

Stanwood-Camano School District
Collective Commitment/Strategic Plan
Draft June 1, 2021



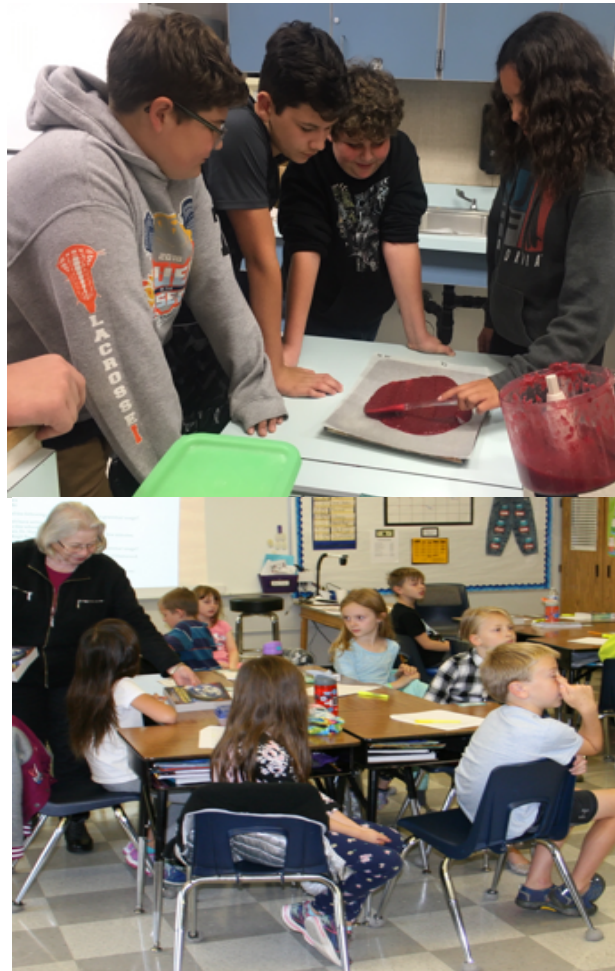
26920 Pioneer Hwy
Stanwood, WA 98292
(360) 629-1200

<http://www.stanwood.wednet.edu/>

The Stanwood-Camano Collective Commitment

We, as a community of students, parents, community members at large, and school district educators make a collective commitment to all of Stanwood-Camano's children. They will be culturally aware and celebrate diversity and inclusion. All students from all backgrounds will be supported and their student voice will be heard. We will empower our children to learn who they are and celebrate their uniqueness within the community and the world. We will teach our children to persevere through challenging circumstances to achieve fulfilling, productive lives.

We collectively commit that all children will be safe, cared for, respected and celebrated. They will graduate from school ready for further education, careers, and a successful future. Our children will reflect community values including work ethic, persistence, integrity, equity, fiscal responsibility, creativity, problem solving abilities, and a desire to give back to their community. Our children will be prepared for a variety of educational and career options with the ability to create and use new knowledge in a world that does not yet exist.



Our Community Believes:

- Children are at the center of all we do in our schools and community
- We care for all children
- Learning and education are lifelong and essential to a high quality of life
- Honoring tradition, encouraging volunteerism and caring for others builds community
- Teaching children to do their best involves role modeling, self-reflection, confidence, and endurance
- We accomplish more when we work together
- All children need to feel/be safe emotionally, socially and physically regardless of cultural background, ability
- Diversity in all its forms (e.g. race, culture, ethnicity, gender, sexual orientation, ability, religion) should be celebrated and valued

Our students will be proud of their community and...

- Become competent readers, writers, scientists and mathematicians who are prepared for career, college and citizenship
- Be environmentally engaged
- Use technology and information skillfully
- Develop into leaders, collaborators and team players
- Become dependable, responsible workers
- Maintain healthy and active lifestyles
- Act with respect and integrity
- Develop into civic-minded, contributing community members
- Demonstrate perseverance and creativity when faced with challenges
- Will feel connected and be involved because their voices are heard and our curriculum accurately represents the history and diversity of ALL Americans
- Have equitable supports for all students that focus on their individual needs and lived experiences

Collective Commitment Development

Development of the Collective Commitment to our children in the Stanwood-Camano School District was a yearlong process which involved school staff, community members, and a community survey. The commitment was developed in order to identify priorities in our school district, create cultural awareness, ensure equity, be the foundation of our Strategic Plan and be the filter through which district decisions are made.

District Mission Statement

The mission of Stanwood-Camano School District is to provide students with high-quality educational opportunities that promote excellence and lifelong learning.

Our Vision

One community dedicated to the success of each student

Our Theory of Action

Every student accomplishes higher levels of achievement and success when we, as a system, have a common vision and work in a collaborative culture to continuously improve our leadership and instructional practice.

Stanwood-Camano Strategic Plan

Target 1

Equity

Action Plans:

- Actively reach out to engage and provide support and ensure opportunities for all of our students by removing barriers for those furthest from educational justice.
- Build and engage personal connections, ensuring a safe and welcoming environment for all of our students.
- Establish and support school based equity teams focused on racial, social, and educational justice.
- Provide training for staff to facilitate classroom environments that support and include all students - LGBTQ+, racially diverse, and nontraditional learners.
- Encourage, support and facilitate difficult conversations about things such as race, equity and diversity.
- Educate and celebrate cultural diversity and historical background through visual representations, assemblies, festivals, and cultural celebrations.
- Recognize student voice by providing a platform and environment where all of our students feel safe and comfortable being heard.
- Provide a platform for community voices to be heard by implementing and supporting community forums, quarterly open houses, board coffee hours, and other activities that build relationships between our district and community.
- Establish equity groups at All of our schools.
- Create a district-wide equity policy and statement.
- Educate and engage all parents and community members about diversity, equity and LGBTQ issues.
- Provide mentoring, advocacy, and family liaisons for our students by intentionally reaching out to those most in need and their families.
- Incorporate, facilitate and support youth volunteer programs.
- Intentionally reach out to students of color regarding college pathways, career choices, technical training, and other postsecondary opportunities in order to provide support and assistance in the process of reaching their individual and personal goals.
- Actively maintain a collaborative and forward moving environment to continually make improvements.

Target 2

Strong Instructional Core

Increase every child's achievement and learning through improvement of the instructional core with a lens on equity.

Action Plans:

- Ensure equity across content, instructional methods, and instructional delivery that is relevant for all learners and optimizes student voice and choice.
- Develop a plan for return to in-person learning focused on intervening in learning loss for students.
- Implement Social Emotional Learning into and alongside academics (i.e PAX, Character Strong).
- Develop systems for coherent instructional delivery in a variety of learning models including continuous learning 2.0, hybrid and in-person learning (new traditional).
- Identify and eliminate barriers to learning caused by systemic racism.
- Provide on-going support for curriculum, alignment of standards and instructional strategies (i.e. curriculum adoptions, learning walks), with emphasis on distance learning.
- Identify and Implement K-12 Assessments (i.e. dyslexia screening, MAP).
- Develop multi-tiered intervention for Math.
- Align District and School Improvement Plans to the Washington School Improvement Framework.
- Continue integrating technology in learning including digital citizenship.
- Provide professional development in inclusionary practices for special populations (i.e. Blue Water Consulting, University of Washington).

Target 3

Safety supports student learning

Establish and refine coordinated district systems to support social, emotional, and physical safety.

Action Plans:

- Continue with a District Safety Committee to develop a comprehensive District Safety Plan (i.e. Safe Schools Alert App, RAVE, PPE).
- Implement comprehensive safety plans including necessary supplies and training for foreseeable emergency situations in all schools.
- Continue implementation of social-emotional support and training for students and staff across the district (i.e. Character Strong)
- Create and implement safety protocols for instructional delivery including continuous learning 2.0, hybrid and traditional models (i.e. ACT, Right Response)

Target 4

Alignment of resources to support student learning

Maintain and provide strong structures and resources to support student learning. This includes responsible fiscal management, transportation, food services, maintenance and operations, facilities management, construction, and human resources.

Action Plans:

- Ensure equity throughout the district's systems and departments.
- Ensure fiscal stability for overall district operations by maximizing state, federal, and local dollars.
- Maintain leadership and appropriate structures in the following areas:
 - Transportation
 - Food Services
 - Facilities Management (short and long term planning)
 - Human Resources
 - Technology
 - Safety
 - Teaching and Learning
-
- Dedicate resources for social/emotional and mental health support.

Target 5

Family/Community Engagement

Model and maintain a collaborative culture of common vision in which mutual trust, respect, understanding and effective communication exists between students, staff, parents and community. This culture actively engages all stakeholders in the process of supporting educational success for all our children.

Action Plans:

- Ensure equity in all family and community engagement work.
- Connect/involve guardians/families in the educational process.
- Support a parent liaison for parents where English is not their first language.
- Establish family engagement and communication in order to support varied instructional delivery models.
- Develop parent education programs (digital citizenship, community based learning, social/emotional learning strategies, Safe Schools Alert app, online resource links, videos, legal regulations).
- Create a social media presence.
- Ensure that school district facilities and buildings are accessible.
- Create and maintain a welcoming atmosphere in schools including volunteers, families, and community members.
- Increase community partnerships.

Outcomes:

- Ensure equity in all district work and systems as measured by parent, student and staff surveys.
- Develop School Improvement Plans and District Improvement Plan to improve student learning including social emotional learning as evidenced by board approved documents.
- Develop systems for coherent instructional delivery in distance, hybrid, and in-person models as outlined in building and district improvement plans.
- Make progress toward all Washington State Improvement Framework goals as demonstrated by the Smarter Balanced Assessment and Measures of Academic Achievement data.
- Develop comprehensive safety plans in all schools and departments which will address physical, social and emotional safety of students and staff as outlined by the documents and demonstrated in practice.
- Comply with all legal requirements and remain fiscally stable as evidenced by district monthly budget reports and annual audits.
- Hire, retain, and develop high quality personnel to support district programs and departments as evidenced by personnel practices and records.
- Maintain ongoing communication and engagement with students, staff, parents and the community as evidenced by district communications.

**Red font indicates goals to be completed during the 2020-21 school year.*

Nondiscrimination Statement

The Stanwood-Camano School District does not discriminate in employment, programs, or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding compliance and/or grievance procedures may be directed to the District's Title IX/Affirmative Action Officer and Civil Rights Compliance Coordinator, Maurene Stanton (mstanton@stanwood.wednet.edu), or the Section 504/American Disabilities Act Coordinator, Robert Hascall (rhascall@stanwood.wednet.edu), Stanwood-Camano School District, 26920 Pioneer Hwy, Stanwood, WA 98292. Telephone: (360) 629-1200.

El Distrito Escolar de Stanwood-Camano School District no discrimina en sus programas o actividades por motivos de sexo, raza, credo, religión, color, origen nacional, edad, condición de veterano de guerra o grado militar, orientación sexual, expresión de género o identidad, discapacidad o uso de perro guía entrenado o animal de servicio, y ofrece igualdad de acceso a los Boy Scouts y a otros grupos de jóvenes especificados. El empleado mencionado a continuación ha sido designado para atender consultas y quejas de supuesta discriminación: Título IX / Oficial de Acción Afirmativa y Coordinador de Cumplimiento de Derechos Civiles, Maurene Stanton (mstanton@stanwood.wednet.edu), o la Sección 504 / Coordinador de la Ley de Discapacidades Estadounidenses, Robert Hascall (rhascall@stanwood.wednet.edu), Distrito Escolar Stanwood-Camano, 26920 Pioneer Hwy, Stanwood, WA 98292. Teléfono: (360) 629- 1200.