



Val Verde Unified School District

Educational Services Strategic Plan 2011-2012



Superintendent

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Assistant Superintendent of Education Services

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The District Vision

Our Inspiration and Stretch to the Future

The Val Verde Unified School District believes in an educational system, which is committed to effective, life-long learning and provides its students with the tools and knowledge to become productive citizens of our democratic society; and, that the Val Verde Unified School District develops academic competency to prepare students to take part as fully franchised American citizens in a safe school environment. To accomplish this, we believe in strong leadership, the development of safe schools and high expectations from all segments of the system. We believe in actively engaged school/community partnerships with a viable accountability program to ensure success.

The District Mission Statement

Our Unique Purpose to Which We Aspire

To create a positive learning environment that produces life-long learners, who will become responsible, contributing citizens able to function in a culturally diverse society

Our Beliefs

Our Fundamental Core Values

We believe that:

- Students are our first priority.
- All students can learn.
- Students benefit from family and community support.
- High expectations improve performance.
- Every individual has the power to make a profound difference in the life of another

District Operational Imperatives (Must Do's)

The Rules We Play By

We will:

- Make all decisions and take all actions based strictly on the best interest of the student
- Honor the dignity of each person
- Make optimal use of technology throughout the system
- Make policy and expenditure decisions that support district beliefs and goals
- Expect and support appropriate student behavior
- Expect highly effective performance from all stakeholders
- Only change or implement programs and activities after the following:
 - A thorough cost benefit analysis
 - Participation and development by representative of all affected
 - Provisions for staff training
 - An evaluation plan

District Goals and Objectives

Our Commitment to Achieve Specific, Measurable or Observable Results That Exceed Our Present Capability through a Broad District-wide Focus

District Goal One:

Students in our District shall achieve Proficient or Advanced in core subjects as measured by State and/or Benchmark assessments

District Goal Two:

We will work with ALL stakeholders to achieve and maintain Fiscal Solvency

District Goal Three:

Build and maintain schools that are clean, safe, and designed for learning

District Goal Four:

Attract, hire, and retain highly qualified and motivated employees

District Goal Five:

Maintain legal and programmatic compliance in all areas: Education Services, Student Services, Human Resources, and Business Services

Strategies and Specific Results

How We Will Achieve Our Objectives and Reach Our Mission

<p style="text-align: center;">STRATEGY 1 Education Master Plan</p> <p>We will develop, communicate, implement and evaluate an Education Master Plan that incorporates the use of comprehensive curriculum guides, Best First Instruction (AIM), effective assessments, and Response to Instruction and Intervention.</p>	<p style="text-align: center;">STRATEGY 2 Collaborative Learning Communities</p> <p>We will develop collaborative K-12 learning communities to implement and improve research-based instructional responses guided by data analysis.</p>	<p style="text-align: center;">STRATEGY 3 School and Community Programs</p> <p>Implement school and community programs that promote student connectivity.</p>
<p style="text-align: center;">SPECIFIC RESULTS</p> <ol style="list-style-type: none"> 1. Comprehensive Curriculum Guides: Review current pacing guides to include sample citations from the core instructional materials based on the use of standards, the frameworks, released test questions (RTQ's) and the blueprints by grade level and/or subject/course. 2. Best First Instruction: Support the on-going implementation of strong research-based instructional/engagement strategies for all content areas. 3. Effective Assessments: Utilize common assessments to inform instruction through data team analysis. 4. Response to Instruction and Intervention: Develop a district master plan that includes grade span specific interventions for student behavior and academics. 	<p style="text-align: center;">SPECIFIC RESULTS</p> <ol style="list-style-type: none"> 1. Implement effective collaborative training for all site staff and administrators (CCL, data analysis protocols, strand analysis, etc...). 2. Implement an effective Collaborative Coaching and Learning model for all school sites. 3. Provide training for site staff and administrators in the data team process and the use of data analysis protocol. 4. Utilize instructional coaches at every school site. 5. Train site staff and administrators in the use of research-based instructional responses through the Response to Intervention (RTI) process. 	<p style="text-align: center;">SPECIFIC RESULTS</p> <ol style="list-style-type: none"> 1. Implement a parent volunteer program at each site. 2. Develop a public relations campaign to promote school activities. 3. Implement a centralized Family Welcome Center (FWC) at each school site.

Action Plans

Our Roadmap to Achieving Our Mission

•Strategy One
•Plan One
•May 2011

Strategy:	We will develop, communicate, implement, and evaluate an Education Master Plan that incorporates the use of comprehensive curriculum guides, Best First Instruction (AIM), effective assessments, and Response to Instruction and Intervention.
Specific Result #1:	Comprehensive Curriculum Guides: Review current pacing guides to include sample citations from the core instructional materials based on the use of standards, the frameworks, released test questions (RTQ's) and the blueprints by grade level and/or subject/course.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Print out current documents.	Ed Services	August 2, 2011	June 30, 2012	
2	Meet with the Curriculum Council to review documents and revise as needed.	Curriculum Council	August 2, 2011	On-going	
3	Create new documents as needed.	Curriculum Council	August 2, 2011	June 30, 2012	
Evaluation/Artifacts: Benchmark Review Assessment Team agendas and minutes. Curriculum Council agendas and minutes.					

•Strategy One
•Plan Two
•May 2011

Strategy:	We will develop, communicate, implement, and evaluate an Education Master Plan that incorporates the use of comprehensive curriculum guides, Best First Instruction (AIM), effective assessments, and Response to Instruction and Intervention.
Specific Result #2	Best First Instruction: Support the on-going implementation of strong research-based instructional/engagement strategies for all content areas.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Provide professional development in research-based instructional/engagement strategies.	Mike McCormick	August 2, 2011	On-going	
2	Train Administrators and Instructional Coaches on how to coach, monitor, and support teachers in the delivery of research-based instructional/engagement strategies.	Mike McCormick	August 2, 2011	On-going	
3	Provide training on how to evaluate the implementation of the strategies with fidelity and whether to continue based on the results from the most current data.	Mike McCormick	August 2, 2011	On-going	
Evaluation/Artifacts: Various calendars of training dates and topics. Agendas, handouts and sign-in sheets from trainings. Collaborative Coaching and Learning meetings (Creation of SMART goals and implementation of instructional responses). VVUSD classroom walk thrus.					

•Strategy One
•Plan Three
•May 2011

Strategy:	We will develop, communicate, implement, and evaluate an Education Master Plan that incorporates the use of comprehensive curriculum guides, Best First Instruction (AIM), effective assessments, and Response to Instruction and Intervention.
Specific Result #3:	Effective Assessments: Utilize common assessments to inform instruction through data team analysis.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Revisit current benchmark assessments.	Ed. Services Department	August 2, 2011	On-going	
2	Train Administrators and Instructional Coaches in the district's data analysis protocol.	Ed. Services Department	August 2, 2011	September 17, 2011	
3	Have Administrators and Instructional Coaches train teachers in the district's data analysis protocol.	Ed. Services Department	September 17, 2011	On-going	

Evaluation/Artifacts: Benchmark assessments. Benchmark Review Assessment Team meetings. Benchmark Review Assessment Team forms. Collaborative Coaching and Learning meetings. Various calendars of training dates and topics. Agendas, handouts and sign-in sheets from trainings.

•Strategy One
•Plan Four
•May 2011

Strategy:	We will develop, communicate, implement, and evaluate an Education Master Plan that incorporates the use of comprehensive curriculum guides, Best First Instruction (AIM), effective assessments, and Response to Instruction and Intervention.
Specific Result #4:	Response to Instruction and Intervention: Develop a district master plan that includes grade span specific interventions for student behavior and academics.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Form a RTI committee to develop and communicate a district response to intervention plan.	Wendy Pospichal	August 2, 2011	June 30, 2012	
2	Identify interventions.	RTI Committee	August 2, 2011	June 30, 2012	
3	Identify entrance and exit criteria for students.	RTI Committee	August 2, 2011	June 30, 2012	
4	Identify universal assessment tools to be used for intervention.	RTI Committee	August 2, 2011	June 30, 2012	

Evaluation/Artifacts: Response to Intervention Master Plan. Educational Monitoring Team (EMT) Plan.

Action Plans

Our Roadmap to Achieving Our Mission

•Strategy Two
•Plan One
•May 2011

Strategy:	We will develop collaborative learning communities to implement and improve research-based instructional responses guided by data analysis.
Specific Result #1:	Implement effective collaborative training for all site staff and administrators (CCL, data analysis protocols, strand analysis, etc...).

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Identify an effective collaborative training model.	Mike McCormick & Principals	August, 2011	June, 2012	
2	Identify participants for the training.	Site Administrators/ Site Leadership Team	June, 2011	June, 2012	
3	Schedule the trainings.	Ed. Services Division	June, 2011	June, 2012	
4	Site teams attend training.	Administrators, Ed. Services Division and Participants	August, 2011	On-going	
5	Participants develop and implement a plan at their sites.	Participants	August, 2011	Sept., 2011	
6	Monitor Implementation.	Administrators	August, 2011-May, 2012	On-going	
7	Evaluate Implementation.	Administrators	June, 2012	June, 2012	
Evaluation/Artifacts: Professional Staff Development calendar; Handouts; Training sign-in sheets and agendas.					

•Strategy Two
•Plan Two
•May 2011

Strategy:	We will develop collaborative learning communities to implement and improve research-based instructional responses guided by data analysis.
Specific Result #2:	Implement an effective Collaborative Coaching and Learning model for all school sites.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Identify Instructional Coaches and administrators to attend the training sessions.	Mike McCormick	June, 2011	June, 2012	
2	Schedule Trainer of Trainers session on the Collaborative Coaching and Learning (CCL) model.	Mike McCormick	June, 2011	June, 2012	
3	Participants attend the training sessions.	Instructional Coaches and administrators	August, 2011	June, 2012	
4	Implement the CCL model at the school site.	Principals and Instructional Coaches	Sept., 2011	On-going	
5	Monitor implementation.	Mike McCormick and Principals	Sept., 2011	On-going	
6	Evaluate the effectiveness of the CCL teams at the school sites.	Mike McCormick and Principals	June, 2012	June, 2012	

Evaluation/Artifacts: Sign-in sheet from Trainer of Trainers sessions; site CCL sign-in sheets, agenda and minutes

•Strategy Two
•Plan Three
•May 2011

Strategy:	We will develop collaborative learning communities to implement and improve research-based instructional responses guided by data analysis.
Specific Result #3:	Provide training for site staff and administrators in the data team process and the use of data protocol.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Revise and update the data analysis protocol.	Debbie Bryant	August, 2011	Ongoing	
2	Revise and update the SMART Goal template for the Secondary Level (Identify items that must be adhered to on the SMART Goal template).	Secondary Instructional Coaches and Coordinators	August, 2011	Ongoing	
3	Provide training for new staff.	Ed. Services Coordinators and Instructional Coaches	August, 2011	Ongoing	
4	Annual review of forms and process.	Ed. Services Team and Instructional Coaches	May, 2012	May, 2012	
5					
6					

Evaluation/Artifacts: Data Analysis Protocol. SMART Goal template.

•Strategy Two
•Plan Four
•May 2011

Strategy:	We will develop collaborative learning communities to implement and improve research-based instructional responses guided by data analysis.
Specific Result #4:	Utilize instructional coaches at every school site.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Develop the job description for elementary and secondary instructional coaches.	Mike McCormick and Human Resources	June, 2011	June, 2012	
2	Monitor the utilization of the instructional coaches.	Mike McCormick and Principals	August, 2011	On-going	
3	Evaluate the utilization of the Instructional Coaches.	Mike McCormick and Principals	June, 2012	June, 2012	
Evaluation/Artifacts: Job description for instructional coaches. Weekly activity plans sent to Principals.					

•Strategy Two
•Plan Five
•May 2011

Strategy:	We will develop collaborative learning communities to implement and improve research-based instructional responses guided by data analysis.
Specific Result #5:	Train site staff and administrators in the use of research-based instructional responses through the Response to Intervention (RTI) process

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Identify the research-based instructional responses that are being utilized in the RTI process.	Mike McCormick & site administrators	June, 2011	On-going	
2	Schedule the trainings for the research-based instructional responses.	Mike McCormick and Wendy Pospichal	July, 2011	On-going	
3	Site staff and administrators attend the trainings.	Administrators and participants	Sept., 2011	On-going	
4	Monitor the RTI process.	Administrators	Sept., 2011	On-going	
5	Evaluate the RTI process.	Mike McCormick and Principals	June, 2012	June, 2012	

Evaluation/Artifacts: Professional Staff Development Calendar, sign-in sheets and agenda. Various job alike calendars, agendas and sign-in sheets.

Action Plans

Our Roadmap to Achieving Our Mission

•Strategy Three
•Plan One
•May 2011

Strategy:	Implement school and community programs that promote student connectivity.
Specific Result #1:	Implement a parent volunteer program at each site.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Select person/persons to coordinate the parent volunteer program. Designate a location for the coordination of volunteer activities.	Principal and Leadership Team	August, 2011	Sept., 2011	
2	Designate parents, teachers, students and community members to design a systematic plan for a parent volunteer program that maintains confidentiality of information of volunteer activities.	Principal and Leadership Team	Sept., 2011	Sept., 2011	
3	Develop a comprehensive organization chart of teacher and school needs along with parent interests, schedules and confidential contact information to suggest matches and maximize parent involvement.	Education and Students Services along with Site Leadership Team	Sept., 2011	On-going	
4	Require DOJ fingerprinting and TB clearances as needed.	Principal and District Coordinator	On-going	On-going	
5	Provide appropriate training for the coordinator and volunteers (Family Involvement Network meetings).	Principals and District Coordinator	Sept., 2011	On-going	
6	Maintain ongoing communication with the District Coordinator for recruitment of volunteers as necessary for upcoming activities and events.	Education and Student Services along with the Site Leadership	Sept., 2011	On-going	

		Team			
7	Assess and update the program annually.	Education and Student Services	March, 2012	April, 2012	

Evaluation/Artifacts: Parent Survey; SPSA (Budget Allocations for activities and events to increase parent involvement and participation); public relation documents; and sign in sheets from activities and event.

•Strategy Three
•Plan Two
•May 2011

Strategy:	Implement school and community programs that promote student connectivity.
Specific Result #1:	Develop a public relations campaign to promote school activities.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Establish a committee to coordinate a public relations campaign.	Asst. Superintendent of Education and Student Services	Sept., 2011	Sept., 2011	
2	Designate a site contact person who will coordinate each school's contribution to the public relations campaign.	Principals	Sept., 2011	Sept., 2011	
3	Coordinate with VVHS Teen Vision/Val Verde TV to provide on-air communications.	Asst. Superintendent of Education and Student Services	Sept., 2011	Sept., 2011	
4	Develop a monthly calendar of events for each site.	Principal	On-going	On-going	
5	Collaborate with VVUSD TV Director to determine when to rotate programs.	Phil Harding	On-going	On-going	
6	Promote the channel and the program line-up through Parent Access Management Systems (PAMS), school newsletters and school websites. The district will promote the channel and the program line-up through appropriate sources.	Principals, Ed. Services Coordinators and I. T. Tech. Teachers	Sept., 2011	On-going	
7	Assess and update the program annually.	Committee	March, 2012	April, 2012	

Evaluation/Artifacts: Parent Survey; SPSA (Budget Allocations for activities and events to increase parent involvement and participation); public relation documents; and sign in sheets from activities and events. Website calendars.

•Strategy Three
•Plan Three
•May 2011

Strategy:	Implement school and community programs that promote student connectivity.
Specific Result #1:	Implement a centralized Family Welcome Center (FWC) at each site.

#	Action Step	Assigned to:	Starting Date	Due Date:	Completed Date:
1	Select person/persons to coordinate the parent volunteer program. Designate a site location for the coordination of volunteer activities.	Principal and Leadership Team	August, 2011	Sept., 2011	
2	Designate parents, teachers, students and community members to design a systematic plan for a parent volunteer program that maintains confidentiality of information of volunteer activities.	Principal and Leadership Team	Sept., 2011	Sept., 2011	
3	Develop a comprehensive organizational chart of teacher and school needs along with parent interests, schedules and confidential contact information in order to suggest matches and maximize parent involvement.	Committee	Sept., 2011	On-going	
4	Require DOJ fingerprinting and TB clearances as needed.	Principal and District Coordinator	On-going	On-going	
5	Provide appropriate training for the coordinator and volunteers.	Principals and District Coordinator	Sept., 2011	On-going	
6	Maintain ongoing communication with the coordinator for recruitment of volunteers as necessary for upcoming activities and events.	Education and Student Services along with the Site Leadership Team	Sept., 2011	On-going	
7	Assess and update the program annually.	Education and Student	March, 2012	April, 2012	

		Services along with the committee members.			
Evaluation/Artifacts: Parent Survey; SPSA (Budget Allocations for activities and events to increase parent involvement and participation); public relation documents; and sign in sheets from activities and events.					