

Envisioning the Future

Ross School District

Strategic Plan 2015 – 2020



The 2015 – 2020 Strategic Plan includes three strategic goals that will guide the work of the District. The theory of action embeds the learner outcomes and articulates the relational, cognitive and action-oriented approach necessary in daily and long term practice to ensure every learner is living their future.

Mission

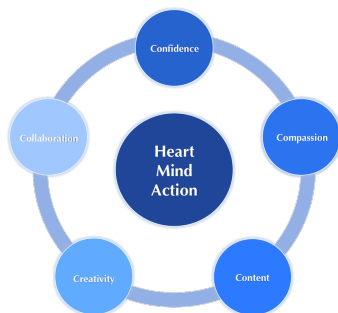
Ross School District is committed to engaging learners in a safe, vibrant environment that supports academic rigor to ignite innovation.

Vision

Ross School develops habits of heart, mind and action in all of our learners.

Defining Learner Success

Through the implementation of this plan, the school aims to graduate learners who possess:



- **Content knowledge and skills**
- **Confidence in learning demonstrating resilience, grit & perseverance**
- **Compassion**
- **Collaborative Practice**
- **Creative Problem Solving Skills**

Strategic Initiatives for 2015- 2020

- 1) **Invest in Learners:** Provide essential content knowledge and skills, confidence, compassion, collaboration, and creativity.
- 2) **Invest in Teaching Excellence:** Recruit, inspire, retain, evaluate and support faculty and staff to enable learner success.
- 3) **Invest in Community Relationships:** Create a culture of caring internally and externally through communication, collaboration and allocation of resources to support learners.

Accountability

- **Develop and refine annual implementation plan:** Annual action plans will be developed by the Superintendent and integrated into annual goals for the Superintendent and Board of Trustees.
- **Monitor and track success:** The Superintendent will collect and aggregate progress on annual priorities and report to the Board of Trustees approximately 2-3 times per year with updates. Timing of annual reviews, updates and development of implementation plans will be tracked on the Governance Calendar.
- **Revise plan accordingly:** An annual update of the plan will occur to address any trends or budgeting fluctuations that may impact the plan.

Strategic Initiative 1: Invest in Learners Provide essential content knowledge and skills, confidence, compassion, collaboration, and creativity

Objectives:

- Develop a common language of learning in learner centered language that defines: Content, Confidence, Compassion, Collaboration and Creativity
- Develop an explicit set of success criteria of what is expected of them to learn and how learning will be measured
- Create common “collaborative impact” rubric that reviews student progress and proficiency
- Develop learning progressions that are backward mapped from grade 8 to kindergarten (per Ed. Code – Curriculum Maps) based on California Common Core State Standards in English Language Arts & Mathematics, and the Next Generation Science Standards (NGSS)
- Align benchmark assessments, grading practices and report cards to clearly indicate performance and growth over time
- Develop problem and project based experiences in K-8 system that integrates the disciplines to reflect real world tasks, connect personal passion and involve collaboration with people from around the world

Strategic Initiative 2: Invest in Teaching Excellence Recruit, inspire, retain, evaluate and support faculty and staff to enable learner success

Objectives:

- Provide a continuum of professional development that is aligned implementation of CCSS based instruction
 - Coaching / Feedback
 - Writing Continuum K-8
 - Eureka Math K-8
- Finalize evaluation process in RSDTA contract
- Align teacher and staff evaluation cycle outcomes to professional development for continuous cycle of improvement

Strategic Initiative 3: Invest in Community Relationships Create a culture of caring internally and externally through communication, collaboration and allocation of resources to support learners

Objectives:

- Focus on developing relationships between K-8 students and with teachers and staff
- Focus on Mental Health, Social Skills and Physical Health as larger component of a healthy school culture
- Create a coherent parent and community outreach system that includes parent education, surveys and feedback loops