be provided the physical, technical, human, and instructional resources to support learning for all students.
- B. Students will understand the learning expectations and how to achieve them.
- C. Students will be actively engaged in learning that is joyful, inspiring, and enduring.
- D. Students will benefit from supportive relationships with teachers and adults.

3) PREPARE STUDENTS TO BE RESILIENT LEARNERS AND CITIZENS WHO ENGAGE WITH, AND CONTRIBUTE TO, THEIR COMMUNITIES

- A. Students will demonstrate competency in learning skills including goal-setting, organization, persistence, maintaining focus, self-advocacy, self-reflection, and time management.
- B. Students will demonstrate competency in social skills including respect for self and others, empathy, listening, engagement, integrity, self-reflection, and leadership.
- C. Students will understand and learn to respect diversity in cultures, backgrounds, and abilities.
- D. Students will work to their highest potential in an environment that encourages risk-taking and reduces fear of failure.

4) FOSTER A CULTURE THAT SUPPORTS PROFESSIONAL LEARNING AND CONTINUOUS GROWTH TO ENSURE HIGH QUALITY TEACHING

- A. Teachers and administrators will adopt high standards of excellent teaching, consistent with best practices for teaching and the National Board for Professional Teaching Standards.
- B. Teachers will plan and reflect collaboratively, as well as regularly work with each other to improve instruction and enhance student learning.
- C. Teachers will provide opportunities for students to learn and apply their understanding in multiple ways.
- D. Administrators will ensure opportunities for teacher leadership, support instructional innovation, professional growth and interests.

Strategic Plan “Resonances”

Developing Goals and Priorities for 2012-13

Following the Governing Board’s adoption of the Strategic Plan, Superintendent Hartwig conducted stakeholder input sessions on February 28 (for parents) and February 29 (for District teaching staff). The goal of these two meetings was to develop a sense of what aspects of the Strategic Plan seemed most compelling or “resonant.” If a sense of themes or priorities emerged, this information could be used to help craft action plans that could be adopted prior to the end of the current school year.

The table below represents the themes that surfaced, and these themes then provided the foundation for subsequent “Proposed Strategic Initiatives for 2012-13.”

What Resonated With Parents	What Resonated With Teachers
<ul style="list-style-type: none"> • <i>Strategic Goal # 1 (B):</i> a strong sense that we should focus on enhancing our World Language Program <ul style="list-style-type: none"> • Make it more integral to students’ 9 years in district • Unclear how to do, what language(s) to focus on • Unclear about what grade level to start in • Understand this is a complicated, important, multi-year project 	<ul style="list-style-type: none"> • <i>Strategic Goal # 1 (A):</i> a strong sense that we need to assure continued excellent delivery of core curriculum <ul style="list-style-type: none"> • Short term: CCSS training, incorporating PBL • Long Term: a structure and mindset in place that supports ongoing PD and coaching • <i>Strategic Goal # 1 (D):</i> students need to be active learners and be able to articulate what they need • <i>Strategic Goal #1 (C):</i> students and teachers need profound training in computers and technology; integrate technology into all aspects of learning

What Resonated With Parents	What Resonated With Teachers
<ul style="list-style-type: none"> • <i>Strategic Goals #1(D) and #2 (C):</i> much discussion about enhancing the joy , creativity, and engagement of learning <ul style="list-style-type: none"> • Capitalizing on students’ curiosity • Going beyond content mastery to problem-solving, “stretching,” and analysis • Foster risk-taking; minimize fear of failure 	<ul style="list-style-type: none"> • <i>Strategic Goal # 2 (A):</i> students will be provided all resources needed to support learning an <ul style="list-style-type: none"> • Short term: small class sizes; reading and math support • Long term: improvement to facilities including science lab (LL), gym (LL), performance hall (LE), cafeteria (LE) • Collaboration time built into school day • <i>Strategic Goal #2 (C):</i> students will be actively engage in learning that is joyful, inspiring, and enduring
<ul style="list-style-type: none"> • <i>Strategic Direction #3:</i> focus on developing social skills, respect for diversity and <ul style="list-style-type: none"> • New idea: ethics 	<ul style="list-style-type: none"> • <i>Strategic Goal # 3 (B):</i> students will demonstrate competency in social skills... <ul style="list-style-type: none"> • Short term: full implementation of 2nd Step and Peaceful Playground • Long term: develop meaningful community service programs • <i>Strategic Goal 3# (C):</i> students will respect diversity... <ul style="list-style-type: none"> • Understand different cultures, especially with respect to those represented in student body.
<ul style="list-style-type: none"> • <i>Strategic Direction #4:</i> much excitement about providing enhanced opportunities for teacher growth, collaboration, experimentation, creativity <ul style="list-style-type: none"> • Sharing best practices • Trying new methods • Learning from each other, other schools • Have teacher evaluation be more meaningful and effective • Perhaps emulate “lab schools,” or employ “instructional rounds” 	<ul style="list-style-type: none"> • <i>Strategic Goal # 4 (B) and (D):</i> teachers will collaborate to enhance student learning and administrators will assure opportunities for teacher leadership, professional growth... <ul style="list-style-type: none"> • Flexibility regarding topics, times, styles, content • Time and money for professional growth • Sustained workshops in areas of emphasis

Proposed Strategic Plan Initiatives Beginning in 2012-13

Initiative 1: Assure continued excellent delivery of core curriculum while incorporating changes in national and state standards. (Goal 1 – A)

Year	Activity	Person Resp.	Resources Available	Resources Needed
2012 - 13	<ul style="list-style-type: none"> ● Conduct Math curriculum review; launch K-8 Oversight Team ● Align Math, ELA with Common Core State Standards ● Provide and train K-5 teachers and 6-8 ELA and Math Teachers CCCS materials/binders ● CCCS Grade Level and vertical articulation meetings (2 meetings) ● Math Vertical Articulation ● Project-based learning planning in science ● Conduct Curriculum reviews in science and health ● Begin implementation of PLCs 	C&I Director Grade level teachers Administrators C&I Director C&I Director C&I Director C&I Director C&I Director C&I Director Administrators		Substitute Costs Binders & Copying Costs Substitute Costs Substitute Costs Substitute Costs Substitute Costs Funding for training
2013 - 14	<ul style="list-style-type: none"> ● Continue implementation of PLCs: groups identified, roles defined, norms established, timelines established ● Instructional Rounds tools and protocols in place. Groups identified, tools established. ● Identify rubrics, exemplars and anchor papers/projects/examples in core content areas. 	C&I Director C&I Director Staff		Substitute Costs Substitute Costs; Time Cards Substitute Costs; Time Cards
2014 - 15	<ul style="list-style-type: none"> ● Conduct curriculum review in ELA, ELD and VAPA 	C&I Director Teachers		Substitute Costs

Initiative 2: Elevate Role of technology in teaching and learning. (Goal 1 – C)

Year	Activity	Person Resp.	Resources Available	Resources Needed
2012-13	<ul style="list-style-type: none"> Support the curriculum needs selected by the district with appropriate technologies Pilot “Mouse Squad” elective at LE Pilot tablets (iPads or Droids) in selected classrooms Expand wireless coverage Initialize Google Domain for district--teachers and students collaborative work. (also docs, email, resources via a secured district domain) Pilot 6-8th Gr SchoolLoop for school-home communication, grades and homework calendars 	<p>Tech Dir.</p> <p>Tech. Dir , PK</p> <p>Tech. Dir., Student Svcs. Director & Teachers</p> <p>Tech. Dir.</p> <p>admin, teachers & students</p> <p>Tech. Dir 6th 7th Tchrs.</p>	<p>Tbd</p> <p>donation of iPad cart w 11 iPads</p> <p>as of 4/2012 we own 15 access points on 3 sites current</p> <p>hardware supports this.</p>	<p>as determined by the curriculum need</p> <p>\$2,000.00 for curriculum and PD</p> <p>*1 cart for Mandarin (LE)</p> <p>*1 at LL for Science</p> <p>*2 at Resource Room LL & LE</p> <p>potentially need 60 Aps system setups, reconfigurations, pilot rollout 6-8, purchase backup system to domain</p> <p>purchase license, system setups, and train / support teachers</p>
2013-14	<ul style="list-style-type: none"> Review 1:1 computing. Identify, design and implement pilot program. Expand SchoolLoop to K-5 and include all features k-8, ie webpages, homework calendars 1:1 computing expanded. District prepared for SBAC testing on computers 	<p>Tech Task Team & mgmt</p> <p>Tech. Dir.. & Teachers</p> <p>Tech. Dir.</p>	<p>have</p>	<p>*review committee</p> <p>* possible bond for tablets/laptops, or byod</p> <p>training for support of teachers</p> <p>computers, training</p>
2014-15	<ul style="list-style-type: none"> Have full wireless access for all mobile devices, running full Google domain tools use for students and teachers 	<p>Tech. Dir.</p>		<p>continuing and extending laptop/tablet needs</p>

Initiative 3: Expand World Language Program. (Goal 1 - B)

Year	Activity	Person Resp.	Resources Available	Resources Needed
2012 - 13	<ul style="list-style-type: none"> Complete curriculum review and report to board Establish broad-based committee to review alternatives, visit programs Report to board by March 2013 	C&I Director		Substitute Costs
2013 - 14	<ul style="list-style-type: none"> Implement first phase of enhanced World Language program as pilot 	C&I Director Principals		
2014 - 15	<ul style="list-style-type: none"> 			

Initiative 4: Explore and implement approaches towards learning that are joyful and that encourage creativity and risk-taking. (Goal 2 - C)

Year	Activity	Person Resp.	Resources Available	Resources Needed
2012 - 13	<ul style="list-style-type: none"> Provide professional development in STEM, project-based learning, and design thinking Engage experts in design of inspiring learning spaces as part of Facilities Master Plan Explore implementation of learning schedules that increase student-teacher mentoring time, such as advisory periods Provide on-going collaboration time for collegial dialogue and sharing of strategic work. 	Teachers Admins	F-A-N - SEERI Initiative	
2013 - 14	<ul style="list-style-type: none"> Study and discuss ILPs (Individual Learning Plans) Study and discuss "Learning Facilitators"/Mentors 	Staff C&I Dir. Staff C&I Dir.		
2014 - 15	<ul style="list-style-type: none"> 			

Initiative 5: Develop, expand, and implement programs that develop students' social skills, ethics, and respect for diversity. (Goal 3 - B, 3 - C)

Year	Activity	Person Resp.	Resources Available	Resources Needed
2012 - 13	<ul style="list-style-type: none"> Implement "Project Cornerstone" at LE Expand "Second Step" social skills program at LL Expand Peaceful Playground lessons/templates for games Expand SS & behavioral training opportunities for students in special education Expand & increase effective inclusion and reverse mainstreaming programs 	Teachers (LL) Counselor, teachers (LL) PE Teachers (LL) Staff, Student Svcs. Director, site admin.		Blacktop improvements on K Yard \$6000 for training substitute costs
2013 - 14	<ul style="list-style-type: none"> Consider Lifeskills Program Consider Safe School Ambassador Program 	Stu. Serv. Dir. School Counselors Staff		
2014 - 15	<ul style="list-style-type: none"> 			

Initiative 6: Provide enhanced opportunities for teacher growth, collaboration, experimentation, and creativity. (Goal 4 - B, 4 - D)

Year	Activity	Person Resp.	Resources Available	Resources Needed
2012 - 13	<ul style="list-style-type: none"> Continue participation and training in SVMI Obtain training for key leaders in Professional Learning Communities and develop implementation plan Obtain training in Instructional Rounds National Board Certification opportunities for every teacher Obtain training for teachers in the implementation of specific RTI systems Obtain training for teachers in curriculum modification for students in special education Engage teachers and other stakeholders in visioning and designing new instructional settings Provide training for teachers in differentiation for special education students Begin implementation of PLCs 	Teachers Principals Superintendent Administrators Superintendent Administrators C&I Director Student Svcs. Director Student Svcs. Director Superintendent CBO Special Ed. And C&I Directors		Stipends to defray cost
2013 - 14	<ul style="list-style-type: none"> Implement Instructional Rounds Continue training in PLC's 	Admin Teachers		
2014 - 15	<ul style="list-style-type: none"> 			

Strategic Planning Committee

Eric Hartwig, Superintendent
Maria Doktorczyk, Trustee
Ann Jaquith, Trustee
Larry Thomas, LE Principal
Sue Sartor, LL Principal
Suzanne Mitchell, Tech Director
Ashley Eastman, LE Teacher
Diane Campbell, LE Teacher
Tanya Rianda, LE Teacher
Kathy Ruwe, LL Counselor
Anna Pong, LL Teacher
Jill Ohline, LL Teacher
Tracey Weigand, LL Classified Staff
Kim Robinson, District Speech Therapist
Barbara Young, Facilitator

Rita Popat, LE Parent
Lori Brockman, LL, LE Parent
Diana Sunshine, LL, LE Parent, LLEF Past President
Christy Story, LE Parent
Todd Alamin, LE, LL Parent
Larry Kelmar, LE Parent
Leslie King, LE Parent, LE PTA President
Libby Taylor, Community Member
Cat Depuy, LE Student
Rebekah Westerlind, LE Student
Andra Bailard, Alumni Senior
Tyler Finn, Alumni Junior
Justine Ferry, Alumni Junior
Nolan Martin, Alumni Junior
Catherine Townsley, Facilitator