

YEAR 2 EXECUTIVE SUMMARY 2017-2018

Strategic Plan 2021 is a comprehensive five-year plan that will guide our work from 2016 – 2021. Results of the plan 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 as an engaged school community, we are confident that this plan will allow us to continue inspiring, challenging, and preparing every child, every day!

The following provides a brief summary of the accomplishments from the 2017-18 school year; year two of the five-year plan.

STUDENT GOALS

Goal 1 – Challenging Every Student: To improve the academic performance of each student. Benchmark achievement data was collected at the elementary, middle, and high school levels during the 2016-17 school year. That data will be used to establish building-level student achievement goals for the 2017-18 school year.

- Attachment A – Kansas Assessment Performance data
 - Goal: To become a Level 3 College and Career Ready school district in grades 3-10 based on the Kansas Assessment Program by 2021.
- Attachment B – AimsWeb data
 - Goal: To have at least 85% of students in grades K – 6 experiencing success in Tier 1, no more than 10% of students in Tier 2, and no more than 5% of students in Tier 3 by 2021 based on AimsWeb by 2021.
- Attachment C – Washburn Rural Middle School Data
 - Goal: To use district interim assessment data and STAR assessment national norms data to influence curriculum and instruction and to set annual goals based on previous year's results.
- Attachment D – Washburn Rural High School data
 - Goal: To use ACT subset and composite data, percent of students graduating College and Career Ready, five-year post-secondary data, district interim assessment data, and STAR assessment national norm data to influence curriculum and instruction and to set annual goals based on previous year's results.

District Level

The Teaching and Learning Team documented the district's systemic approach to support student learning and professional development in their 21st Century Learning Framework

document. This framework was presented to all certified staff.

- Attachment E – 21st Century Learning Framework

Aligned Strategic Plan 2021 with the Kansas Education Systems Accreditation (KESA) process. The school district entered year 2 of the KESA process this year to align with year 2 of Strategic Plan 2021. Our work outlined in Strategic Plan 2021 will parallel our work in KESA through 2021.

Elementary Level

Moving into the 2018-19 school year, all elementary schools will be in the process of implementing a Comprehensive, Integrated, Three-Tiered Model of Prevention (Ci3T). Ci3T models are data-informed, graduated systems of support constructed to address academic, behavioral, and social domains, with an overarching goal of supporting all learners in inclusive environments by maximizing available expertise through professional collaborations among school personnel.

Moving into the 2018-19 school year, the following new positions (or modified from a current position) will be in place at the elementary level to provide more support to students and staff:

- 1 FTE instructional facilitator
- 2 FTE academic interventionist (one for reading and one for math)
- 1 FTE social worker
- 1 FTE assistive technology aide

Washburn Rural Middle School

WRMS will move into year two of an in-school 1:1 Chromebook initiative during the 2018-19 school year. Students will pick up their Chromebooks in the mornings before school, take them to each class, and then return them to charging stations at the end of school day. Teachers will integrate the use of Chromebooks in their instruction and learning activities to increase student engagement and expand educational opportunities.

WRMS will engage in the process of implementing a Comprehensive, Integrated, Three-Tiered Model of Prevention (Ci3T). Ci3T models are data-informed, graduated systems of support constructed to address academic, behavioral, and social domains, with an overarching goal of supporting all learners in inclusive environments by maximizing available expertise through professional collaborations among school personnel.

Moving into the 2018-19 school year, the following new positions (or modified from a current position) will be in place at the middle school level to provide more support to students and staff:

- 1 FTE instructional facilitator
- 2 FTE academic interventionist (one for reading and one for math)
- 1 FTE instructional specialist for technology
- 1 FTE assistive technology aide

WRMS explored ways to engage 8th grade students in their journey of Individual Plans of Study during Skills for Adolescence classes and EO time. Naviance is the web-based platform that will house Individual Plans of Study and allow students to track their career interests along with many other things in grades 8-12.

Washburn Rural High School

WRHS modified their bell schedule in 2017-18 to provide dedicated Professional Learning Communities (PLC) time on Wednesday afternoons. A PLC represents the institutionalization of a focus on continuous improvement in staff performance as well as student learning. PLCs entail whole-staff involvement in a process of intensive reflection upon instructional practices and desired student benchmarks, as well as monitoring of outcomes to ensure success. PLCs enable teachers to continually learn from one another via shared visioning and planning, as well as in-depth examination of what does and does not work to enhance student achievement.

WRHS changed their approach to parent teacher conferences to student-led conferences. One purpose of making the change was to provide students with the opportunity to visit with their parents about their interests not only in high school but what opportunities they are considering after high school graduation. This is an important component of the Individual Plan of Study that all WRHS students began to create and explore in 2017-18. Naviance is the web-based platform that will house Individual Plans of Study and allow students to track their career interests along with many other things in grades 8-12.

Moving into the 2018-19 school year, the following new positions (or modified from a current position) will be in place at the high school level to provide more support to students and staff:

- 2 FTE instructional facilitator
- 2 FTE social workers
- 1 FTE career development facilitator
- 1 FTE assistive technology aide

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

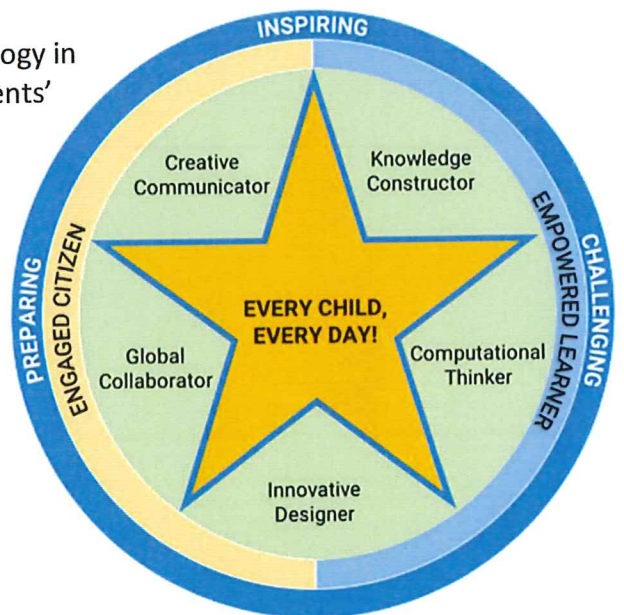
During the 2017-18 school year, each school completed an inventory that listed where the following Skills for Success were being integrated, taught, modeled, and measured:

- Communication skills
- Team player
- Acceptance and Tolerance of Others
- Resiliency

- Problem Solving Skills
- Confidence
- Personal Finance

Based on results of each inventory completed, the Skills for Success listed above are being integrated, taught, and modeled. Thus far, a direct link to an outcome or a viable measure has not been discovered. All agree Skills for Success are important to be integrated, taught, and modeled but measuring the impact of resiliency, for example, is difficult to do. They can be observed and discussed with students when they are observed, or not observed for that matter, but it difficult to measure and document it in the current ways we evaluate students.

One approach to integrating Skills for Success is to explore and adapt the International Society of Technology in Education (ISTE) standards for students to fit our students' needs. Skills for Success, the meaningful use of technology, and the ISTE standards for students may create a logical, research-based approach. Many curriculum-based projects and activities, community service projects, clubs, co-curricular opportunities, and athletic programs that are offered at each school teach and model Skills for Success but our task will be to integrate experiences and expectations districtwide. We must prepare students for success beyond high school and Skills for Success will be a critically important part of our work with students.



DISTRICT PRIORITIES

Outstanding Staff

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

- Approved a complete compensation package valued at 4.24%
 - Increased the base salary for teachers from \$36,900 to \$37,900 to attract newer teachers to the profession and to Auburn-Washburn.
 - Covered the 9% increase in health insurance premiums so eligible employees can continue to receive a single high deductible health plan at no cost.
- Added a districtwide classified staff development day to the school calendar to help support and train our workforce.

- Implemented an innovative mobile-friendly applicant tracking solution to simplify the application process, improve the candidate experience, and increase candidate flow.

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.

- Created a Points of Pride document highlighting accomplishments from the 2017-18 school year and distributed it to all Auburn-Washburn patrons in the Summer School News.
 - Attachment F – Points of Pride 2017-18
- Used the services of a valid, external source to conduct a Community Feedback Survey to determine current views on the district's performance, Strategic Plan 2021, and other topics of interest. The school district is extremely pleased with the survey results but will thoroughly review them to seek opportunities to improve.
 - Attachment G – Community Feedback Survey Executive Summary
- Facilitated two online surveys to seek the method/format and frequency of district information delivered to employees, parents, and patrons.

Effective Resource Management

To implement efficient financial, operational, and energy conservation procedures and practices that align with and support our educational program for students and staff.

- Modified the five-year wellbeing plan that will be phased in to promote employee wellbeing and awareness as well as mitigate increases to health insurance costs.
- Locked health insurance rates for Plan Year 2019 at a 9% increase from the previous year.
- The Board of Education approved the 2018-19 budget by decreasing the mill levy rate 1.103 mills. The mill rate decreased from 51.166 mills in 2017-18 to 50.063 mills in 2018-19.
- Partnered with a local company that sent a "Green Team" to the Outdoor Environmental Education Area and completed \$5,000 worth of time and equipment cleaning and grooming wildlife areas.
- Negotiated an advertisement agreement with a local business for \$200,000 worth of upgrades at WRHS (state-of-the-art football scoreboard, two video boards for the gymnasium, and a digital kiosk for the WRHS Hall of Fame).
- Negotiated an advertisement agreement with a local business for \$10,000 worth of upgrades at WRHS (junior varsity scoreboard).
- Awarded a \$10,000 grant from a local business to expand early childhood program from part-time to full-time at Indian Hills Elementary School.

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.

- After meeting with each principal, reviewing school maps, and projecting enrollment trends for the next ten years, created a long-range Facilities and Student Enrollment document that will be updated and shared with the Board of Education annually. The purpose of the document is to help determine when new construction will be needed to accommodate student growth.
- Transferred approximately \$800,000 in maintenance and operations salaries out of the Capital Outlay fund to the General Fund. Those funds were used to replace the HVAC system at Indian Hills Elementary which was a high cost project at the top of our Capital Outlay priority list.

Kansas Vision for Education

Kansas leads the world in the success of each student.

Auburn-Washburn's approach to Strategic Plan 2021 was to build it based on our school community's feedback and to align it with the direction and guidance provided by the State Board of Education and the Kansas State Department of Education. Moving into the 2018-19 school year, Strategic Plan 2021 is aligned and we are integrating the state's requirements and expectations into our plan.

- Attachment H – Kansas Vision for Education

Auburn-Washburn English Language Arts and Math State Assessment Data: 2016 - 2021

Strategic Plan 2021 Goal: To become a Level 3 College and Career Ready school district in grades 3 - 8 in English Language Arts and Mathematics on the Kansas State Assessment by 2021.

	16-17	17-18	18-19	19-20	20-21
Grade 3 ELA	AW 304	AW 298			
<i>Level 3 - 300+</i>	KS 295	KS 293			
Grade 4 ELA	AW 307	AW 308			
<i>Level 3 - 300+</i>	KS 300	KS 298			
Grade 5 ELA	AW 303	AW 300			
<i>Level 3 - 300+</i>	KS 295	KS 295			
Grade 6 ELA	AW 300	AW 303			
<i>Level 3 - 300+</i>	KS 292	KS 290			
Grade 7 ELA	AW 299	AW 295			
<i>Level 3 - 300+</i>	KS 287	KS 287			
Grade 8 ELA	AW 294	AW 290			
<i>Level 3 - 300+</i>	KS 282	KS 282			
Grade 10 ELA	AW 288	AW 293			
<i>Level 3 - 300+</i>	KS 284	KS 282			
Grade 3 Math	AW 310	AW 304			
<i>Level 3 - 300+</i>	KS 302	KS 302			
Grade 4 Math	AW 298	AW 298			
<i>Level 3 - 300+</i>	KS 291	KS 289			
Grade 5 Math	AW 294	AW 291			
<i>Level 3 - 300+</i>	KS 288	KS 287			
Grade 6 Math	AW 290	AW 294			
<i>Level 3 - 300+</i>	KS 287	KS 287			
Grade 7 Math	AW 291	AW 292			
<i>Level 3 - 300+</i>	KS 284	KS 284			
Grade 8 Math	AW 284	AW 284			
<i>Level 3 - 300+</i>	KS 280	KS 280			
Grade 10 Math	AW 281	AW 288			
<i>Level 3 - 300+</i>	KS 281	KS 279			

Washburn Rural Middle School Strategic Plan Assessment Data: 2016 - 21

District Interim Assessment: 2016 - 21										
	Year 1		Year 2		Year 3		Year 4		Year 5	
	Ave Annual		Ave Annual		Ave Annual		Ave Annual		Ave Annual	
Grade 7 ELA	55.8% - L2		56.4% - L3							
Grade 8 ELA	63.4% - L2		63.8% - L2							

	Ave Annual		Ave Annual		Ave Annual		Ave Annual		Ave Annual	
Grade 7 Math	55.4% - L2		57.5% - L2							
Grade 8 Math	50.3% - L2		53.4% - L2							

STAR Assessment National Norms Data: 2016 - 21										
	Year 1		Year 2		Year 3		Year 4		Year 5	
	BOY 16	EOY 17	BOY 17	EOY 18	BOY 18	EOY 19	BOY 19	EOY 20	BOY 20	EOY 21
Grade 7 Reading										
Above Benchmark	72%	68%	60%	64%						
On Watch	14%	15%	18%	15%						
Intervention	10%	14%	12%	12%						
Urgent Intervention	4%	4%	9%	9%						

Grade 8 Reading	BOY 16	EOY 17	BOY 17	EOY 18	BOY 18	EOY 19	BOY 19	EOY 20	BOY 20	EOY 21
Above Benchmark	68%	70%	67%	60%						
On Watch	14%	15%	17%	18%						
Intervention	12%	12%	10%	13%						
Urgent Intervention	4%	5%	6%	9%						

Grade 7 Math	BOY 16	EOY 17	BOY 17	EOY 18	BOY 18	EOY 19	BOY 19	EOY 20	BOY 20	EOY 21
Above Benchmark	76%	74%	66%	67%						
On Watch	11%	11%	13%	12%						
Intervention	9%	9%	13%	15%						
Urgent Intervention	4%	6%	8%	5%						

Grade 8 Math	BOY 16	EOY 17	BOY 17	EOY 18	BOY 18	EOY 19	BOY 19	EOY 20	BOY 20	EOY 21
Above Benchmark	74%	79%	75%	73%						
On Watch	10%	7%	12%	12%						
Intervention	11%	8%	9%	10%						
Urgent Intervention	6%	7%	5%	5%						

Washburn Rural High School Strategic Plan Assessment Data: 2016 - 21

ACT Subset and Composite Data

2016 - 23.3	2017 - 23.7	2018	2019	2020
All 4 - 40%	All 4 - 42%			

Percent of Students Graduating College and Career Ready

- A. Earning 12 college hours through concurrent enrollment course completion, or
 B. Successful completion of AP and/or IB courses equivalent to 12 college hours, (171) or
 C. Earning a Career and Technical Education credential, (34) or
 D. Military Service - successful matriculation from basic training to active duty (12).

Graduating class of 2017: 177 of 424 graduates met one of these requirements, or 42%.

Graduating class of 2018: 217 of 412 graduates met one of these requirements, or 53%.

5-Year Post-Secondary Data on KSDE Website

District	5-Year Graduation Rate	5-Year Success Rate	5-Year Effectiveness Rate	* Predicted Effectiveness Rate
Auburn-Washburn	91	58	53	48.7 - 51.7
State Average	85	52	44	

***Predicted Effectiveness Rate** is a calculation based on poverty, student mobility, chronic absenteeism, and expulsion/suspension rates.

District Interim Assessment Data: 2016 - 2021

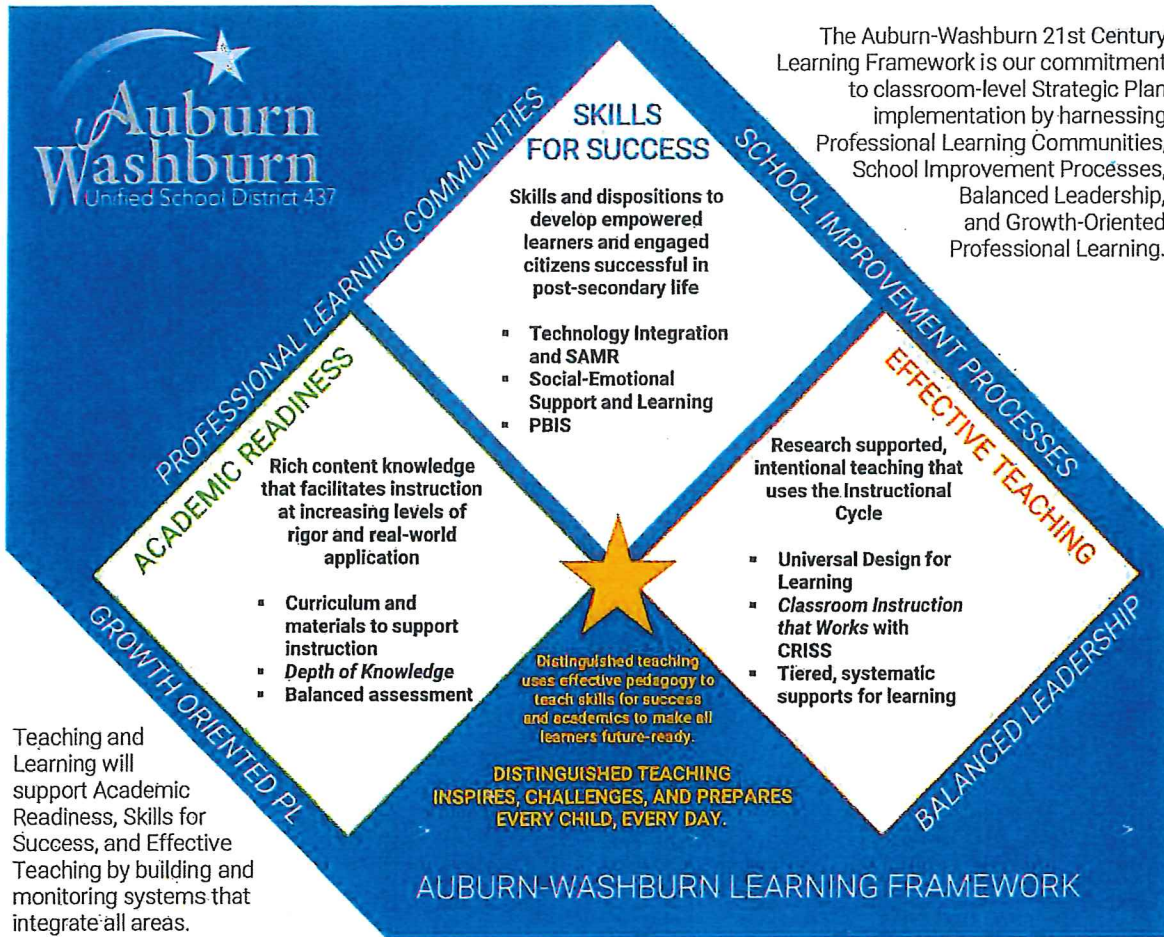
	Year 1	Year 2	Year 3	Year 4
	Ave Annual	Ave Annual	Ave Annual	Ave Annual
Grade 9 ELA	50.9% - L2	55.5% - L3		
Grade 10 ELA	61.1% - L2	63.7% - L2		
Grade 11 ELA	41.2% - L3	41.8% - L3		
Grade 9 Math	50.9% - L2	54.2% - L2		
Grade 10 Math	37.8% - L1	45% - L2		
Grade 11 Math	56.1% - L2	55.7% - L2		

Star Assessment National Norm Data: 2016 - 21

Grade 9 Reading	Year 1	Year 2	Year 3	Year 4
Above Benchmark	65%	63%		
On Watch	17%	15%		
Intervention	10%	12%		
Urgent Intervention	8%	9%		

Grade 9 Math	Year 1	Year 2	Year 3	Year 4
Above Benchmark	84%	79%		
On Watch	9%	11%		
Intervention	4%	5%		
Urgent Intervention	3%	5%		

Attachment E



The Auburn-Washburn 21st Century Learning Framework is our commitment to classroom-level Strategic Plan implementation by harnessing Professional Learning Communities, School Improvement Processes, Balanced Leadership, and Growth-Oriented Professional Learning.

Teaching and Learning will support Academic Readiness, Skills for Success, and Effective Teaching by building and monitoring systems that integrate all areas.

POINTS of Pride

Auburn Washburn Unified School District 437

WRHS Debate and Forensics Ranked 7th Nationally

The WRHS Debate and Forensics squads won nearly 500 team and individual awards this year. The National Speech and Debate Association has our squad ranked 7th nationally based on the number of competitors combined with individual and team successes.



Horizon Award Recipient



Avery Ozier, a Pauline Central Primary third grade teacher, was named **Kansas Horizon Award Winner**.

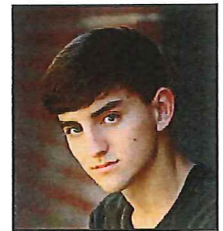
Regional Gold Medal Art Awards

The following four students won Regional Gold Medals in the Scholastics Art Competition: Amelia Fager, Alexis Rawlings, Jordan McCool, Ben Tilghman.



National Merit Commended Scholars

Our students represented extremely well in the nation academically by having six students named National Merit Commended Scholars. Congratulations to Kim Jalosjo, Jacob McNamee, Michael Navarro, Kathryn Rasmussen, Kade Schoenfeldt, and Amanda Winter.



6A State Champions

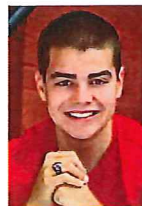
Congratulations to our students who were crowned state champions! This year's 6A State Champions were: Grace Kessler, Jimmin Park, Raina Peter, and Haroon Khan for 4-Speaker Debate; Darcy Beckler, Ady Crough, Abby Glenn, Megan Lucas, Anna Parrish, and



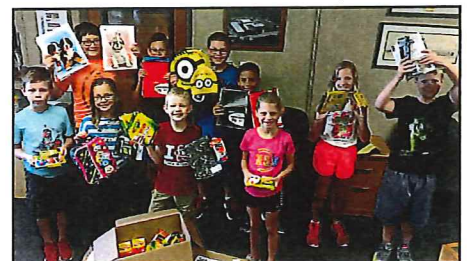
Kathryn Rasmussen for Girls Golf; 106-pound wrestler Bishop Murray, 132-pound wrestler Gunnar Murray, and 195-pound wrestler Gavin Carter; Tarrin Fisher for 100m breaststroke and 200 IM; Parker Beal for Individual Boys Golf; Blake Massey for Individual Boys Bowling; and Zach Chandler for Boys Pole Vault.

US Air Force Academy

Five years ago WRHS established an Air Force Junior ROTC program, and for the first time in our program's history, one of our students received appointment letters from all three Department of Defense Military Academies. Congratulations to Cole Resnik on his appointment to the Class of 2022 at the United States Air Force Academy.



Students Giving Back. Auburn-Washburn students understand the importance and value of giving back. Students in all schools participated in a school supply drive to help school-age students in the greater Houston area rebound from Hurricane Harvey.





At-A-Glance ²⁰¹⁷⁻¹⁸

Strategic Plan 2021: Year 2 - Inspiring, Challenging, and Preparing Every Child, Every Day

Student Goals

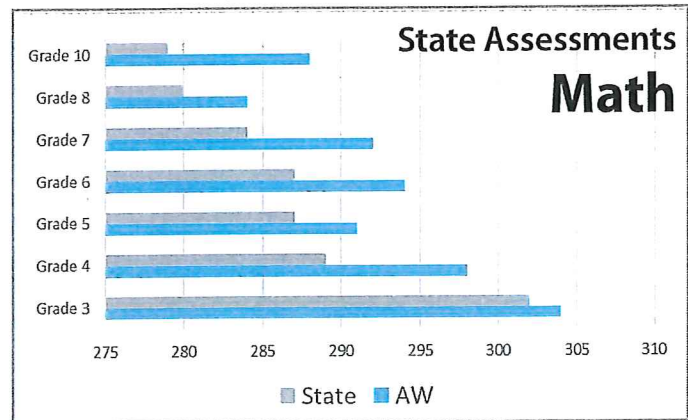
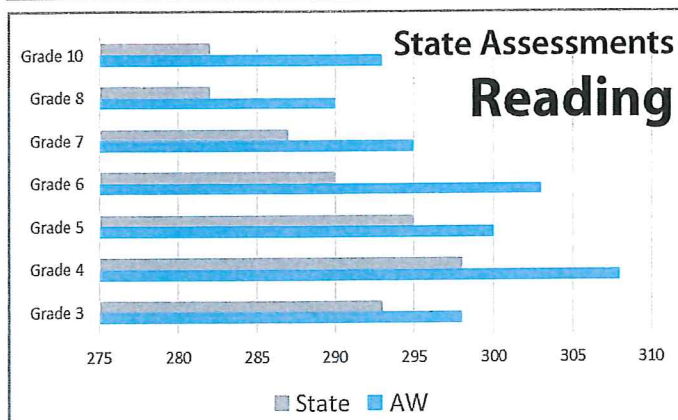
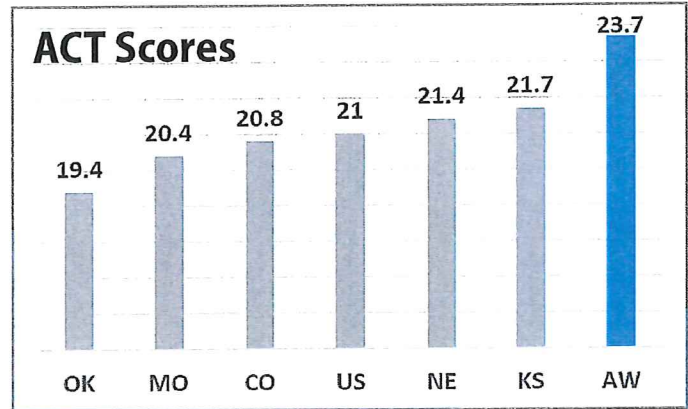
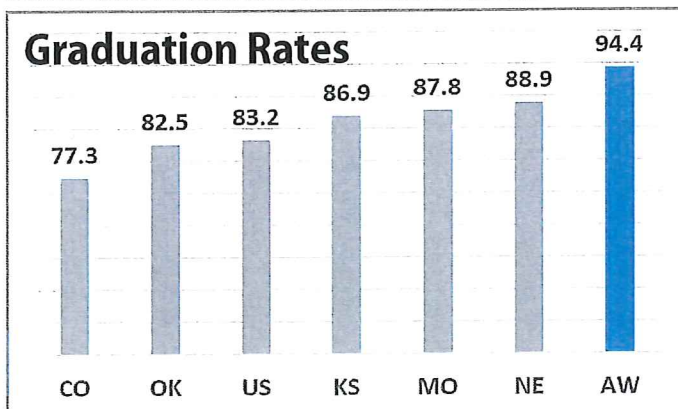
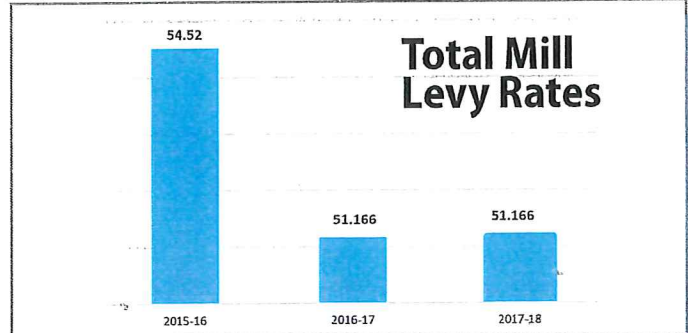
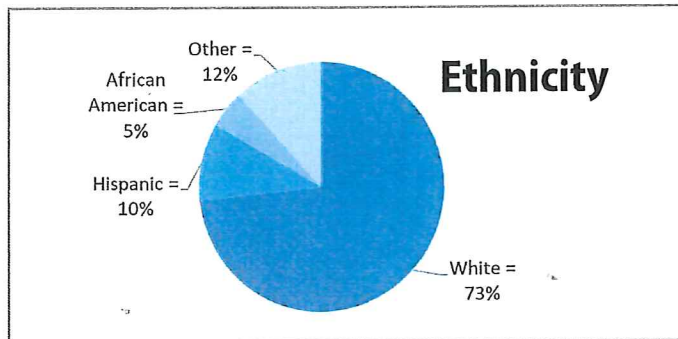
- Goal 1 – To improve the academic performance of each student.
- Goal 2 – To develop skills for success with each student.

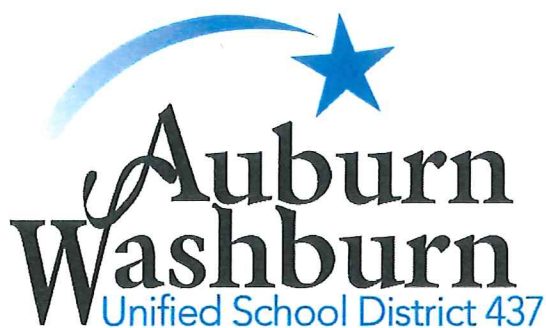
District Priorities that Support Student Goals

- Outstanding Staff
- Community Engagement
- Effective Resource Management
- Safe, Well-Maintained and Current Facilities

By the Numbers

- Enrollment increased to 6,324 students
- Attendance rate is 95.7%
- 90% of graduates reported pursuing post-secondary education
- 113 WRHS students (27%) graduated with cumulative, weighted, GPAs of 4.0 or higher
- 205 students (50%) graduated with 12 or more hours of college credit or a Career Technical Education (CTE) credential





Inspiring, Challenging, and Preparing Every Child, Every Day

Community Feedback Survey
EXECUTIVE SUMMARY
 January 2018

Executive Summary

The Auburn-Washburn School District used the services of a valid, external source to conduct a Community Feedback Survey to determine current views on the district's performance, Strategic Plan 2021, and other topics of interest. From mid-December 2017 through early January 2018, a statistically reliable telephone survey was held with 400 randomly selected heads of household living in the Auburn-Washburn School District. The school district is extremely pleased with the survey results overall but will thoroughly review them to seek opportunities to improve.

Respondents were asked to give a letter grade of A, B, C, D, or F on the 15 factors listed below in the table. Using a 5-point weighted scale rating, factors that scored 3.80 or higher are the statistical equivalent of a "B" (or better).

Factor	5-point scale rating
Quality of school facilities	4.67
The quality of technology available to students	4.52
Quality of education overall	4.48
Performance of district teachers	4.43
Preparation of students for college, vocational or career training, or employment	4.35
Performance of school principals	4.27
Safety of students in the district	4.19
Performance of the superintendent	4.19
The district's record on fulfilling promises	4.13
Efforts of the district to report its plans and progress to citizens	4.08
Class size, meaning the number of students in each classroom	4.05
Performance of the Auburn-Washburn Board of Education	4.05
The district's responsiveness to citizen concerns	3.98
Value received for the tax dollars spent	3.97
Efforts of the district to involve citizens in decision-making	3.67
Overall Grade	4.22

KANSAS VISION FOR EDUCATION

Kansas leads the world in the success of each student.



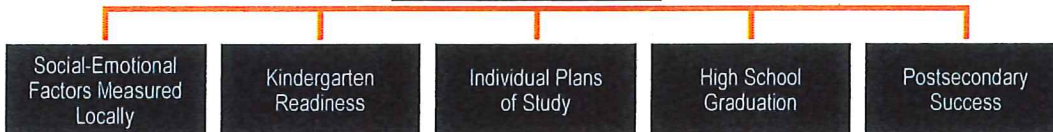
Successful High School Graduate

A successful Kansas high school graduate has the

- Academic preparation,
- Cognitive preparation,
- Technical skills,
- Employability skills and
- Civic engagement

to be successful in postsecondary education, in the attainment of an industry recognized certification, or in the workforce, without the need for remediation.

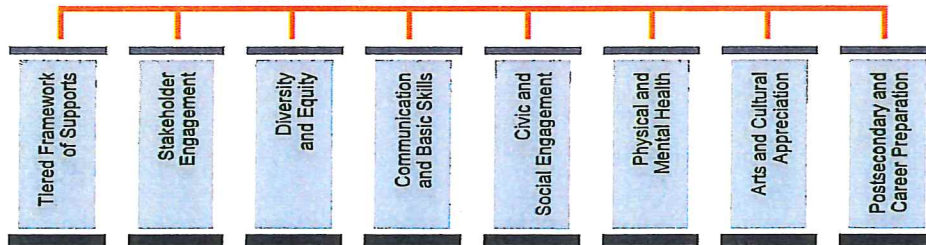
RESULTS



Evidence-Based Practices

RELATIONSHIPS	RELEVANCE	RESPONSIVE CULTURE	RIGOR
Staff	Curriculum	Leadership	Career and Technical Education
Students	Instruction	Early Childhood	Professional Learning
Families	Student Engagement	District Climate	Resources
Community	Technology	Nutrition and Wellness	Data

Foundational Structures



Compliance

Follows state and federal laws and regulations

