Envisioning the Future

Ross School District

Strategic Plan

2015 – 2020

Board Approved: June 17, 2015
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