

Granite School District Five-year Framework

AREAS OF FOCUS

A. Effective Teaching, Learning and Leadership

One hundred percent of students will achieve more than a year's growth in a year's time in each curriculum area.

1. Clearly define curriculum and learning expectations for each subject and grade level.
 - Publish district instructional framework including essential concepts, curriculum maps, pacing guides, benchmark assessments, etc. for all grade levels, in all content areas. (1)
 - Incorporate explicit lesson template into shared framework for instruction. (1)
 - Align instructional framework to educator standards. (2)
 - Implement standards-based grading practices K-12. (2-3)
2. Develop measures to determine growth for every subject and grade level.
 - Create Director of Student Assessment position in T&L division. (1)
 - Identify new instrument for growth assessment and progress monitoring. (1)
 - Create growth assessment tools for all curriculum areas (2-3)
3. Communicate message throughout system that ongoing formative assessment is integral to effective classroom instruction and an essential data source for effective PLC's.
 - Articulate instructional expectations at annual administrators' meeting. (1)
 - Embed appropriate training in growth and mastery assessment in professional learning days. (1)
4. Provide professional development resources, including time, tailored to student and teacher needs.
 - Provide additional professional development day for K-12 teachers. (1)
 - Ensure opportunities for vertical and horizontal curricular articulation within and among schools. (1)

- Strengthen PLC's at school level. (1-5)
 - Develop and evaluate use of foundation level of tri-level professional learning delivery system (PLD) to include basic unit modules. (1)
 - Add enhanced level of PLD system to include group adult learning opportunities or targeted one-to-one coaching experiences. (2)
 - Implement advanced level of PLD system to include school-based coaches K-12 and level alignment with prescribed standards and evaluation metrics. (3)
5. Provide 21st century tools and resources to support curriculum and learning expectations.
- Purchase content management system. (1)
 - Expand use of online textbooks/instructional tools. (2-3)
 - Develop all teacher websites to move forward annually on prescribed continuum. (1-5)
6. Clearly define and measure teacher and leader effectiveness.
- Expand administrators' walk-through tools. (1)
 - Establish new teacher and administrator standards. (2)
 - Develop differentiated administrator PG&E. (3)
7. Maintain a comprehensive school-wide appraisal process (STATIS) of every school every five years.
- Integrate instructional consultants and integrated support coaches to increase their collaboration in support of schools. (2)
 - Identify and replicate successful instructional practices and programs that increase student achievement. (ongoing)

B. Performance and Talent Development

Ninety percent of all employees will meet or exceed expectations by 2017.

1. Establish expectations for every position in the district. Evaluate employee performance against expectations using formative metrics.
 - Create job description for Director of Research and Evaluation in ES&D division. (1)
 - Actively recruit employee candidates whose potential and experience support succession management and district vision. (ongoing)
 - Support provisional employees in all job classifications to attain satisfactory career status and encourage and support retention. (ongoing)
 - Create job evaluation criteria for all district positions. (5)
2. Develop leadership programs and strands for leaders and potential leaders to improve performance.
 - Expand the role and duties of Director of Talent Development. (1)
 - Develop district Emerging Leader Programs. (1)
 - Implement a Provisional Administrator Mentorship Program. (1)
 - Organize and support a local Principals' Academy. (1)

C. Increased Graduation Rate

The number of students who graduate in four years will increase to ninety percent by 2017.

1. Promote college and career readiness K-12.
 - Articulate district 7-8 school model in support of grade reconfiguration efforts. (1)
 - Redesign Jones Center programs to integrate with GTI programs. (2)
 - Increase social worker FTE by 2 per year to support elementary guidance program. (1-5)
 - Identify potential GTI satellite site for new programs. (3-5)
2. Provide a continuum of modalities for students to earn credits toward graduation.
 - Reconfigure Granite Peaks High School into expanded Granite Connect blended learning site. (1)
 - Expand student access to education through 24/7 technology. (ongoing)
3. Improve accuracy of student records and registration to manage students' academic progress.
 - Develop Information Systems redundancies (1) and locate backup site at STEM secondary school. (4)
 - Increase training of school personnel in data input practices and streamline as much as possible through technology. (ongoing)
4. Provide real-time communication with parents regarding student progress, growth and achievement.
 - Push parent utilization of parent portal, Canyon Creek scheduler, new Gradebook program, Canvas sites. (1)
 - Implement district online app. (1)
5. Ensure that schools are safe learning environments.
 - Refine and enhance prescribed school safety procedures. (ongoing)
 - Bolster target hardening security and monitoring systems. (2-3)

D. Teaching, Learning and Leadership through Technology

Technology infrastructure will be capable of supporting ninety-five percent of all academic and business demands for service by 2017.

1. Provide connectivity and bandwidth to support one-to-one ratio in every school.
 - Expedite wireless connectivity initiative to complete all elementary schools. (1)
 - Identify handheld devices compatible with nimble connectivity and bandwidth support for use in elementary and secondary schools. (2-3)
2. Provide access to current and educationally appropriate teaching and learning technologies.
 - Expand district approved devices and hardware lists. (1)
 - Staff and open new STEM elementary school. (1-2)
 - Adjust technology rollouts, rotations to reflect latest technology innovations. (1-5)
 - Consider creating district Information Systems redundancy site at STEM secondary school. (3-5)
 - Extend STEM experience to 7-12 secondary school. (4)

E. Parent and Community Engagement

Ninety percent of parents will report annually that family involvement is valued and supported at their neighborhood school. Parents and community members will agree that their neighborhood schools and the district as a whole are inviting, responsive and providing an excellent education.

1. Identify survey tool to be used annually in assessment of parent and community satisfaction with schools and district.
 - Develop criteria and administration process for satisfaction survey. (1)
2. Expand academic support programs and opportunities for families.
 - Extend facility operational hours. (2-5)
 - Bolster perception of schools as civic hubs and community centers. (ongoing)
 - Partner with county and municipal governments in support of families. (ongoing)
3. Develop communication that pushes positive information to all district residents and businesses.
 - Create Interpreter/Translation Services in Communications Department. (1)
 - Utilize district app and similar technologies to engage school and district constituencies. (1-5)

Timeline

SY 2012-13	(1)
SY 2013-14	(2)
SY 2014-15	(3)
SY 2015-16	(4)
SY 2016-17	(5)