

Auburn-Washburn School District Strategic Plan: 2016 – 2021

*Inspiring, Challenging, and Preparing
Every Child, Every Day.*

Auburn-Washburn Community,

We are thrilled to share with you Auburn-Washburn School District's Five-Year Strategic Plan. Strategic Plan 2021 will provide focus to our commitment to inspiring, challenging and preparing our students during years 2016 – 2021. The benefits of strategic planning are to:

- ✓ Set and achieve lofty student goals,
- ✓ Establish clear direction, laser focus, and district priorities,
- ✓ Focus energy, effort and resources on mutually agreed outcomes,
- ✓ Ensure effective communication, collaboration and targeted support among staff and stakeholders on all aspects of the plan, and
- ✓ Annually assess and adjust our direction in response to results and changing conditions.

Strategic Plan 2021 will help create district and community focus so that we can systematically coordinate and align resources and actions with our Mission, Vision, Core Values and Student Goals.

The most important part about Strategic Plan 2021 is that it was built from feedback provided from all stakeholder groups; it is truly a community effort. During the Fall 2015 semester, 26 strategic planning meetings were held with students, staff, parents, patrons, business leaders and elected officials. Nearly 350 people participated in our strategic planning meetings. In addition, an online survey was posted on the district's website and 150 people provided input through the survey. In total, approximately 500 Auburn-Washburn stakeholders provided input and this plan is a direct result of the feedback received.

This is a comprehensive five-year plan but it will be reviewed and assessed annually and adjustments will be made, as needed, so that it remains current, relevant, and in the best interest of our students. By working together and being engaged as a school community, we are confident that this plan will allow us to continue inspiring, challenging, and preparing every child, every day!



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Board President, 2016-17



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Superintendent of Schools

2016-17 Board of Education

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Mission

Auburn-Washburn strives to deliver exemplary, world-class education for all students, instilling in them the academic knowledge, skills for success, and character required to be happy, responsible and productive citizens.

Vision

Auburn-Washburn schools provides a safe, enjoyable, and challenging school environment where students have the opportunity to achieve their maximum individual education potential. All students receive a balanced education where traditional academics are taught, creativity and innovation are cultivated, and skills for success are developed; preparing them to assume roles as responsible citizens in a global community, the workplace, and in life.

Core Values

We believe learning is a lifelong process. The following values will help realize our vision:

1. We believe in the value and uniqueness of each student:
 - a. Each student has different needs.
 - b. Each student should have the opportunity, and be encouraged, to reach their potential.
 - c. Each student is entitled to a safe, current and well-maintained school environment.
2. We believe that excellence in education is a multifaceted process:
 - a. Excellence requires building meaningful relationships with all stakeholders and especially with students.
 - b. Excellence requires the commitment and judicious stewardship of community resources.
 - c. Excellence prepares students to become happy, responsible and productive citizens; to successfully live and work in a complex, ever-changing world.
 - d. Excellence is a combination of academic performance and skills for success.
 - e. Excellence must be a dynamic and engaging process in order to meet changing needs.

- f. Excellence requires rigorous assessment and feedback of both students and ~~faculty~~ staff.
 - g. Excellence requires focus on the future.
 - h. Excellence depends upon effective resource management.
 - i. Excellence, both academic and skills for success, should be recognized and celebrated.
3. We believe that respect and responsibility are essential components of an excellent education:
- a. Everyone deserves to be treated with dignity and respect.
 - b. Effective communication enhances trust and cooperation.
 - c. Each student is responsible for their own actions.
 - d. Responsibility for public education rests jointly with students, parents, teachers, and community.

Student Goals: *Inspiring, Challenging, and Preparing Every Child, Every Day.*

Goal 1 – Challenging Every Student: To improve the academic performance of each student.

High academic performance is the cornerstone of the Auburn-Washburn School District. Student achievement in Auburn-Washburn is consistently above the state average on the Kansas State Assessments and above the national average on the ACT. Goal 1, to improve the academic performance of each student, will be measured in the following ways:

Elementary Academic Measurements

- 1. Mathematics
 - a. Grades 3-6 Kansas Assessment Program; given one time per year
 - b. K-6 Aimsweb; given three times per year
 - c. K-6 Mathematics End of Year Report; provided one time per year
- 2. English Language Arts/Reading
 - a. Grades 3-6 Kansas Assessment Program; given one time per year
 - b. K-6 Aimsweb; given three times per year
 - c. K-6 Fountas and Pinnell; given two times per year

Washburn Middle School Academic Measurements

- 1. Mathematics
 - a. Grades 7-8 Kansas Assessment Program; given one time per year
 - b. Grades 7-8 STAR Math Assessment; given two times per year
 - c. Grades 7-8 District Interim Assessment for Math; given three times per year
- 2. English Language Arts/Reading
 - a. Grades 7-8 Kansas Assessment Program; given one time per year
 - b. Grades 7-8 STAR Reading Assessment; given two times per year
 - c. Grades 7-8 District Interim Assessment for ELA; given three times per year

Washburn Rural High School Academic Measurements

1. Mathematics
 - a. Grade 10 Kansas Assessment Program; given one time per year
 - b. Grade 9 STAR Math Assessment (all freshmen and for intervention); given one time per year
 - c. Grades 9-11 District Interim Assessments for Math; given three times per year
 - d. ACT Subset Score in Math; provided with ACT results
2. English Language Arts/Reading
 - a. Grade 10 Kansas Assessment Program; given one time per year
 - b. Grade 9 STAR Math Assessment (all freshmen and for intervention); given one time per year
 - c. Grades 9-11 District Interim Assessments for ELA; given three times per year
 - d. ACT Subset Score in ELA; provided with ACT results
3. ACT Composite Score / Number of Students taking ACT
4. Percent of Students Graduating College and Career Ready (defined by)
 - a. Earning 12 college hours through concurrent enrollment course completion
 - b. Successful completion of Advanced Placement courses and/or IB program credits equivalent to 12 college hours
 - c. Earning a Career and Technical Education credential
 - d. Military Service – successful matriculation from basic training to active duty.

Goal 2 – Preparing Every Student: To develop skills for success with each student.

Auburn-Washburn stakeholder feedback clearly stated that it takes more than high academic achievement to best prepare students to become happy and responsible citizens in a global community, the workplace, and in life. This feedback is consistent with the feedback Commissioner of Education, Dr. Randy Watson, heard when he facilitated similar meetings across Kansas in 2015. The most frequently listed skills for success were: confidence, a team player, perseverance, critical thinker, problem solver, grit, effective communicator, showing initiative, and work ethic. Our task for this strategic plan will be to identify meaningful ways to develop and measure skills for success at the elementary, middle and high school level.

Elementary Skills for Success

To be developed during 2016-17 school year.

Washburn Rural Middle School Skills for Success

To be developed during 2016-17 school year.

Washburn Rural High School Skills for Success

To be developed during 2016-17 school year.

District Priorities that Support Student Goals

In addition to the two student goals listed above, the following themes surfaced frequently enough during strategic planning meetings to influence our district priorities:

- Recruiting, hiring and retaining quality staff
- Positive working and learning environments; high staff morale
- Commitment to professional learning communities
- Expanded meaningful use of technology by staff and students
- Targeted professional development opportunities
- Discovering ways to best meet student needs (academic, behavioral, emotional, mental)
- Students gaining an understanding of personal finance and budgeting
- Schools, parents and community working together for students
- Outstanding Facilities

Outstanding Staff: To recruit, hire, develop and retain competent, caring and student-centered staff for each position.

Community Engagement: To provide timely, accurate, and relevant information to all stakeholders in our school community as well as to engage and listen to them as partners in education.

Effective Resource Management: To implement efficient financial, operational and energy conservational procedures and practices that align with and support our educational program for students and staff.

Safe, Well-Maintained and Current Facilities: To provide safe and well-maintained learning environments and facilities that support current educational practices and meet long-term enrollment needs.

External Influencers

It is expected that external influences beyond our control will surface over the next five years that will impact Strategic Plan 2021. We will remain laser focused on the work identified in Strategic Plan 2021 but external influencers will be documented and addressed as they surface.

1. Moving in to year two of block grant funding for the 2016-17 school year, the equity portion was declared unconstitutional by the Kansas Supreme Court.