

Richland Ready

A Strategic Plan for the Richland School District



All artwork featured in the Strategic Plan was created by Richland School District students.



Each student in Richland School District is different, with unique talents and abilities. Yet each should possess and demonstrate, in their own way, the essential qualities that will help them succeed in the classroom and life. They need to be engaged and empowered learners, effective communicators, creative and critical thinkers, resilient individuals and compassionate citizens. When our students show these qualities, we know they are ready for their future, whether in our community or elsewhere in our nation or world. This is what we call being Richland Ready. A Richland Ready student is prepared for the opportunities they want to pursue. A Richland Ready student has worked toward goals through their own unique talents and abilities paired with the skills they learn along the way. A Richland Ready student understands they are an important part of the whole.

So what does a student ready for their future look like? How can our families be confident their children will be Richland Ready? How can our community know that we are supporting student success and responsibly using the resources it provides?

That is where our Richland Readiness Indicators come in. These Priorities of Well-Being, Academic Success, Safety, Community Engagement and Accountability create the ideal conditions where students can learn, grow, explore, connect and, ultimately, succeed. Each Priority has Focus Areas, the initiatives that drive the work, and Progress Benchmarks, the metrics that will show our progress.

By centering each student's success and surrounding them with our efforts to support them, they can be Richland Ready upon graduation. By showing how our schools will provide that support and demonstrating progress, our families and community can be confident in our children's futures.



Vision

We aspire to be a center of academic excellence that empowers graduates to be engaged and powerful learners, effective communicators, creative and critical thinkers, resilient individuals and compassionate citizens.

Mission

Richland School District will educate and develop students who learn from the past, listen in the present and lead our future; meet all students' individual needs; and cultivate knowledge, skills and abilities in order to maximize student potential so they meet their goals.

Core Values

- Students learn best when they know we believe in their success.
- Students learn best with high-quality and effective instruction aligned with their goals.
- Students learn best through relationships built on compassion, empathy, and respect in a supportive learning environment.
- Students learn best when schools and staff partner with families & communities.
- Students learn best when they feel safe and secure.



Portrait of a Richland Ready Graduate

Engaged & Empowered Learner

- Takes responsibility for their own learning
- Explores topics of personal interest
- Seeks to understand

Effective Communicator

- Communicates effectively through speaking, writing, listening, and sharing
- Communicates thoughtfully and with purpose in their unique voice and viewpoint
- Collaboratively communicates with others including those who have differing experiences, opinions and viewpoints

Creative & Critical Thinker

- Applies past learning to new subjects
- Determines solutions using thoughtful questions, solid evidence, and logical choices
- Develops connections between areas of learning

Resilient Individual

- Accepts and grows from failure
- Focuses on their future
- Cultivates healthy relationships that affirm self-worth and accountability

Compassionate Citizen

- Accepts responsibility for the consequences of their actions
- Understands the importance of empathy & compassion
- Contributes intentionally to each of their communities



Richland Readiness Priorities

The Richland Readiness Priorities frame the work that all Richland School District leaders, staff and partners undertake to support students. Each Priority is informed by our core values and is important yet each also is dependent on the work being conducted in the scope of the other Indicators. As with a family, school or community, the whole supports the success of every individual.

Within each Priority, Focus Areas outline the broad initiatives aimed at supporting student success. The Progress Benchmarks are the metrics we've set our sights on to assess these initiatives.



Well-Being

Students learn best when compassion, empathy and respect are central to relationships. Everyone faces barriers and struggles. What's important is how students use adversity to find themselves, become well-rounded and support each other. Schools must nurture welcoming environments, provide opportunities for students to build relationships and offer resources that support student mental health.

Students learn best when surrounded by supportive and supported staff. Guiding youth through a transformative part of their life is a rewarding and challenging role. Providing staff the tools and the support they need to be there for students is critical.



Progress Benchmarks

- ✓ Percentage of staff feeling supported and satisfied as an employee.
- ✓ Percentage of students that report a sense of belonging.
- ✓ Percentage of students avoiding chronic absenteeism.
- ✓ Percentage of students engaged in at least one extracurricular activity or sport.

➡ Coming Spring 2023:
RSD's Data Dashboard

Focus Areas

■ Mental Health Supports

Addition of mental health support staff at schools

Implementation of universal tele-therapy services for students

Continued offering of parent support opportunities

■ Nurturing Resource Networks

Leveraging of student support partners

■ Extracurricular Activities & Athletics

Expand opportunities for student participation in activities and athletics to promote belonging

Identify additional student activities that meet the needs of students

■ Staff Supports

Enhancement and promotion of staff support and mental health resources

Implementation of staff training focused on supporting social-emotional learning and addressing adverse student experiences

Academic Success

Students learn best when they know we believe in their success. Graduation is our goal for every student. It also is crucial that schools support and guide each student along their path so the student realizes their potential and determines their own future.

Students learn best with high-quality and effective instruction aligned with their goals. Providing a challenging and supportive academic environment to students from the moment they enter kindergarten all the way through high school prepares students for whatever they want to pursue.



Progress Benchmarks

- ✓ Increase student achievement on standardized assessments.
- ✓ Percent of K-3 student meeting district grade-specific literacy benchmarks.
- ✓ On-time graduation rates.
- ✓ Percent of students in a post-secondary education.
- ✓ Number of students participating in enrichment opportunities and arts.
- ✓ Number of students enrolled in advanced high school coursework.

➔ Coming Spring 2023:
RSD's Data Dashboard

Focus Areas

■ Inclusive Teaching & Classrooms

Ongoing implementation of instructional strategies & philosophies so teaching staff can support students of all abilities in their classrooms.

■ Academically Challenging Pathways

Promotion and enhancement of advanced course options at the high school level.

■ Enriching Experiences

Continued support to make high-quality performing, musical and visual arts learning available to all RSD students.

Enhancement of school-based Highly Capable opportunities and other enrichment options.

■ Academic Student Supports

Development and support of school-based learning interventions tutoring assistance.

Development of programs supporting English language learners.

Support of alternative learning experiences that meet the unique needs of students and families.

■ Career & Technical Education (CTE)

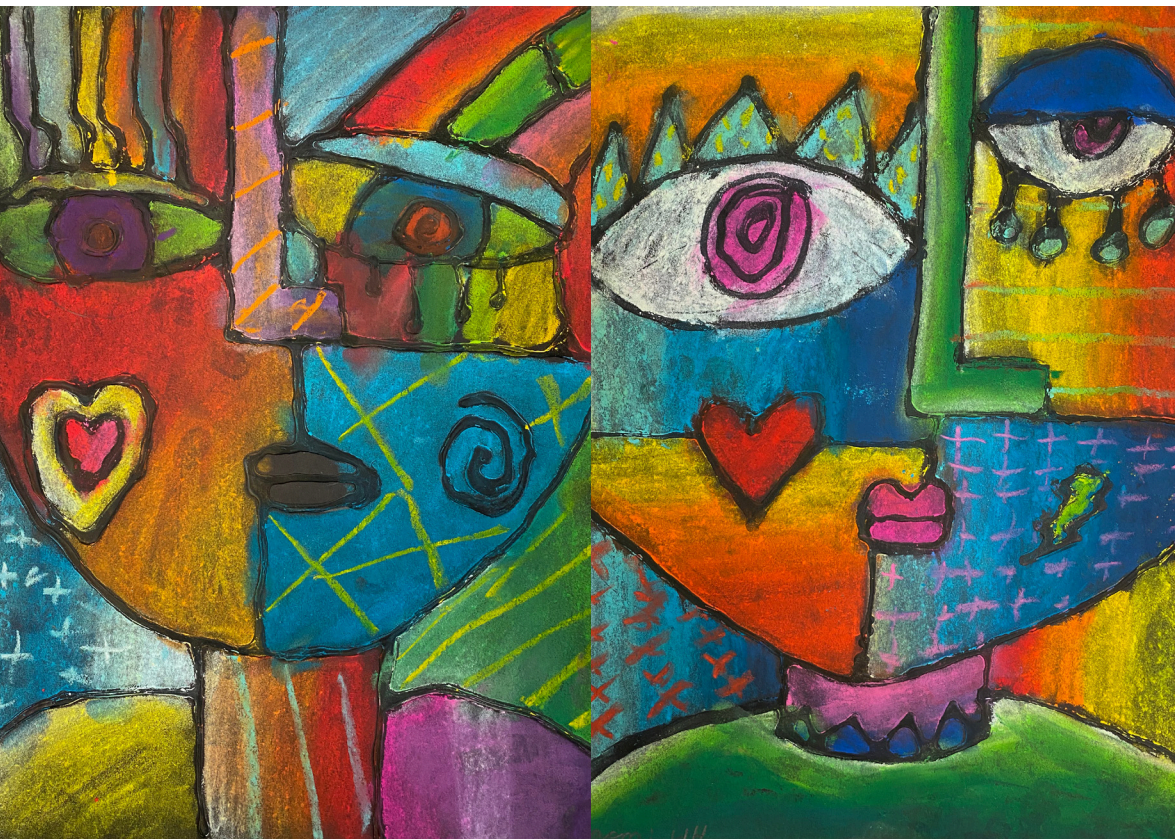
Development of enhanced and new CTE dual credit courses and pathways at middle and high schools.

■ Early Reading Instruction

Implementation of evidence-based & proven literacy practices to ensure students in grades K-3 develop a strong foundation in reading.

Safety

Students learn best when they are safe and secure. Our schools must prioritize the physical and emotional well-being of students and staff through collaboration, best practices, infrastructure and partnerships.



Progress Benchmarks

- ✓ Percentage of students/staff feeling safe and supported.
- ✓ Submitted and resolved safety maintenance reports.
- ✓ Audit and performance of digital safeguards and cybersecurity.
- ✓ Percentage of staff that complete annual safety trainings.

➔ Coming Spring 2023:
RSD's Data Dashboard

Focus Areas

■ Student & Staff Safety

Promote and encourage use of safety reporting channel among students and staff.

Assess student and staff impressions of safety through anonymous surveys.

■ School Security & Safety Best Practices and Training

Ongoing review and improvement in safety-first operations and staff training.

Implementation of school and district threat assessment processes and practices.

■ School Security Infrastructure

Ongoing assessment and improvement in school security infrastructure.

■ Safety Partnerships

Cultivating relationships with law enforcement and emergency response agencies to provide support to schools.

■ Digital Technology Safety

Providing students with digital citizenship instruction.

Provide rigorous digital safeguards & cybersecurity.

Community Engagement

Students learn best when schools, families & communities are partners. This requires strong connections, a mutual commitment to service and clear communication built on trust. Seek opportunities to partner with parents as important stakeholders in their child's education.



Progress Benchmarks

- ✓ Annual Engagement Survey assessing parent involvement in schools.
- ✓ Measure of business and nonprofit partnerships facilitating student opportunities and support.
- ✓ Annual Survey assessing district and school communication.

➔ Coming Spring 2023: RSD's Data Dashboard

Focus Areas

■ Communications

Ensure the whole community is informed of programs, initiatives, opportunities and progress.

■ Community Connections

Cultivate partnerships with local businesses, organizations and professionals that enrich and support learning and create opportunities for students within and outside schools.

■ Parent Partnerships

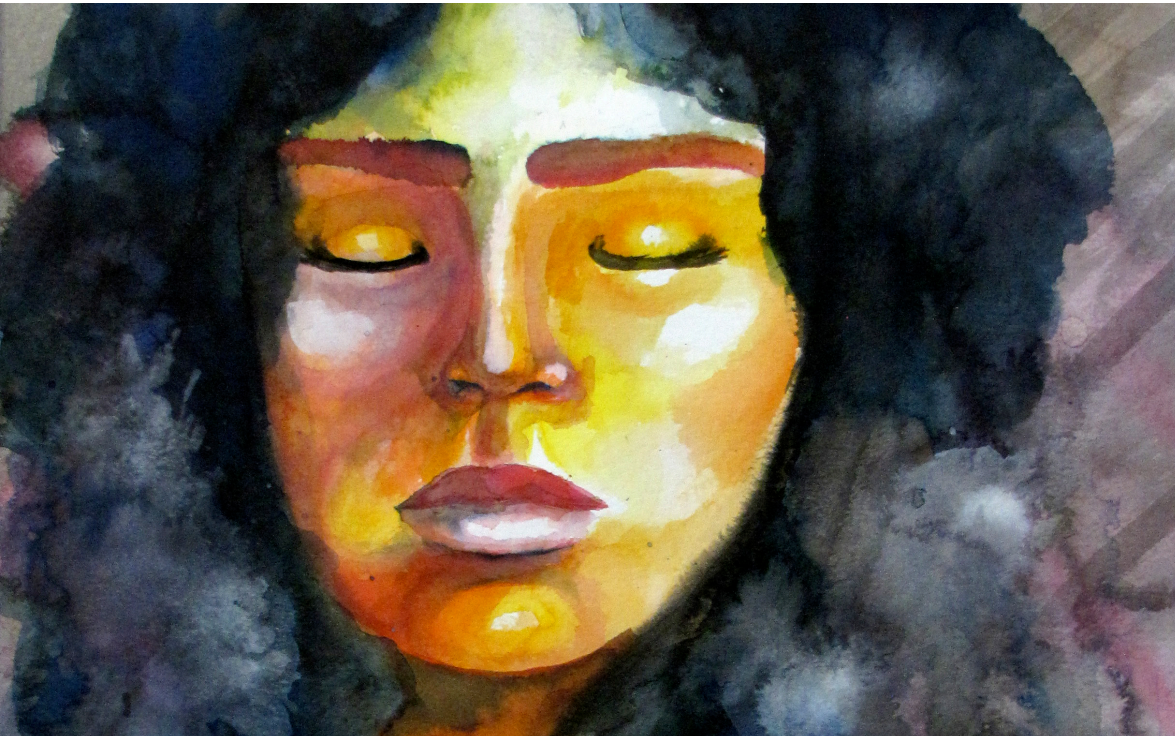
Schools partner with parents by creating, providing and communicating opportunities for involvement.

Parents partner with schools by volunteering and positively engaging with staff to help meet the needs of the students.

Accountability

Students learn best when resources are managed to meet their needs. We have an obligation to be transparent in the use of taxpayer dollars, responsibly maintain facilities, recruit and retain highly-qualified staff, and engage our community in how we use resources.

Students learn best when they know what is expected of them and they are held to high standards. By setting academic and behavioral expectations, our schools prepare students to work and collaborate with others.



Progress Benchmarks

- ✓ Audit and performance indicators.
- ✓ Community satisfaction surveys.
- ✓ On-time graduation rates.
- ✓ Employee satisfaction and retention.

➔ Coming Spring 2023:
RSD's Data Dashboard

Focus Areas

■ Student Outcomes

Monitoring of student academic progress and positive behaviors.

■ Performance Reporting

Dissemination of audits, evaluations and assessments of district programs and operations.

■ Fiscal Responsibility

Community-engaged budget process, tools and transparency

■ Staff Recruitment, Retention & Development

Develop new strategies to support and simplify hiring processes.

Identify and implement strategies to recruit highly-qualified employees.

Development and implementation of staff mentoring program.

Staff evaluation process aligned to best practices.

Staff satisfaction surveying.

■ Capital Facilities

Long-Range facilities plan & bond planning.

Growth Profiles

Each RSD school along with the district will formulate their own Growth Profile informed by the Richland Readiness Priorities and their associated Focus Areas and Progress Benchmarks.

These Growth Profiles will be reviewed annually with the ability to adapt and change as school and district leaders regularly assess progress and make adjustments to ensure that we are meeting student needs and preparing them for their futures.

Each Growth Profile will be available for families and community members to review and see how schools are supporting student success.

Richland School District Framework

District Strategic Plan Framework

SIP Goals & Workplan Outline (SWP Component 2)

Details SIP Strategies & Activities (SWP Component 3)

We are committed to educating and developing responsible citizens who learn from the past, listen to the present and lead our future.

Academic Success

Accountability

Well-Being

Safety

Community Engagement

Foundation of Family Partnerships

Growth Profile Steps

QSD Strategic Planning Guidance

Step One: Dive into Data (SWP Component 1)

Step Two: Complete Needs Assessment Summary (SWP Component 1)

2022-2023

★ Academic Success	★ Accountability	Well-Being	Safety	Community Engagement
Goal Descriptor:	Each student entering kindergarten will demonstrate social-emotional and academic readiness and meet or exceed grade-level standards in ELA and math by the end of third grade.			
Metrics:	WaKIDS, STAR, SBA, Unit Assessments, Formative Assessments			
Students will demonstrate social-emotional and academic readiness when entering kindergarten.	<div>★ Provide Pre-Kindergarten Camp for students and parents farthest from educational justice. 📄 An example item linked to multiple strategies</div> <div>★ Increase communication and outreach to all incoming families about early learning activities in English and Spanish (ex. READY! For Kinder, etc.) 📄 An example item linked to multiple strategies</div> <div>★ Provide center-based Kindergarten Open House with take-home materials for the summer. 📄 An example item linked to multiple strategies</div>			
Students will meet or exceed grade-level standards in ELA and math by the end of third grade.	<div>Provide yearly TK-3 Teacher PD in the Science of Reading foundational strategies and foundations of math and unpacking standards.</div> <div>Implement Guided Play in Grades TK-K and explore expansion to grades 1-2.</div> <div>Implement common strategies for engaging and collaborative learning.</div> <div>Provide differentiated classroom support in a strengths-based way.</div> <div>Prioritize resources to support TK-3 students.</div> <div>In PLCs, collaborate in Big Five Planning Meetings to integrate common strategies to provide students with authentic, strengths-based feedback on their learning.</div>			

Call To Action

Richland School District is a growing and complex organization, made up of students, families and schools with similar and unique needs. This complexity makes system-level change exciting as well as challenging. To be successful, it requires everyone connected to RSD—parents, students, staff, community leaders—to work together to achieve the shared vision.

There will be roadblocks. Resources are not infinite. There may not be universal agreement on how to solve problems. Unexpected hurdles may suddenly rise up in our path.

We ask that you join us in this purposeful plan to achieve the one thing that motivates us all: making our children Richland Ready so they can be successful in their futures.





TOGETHER, WE EDUCATE EVERY STUDENT FOR SUCCESS



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