

# District AIMS, Goals, Strategies and Measures--2008-2009 Working Document



**Excellence in Academic, Social and Life-long Learning**

## 2008-2009 SPECIFIC STRATEGIES

1. Increase mathematics and science performance and WASL scores at all levels and in all buildings with improvement rates commensurate to 07-08 growth.
2. Increase STEM activities (Science, Math and Technology) activities across all buildings and levels.

## 2008-2009 Key Work Processes

- Continue secondary vertical team meetings to align and standardize vocabulary, lab procedures and math/science teaching strategies from 6-12 grades.
- Finalize elementary mathematics adoption using pilot feedback and the target of choosing a program with strong alignment with the new state math standards.

## ON-GOING GLOBAL MEASURES

1. State and local test results;
2. Number of AP courses and student AP participation as well as percentage of students scoring a 3 or above on AP exams;
3. Perception surveys regarding Camas academic performance.

### UNIQUE 08-09 MEASURES

1. Development of agendas and work products that result from secondary vertical team meetings.

**Open and Effective Communication**

1. Provide transparent, intentional, and frequent two-way communication to all employees, customers, and patrons related to budget development for the 09-10 school year.
2. Explore new tools to increase accessibility and visibility of communication from administration, school board, and teachers to our public.

- Freshen district website to include up-to-date budget information.
- Start a district-wide budget committee process that includes employee group leadership, staff, and community members.
- Post budget committee minutes on the website as well as Frequently Asked Questions related to the budget.
- Continue to utilize new communication tools including web site enhancements, a district BLOG, Key Communicator sessions and targeted list serves.
- Establish an evolving web page to document bond progress.
- Set up a live "web cam" to show bond progress.

1. Perception surveys;
2. Patron use of district web site;
3. Participation in district listserv communication tools.

### UNIQUE 08-09 MEASURES

1. Budget committee minutes and agendas posted on time;
2. Budget-related web link active by January 09.
3. Blog up and running successfully for two months.
4. Web site enhancements complete.

AIMS	2008-2009 SPECIFIC STRATEGIES	2008-2009 KEY WORK PROCESSES	ONGOING GLOBAL MEASURES
<b>Strong Community, Family &amp; Business Partnerships</b>	<ol style="list-style-type: none"> <li>1. Continue and further develop our partnerships with area high tech industries—particularly as it relates to math, science, and technology advice.</li> <li>2. Continue to nurture our ongoing planning and partnerships with the City of Camas.</li> </ol>	<ul style="list-style-type: none"> <li>• Seek frequent and planned participation with area businesses in support of new ventures like Science Olympiad and FIRST Robotics</li> <li>• Maintain active city/school committee and carry out its regular meeting schedule.</li> </ul>	<ol style="list-style-type: none"> <li>1. Percentage of bond and levy support.</li> <li>2. Perception surveys that target businesses and their support and awareness of partnership projects or opportunities with the schools</li> </ol> <p style="text-align: center;"><b><u>UNIQUE 08-09 MEASURES</u></b></p> <ol style="list-style-type: none"> <li>1. Meeting and workshop agendas collected for joint city/school sessions.</li> <li>2. Documented new partnerships formed during this period.</li> </ol>
<b>Safe and Healthy Schools</b>	<ol style="list-style-type: none"> <li>1. Continue our focus to decrease incidents of bullying at all levels.</li> <li>2. Improve safety at all schools—with a particular focus on safety procedures, gang awareness and drug and alcohol intervention and training.</li> </ol>	<ul style="list-style-type: none"> <li>• Continue anti-bullying and drug and alcohol training activities for the 08-09 school year.</li> <li>• Conduct table top safety drills with the City of Camas.</li> <li>• Increase district to building and district to city safety drills</li> </ul>	<ol style="list-style-type: none"> <li>1. Perception survey questions focusing on health and safety;</li> </ol> <p style="text-align: center;"><b><u>UNIQUE 08-09 MEASURES</u></b></p> <ol style="list-style-type: none"> <li>1. Completion of one to two table top safety drills with Camas P.D. &amp; city;</li> <li>2. Completion of at least one safety drill simulation involving the district office and two of our school buildings;</li> <li>3. Collection of building staff development agendas with a focus on gang awareness, safety drills or anti bullying awareness.</li> </ol>

AIMS	2008-2009 SPECIFIC STRATEGIES	2008-2009 KEY WORK PROCESSES	ONGOING GLOBAL MEASURES
<b>OUTSTANDING TEACHERS AND STAFF</b>	1. Maintain highly qualified staffing levels and certification in the face of possible staff reductions.	<ul style="list-style-type: none"> <li>• Develop strategies to mentor and promote for key staff positions from within.</li> <li>• Continue to provide district support for National Board Certification.</li> <li>• Start recruiting and training programs for anticipated retirements/cuts as soon as possible.</li> <li>• Create a more robust staff recruiting program for “hard to fill” positions.</li> <li>• Increase technology training options.</li> <li>• Provide more leadership training opportunities for existing and prospective administrators or teacher leaders.</li> </ul>	1. Perception surveys targeted to staff members about overall satisfaction. 2. An increase in the number of staff who meet the federal HQT standards; 3. Percept survey questions for staff related to quality and needs in the district.
	2. Consciously work to maintain a “Camas Family” feel of information and inclusion during unsettled budget times.	<ul style="list-style-type: none"> <li>• Post minutes and recaps of important meetings on the district web site.</li> <li>• Utilize Nerland’s Notes and “The Buzz” to keep staff informed and to alleviate rumors or misinformation.</li> <li>• Promptly and courteously respond to staff questions and issues.</li> </ul>	<b><u>UNIQUE 08-09 MEASURES</u></b>  1. Increase in the number of teachers receiving NBPTS certification. 2. Numbers of teachers receiving recognition or awards from outside the district; 3. Report on number of new staff recognition ideas implemented in the 08-09 school year.
	3. Seek multiple ways to acknowledge outstanding staff.	<ul style="list-style-type: none"> <li>• Implement new formal and informal techniques for staff recognition including Atta Boy letters, specific public recognition from the superintendent, Knock Your Socks Off awards and others.</li> </ul>	4. Cumulative staff training hours by building.

AIMS	2008-2009 SPECIFIC STRATEGIES	2008-2009 KEY WORK PROCESSES	ONGOING GLOBAL MEASURES
<b>QUALITY FACILITIES AND RESOURCES</b>	1. Improve organizational efficiency related to budget, purchasing and planning.	<ul style="list-style-type: none"> <li>• Provide frequent reporting about project completion; budget spend down and noteworthy construction-related events.</li> <li>• Implement strategies that will reduce NERC expenditures and costs.</li> <li>• Increase the preventative maintenance efforts of the district.</li> <li>• Complete a feasibility study of centralized purchasing options</li> </ul>	<ol style="list-style-type: none"> <li>1. Perception surveys including awareness of long-term planning efforts</li> <li>2. Number of bonds and levies successfully passed;</li> <li>3. Increase in the square footage available for student housing at each grade and building;</li> <li>4. Increase in the percentage of the CSD budget specifically allocated to classroom learning activities.</li> </ol>
	2. Enhance technology hardware, software, support, training and instructional impact.	<ul style="list-style-type: none"> <li>• Establish a system to monitor the number and use of new technology carts being deployed this fall.</li> <li>• Complete a staff "self-report" survey to address confidence and competence with technology. This should address levels "1,2,3" proficiency.</li> <li>• Kick off the year with a technology mini conference focused on technology.</li> </ul>	<p style="text-align: center;"><b><u>UNIQUE 08-09 MEASURES</u></b></p> <ol style="list-style-type: none"> <li>1. Creation of a balanced budget for the 09 and 10 school years.</li> <li>2. Completion of staff "self-report" technology survey.</li> <li>3. Development of the necessary data collection processes to implement the Energy Star program</li> <li>4. Completion of a beginning of the year technology conference.</li> <li>5. Report to the board about centralized purchasing options.</li> <li>6. Summary of preventative maintenance efforts.</li> <li>7. Reductions in energy usage.</li> </ol>
	3. Reduce energy costs and increase energy efficiency	<ul style="list-style-type: none"> <li>• Implement the "Energy Star" program across the district.</li> </ul>	