

DRAFT - 7.13.20
Twin Falls School District #411 2020-25 Strategic Plan

Mission: Providing a quality education necessary for students to be successful in life.

Vision:

The Twin Falls School District will be the “district of choice” in Idaho for both students and employees. To accomplish this, the District partners with the community to set and complete goals in the following focus areas.

Life Ready Students -

Goal Statement: TFSD #411 will strive to provide students with the skills necessary to be successful in life.

Objectives:

- The TFSD will ensure that students have the ability to excel academically so that they can develop the skills that will support all areas of students’ lives.
- TFSD schools will offer programs that provide students with life skills, like critical thinking, personal finance, resiliency, and workplace soft skills.
- TFSD schools will help students develop plans for their future and support all post-high school options including career and technical programs, college preparation, and workplace-ready students.
- The TFSD will support programs, training, and policy that encourages students to excel in living-wage careers.

Possible Measurements:

- Go-on rates
- Graduation rates
- College ready scores
- Workplace readiness assessment
- Academic Indicators i.e. ISAT, IRI
- CTE participation
- Dual Credit participation
- Utilization of advanced opportunities funding
- CTE Concentrators (students who continue through a complete pathway program to complete a capstone course)

Quality Learning Opportunities -

Goal Statement: TFSD #411 will provide resources and strategies to support high academic achievement for all students.

Objectives:

- The TFSD will support consistently high caliber educational practices across the district, including teacher collaboration on best practices, professional development, and rigorous instruction designed to raise the bar and close any achievement gaps.
- The TFSD will prepare for the responsible and appropriate management of modified learning scenarios as needed or required for student, staff, and community safety.

- The TFSD will continue to expand the opportunities available to students and teachers, including career technical programs, innovative opportunities, and enrichment opportunities so that more students have access to develop their passions.
- The TFSD will provide up-to-date technology education in a systematic way for all students including navigating different platforms and digital citizenship in a way that addresses student learning needs.

Possible Measurements:

- ISAT Achievement
- SAT
- IRI Achievement
- Availability of programs (i.e. after-school programs)
- Hours of professional development/collaboration
- Student engagement in online learning programs
- Student participation in enrichment activities (music, fine arts)

A Healthy Learning Community -

Goal Statement: TFSD #411 will foster an environment where the overall wellness of students and staff members is a priority in order to support student academic achievement.

Objectives:

- The TFSD will support programs, resources, and initiatives that foster mental health and social-emotional learning for students and staff.
- The TFSD will continually encourage students and staff members to make mental and physical wellness a priority by focusing on self-care, community involvement, and fostering a sense of connection and belonging.
- The TFSD will provide programs, staffing, and systems/policies that reinforce the importance of overall wellness and engage the voices of students and families.
- The TFSD will ensure easy access to consistent services, programs, and support across the district in an effort to make help available to students, families, and staff members.

Possible Measurements:

- Number of mental health professionals in schools
- Behaviors in schools
- Community health indicators
- Programs supporting wellness (both staff and student-driven)
- Resources dedicated to wellness and/or community partnerships geared towards wellness.
- Utilization and promotion of the Employee Assistance Program

Quality Personnel -

Goal Statement: TFSD # 411 will recruit, hire, develop, and retain professional, engaged, and effective team members in all areas and supply them with high-quality professional training and resources.

Objectives:

- The TFSD will continue to explore innovative retention and recruitment strategies to promote the district, its many benefits, and positive culture.
- The TFSD will prioritize supporting staff members with professional development opportunities that fit the diverse needs of our community.
- The TFSD will be creative in recruitment practices, including collaboration with colleges and universities, promotion of the Twin Falls community, and utilizing all available options to become the district of choice for employees.
- The TFSD will effectively utilize the evaluation process to identify strengths and weaknesses in an effort to ensure staff members reach their full potential through continuous improvement which will bolster the support for teachers and the education field in our community while also ensuring our students have access to the very best staff.

Possible Measurements:

- Retention numbers
- Exit Interview data
- Applicant numbers
- Mentee survey data (i.e. retention after five years)
- Veteran teacher progress towards advanced professional status
- Data related to the success of the improvement process for staff identified as in need of improvement

School Community Public Relations -

Goal Statement: The TFSD #411 will actively engage the community in the education and support of students.

Objectives:

- The TFSD will implement a marketing and community engagement program to ensure the community is aware of the opportunities to support education in Twin Falls.
- The TFSD will provide communication tools to support consistent school-level communication with all stakeholders.
- The TFSD will support community collaboration at all buildings to harness resources and engage other organizations in the educational community.

Possible Measurements:

- Number of district-level communications
- Social media interaction data
- School-level publication data
- Outside organization engagement levels
- Volunteerism

School Environment and Facilities -

Goal Statement: The TFSD #411 will provide a safe, welcoming school environment in well-maintained and well-utilized facilities, while proactively planning for the future.

Objectives:

- The TFSD will prioritize the health and safety of students and staff as part of the overall facilities plan.
- The TFSD will support parity in school facilities across the district, including class-sizes, access to technology, updated furnishings and equipment, and facilities that support learning.
- The TFSD will provide personnel whose focus is school safety and security in order to develop an overall successful learning environment.
- The TFSD will implement long term planning for facility maintenance and future building through collaborative efforts with all staff members.

Possible Measurements:

- Levy rates
- Class sizes (this also has to do with staffing)
- Shared spaces
- Device to student ratio
- Continued updates to facilities
- State safety report
- Continued implementation of ALICE - number of trainings (i.e. online courses taken), drills
- Safety personnel

Stewardship of Resources -

Goal Statement: The TFSD #411 will be responsible and accountable for district resources while providing transparency and engagement to support the district's needs and mission.

Objectives:

- The TFSD will support and advocate for legislative action that will better allow the district to improve its financial situation, including moving to an enrollment-based funding model,
- The TFSD will plan for future sustainability by prioritizing increasing the fund balance.
- The TFSD will explore and seek to utilize alternative funding methods, including support for expanding the foundation, collaboration of resources with outside organizations, and rethinking instructional spaces.
- The TFSD will maximize the funding available to ensure that students have access to safe schools and a world-class education.
- The TFSD will utilize all funds (Federal, State, local) in compliance with the specific revenue streams to support the overall financial health of the District.
- The TFSD will maintain a clear and transparent budget process utilizing a Budget Advisory Committee, community engagement activities, and public notices.
- The TFSD will provide a system through which the staff members of the district have a thorough understanding of the appropriate use of funds.

Possible Measurements:

- Grants received
- Legislative engagement events
- Carryover levels
- Federal/State audits

- Annual district audit
- Moody's report
- Levy rates
- Tax levy ballot measure approval rates
- Per Pupil Expenditures