



Issaquah School District
Strategic Plan Presentation
September 14, 2023

LAUNCH

Welcome to Shreveville!
Today is Tuesday
September 13, 2022

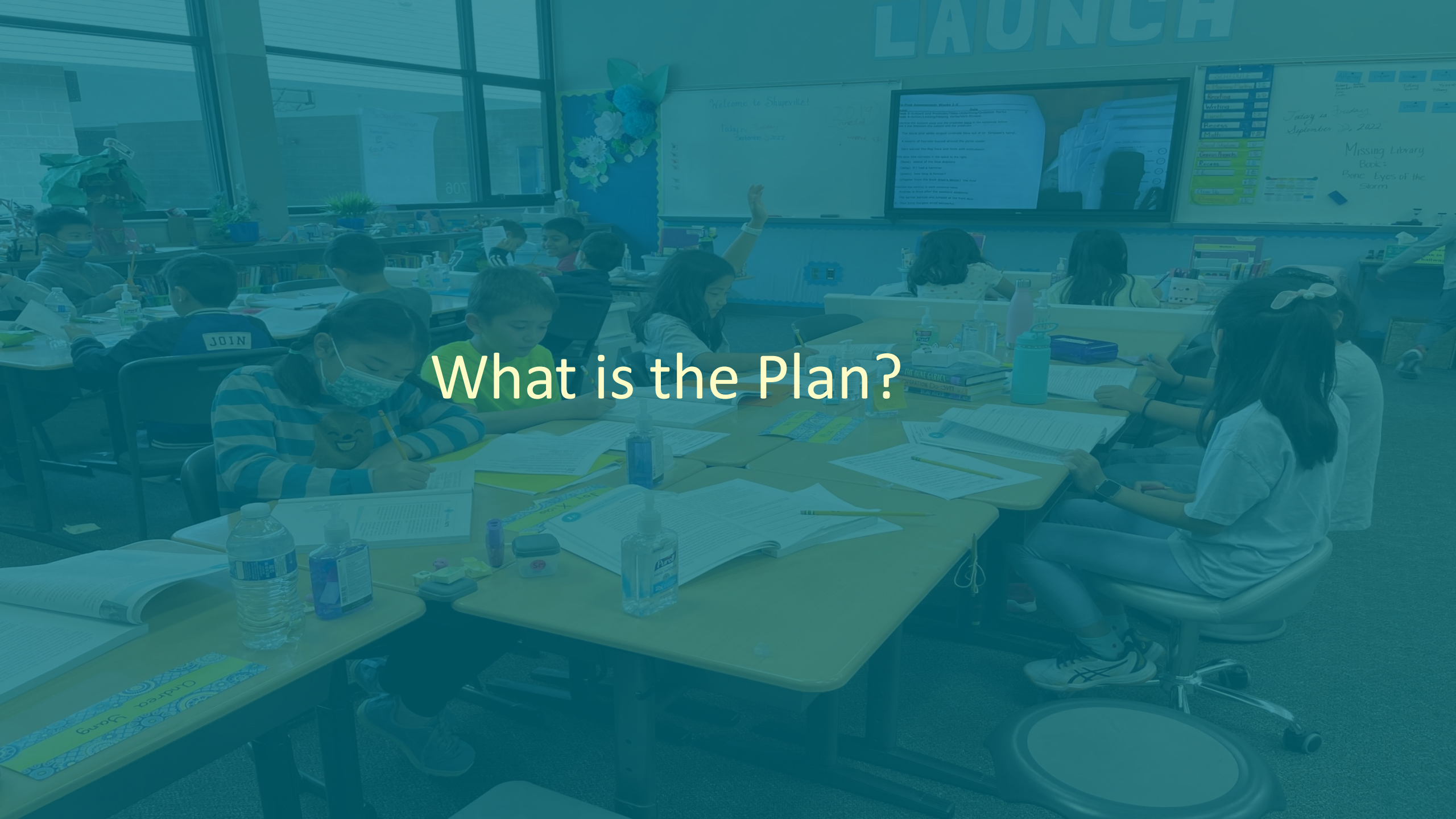
Do-Now: Assessments, Monday 9/12
Read the passage and answer the questions. Write your answers on the lines provided. Be sure to underline the words you use to support your answers. Write the number of the question and the passage page in the answer line. If 2 questions are asked on the same passage, write the number of the question and the passage page.

Student Name	
Student ID	
Student Grade	
Student Teacher	
Student Home	
Student Phone	
Student Email	
Student Address	
Student City	
Student State	
Student Zip	
Student Birthdate	
Student Birthplace	
Student Blood Type	
Student Allergies	
Student Medical Conditions	
Student Medications	
Student Insurance	
Student Health Care Provider	
Student Health Care Address	
Student Health Care Phone	
Student Health Care Email	
Student Health Care Website	

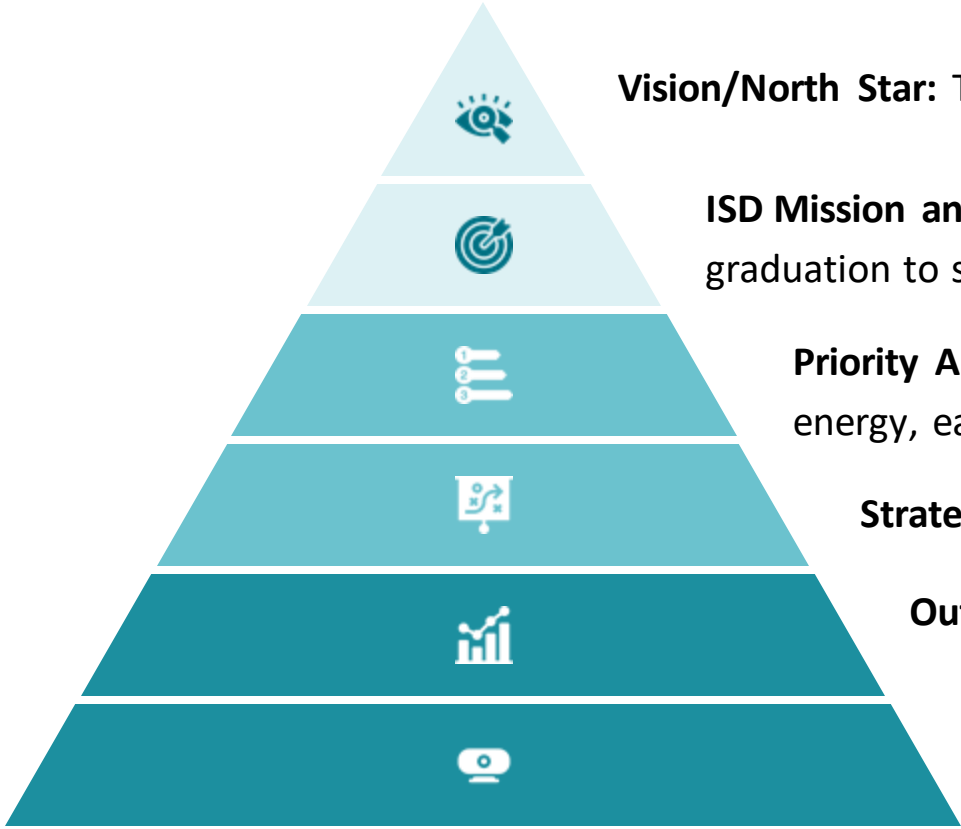
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Missing Library Book -
Bone Eyes of the Storm

What is the Plan?



Our plan is made up of several components which sit underneath the Vision, Mission, and ENDS.



Vision/North Star: The way in which an organization will change the world

ISD Mission and ENDS: ISD areas of knowledge and skill that all students must master by graduation to successfully live and compete

Priority Areas and Goals: Areas for the next 3 years of where you will focus common energy, each with a clear connection to delivery

Strategies: The set of ISD actions to achieve the goals within each priority area

Outcomes: The way you will measure your progress and impact for each strategy

Workstreams: Key initiatives and implementation plans will follow after the strategic planning process

Our brand new Issaquah School District Vision Statement helps to guide the work.



All students thrive as they engage
in **meaningful learning** that
unlocks their **passion and potential**
to **positively impact the world.**

We can make significant progress toward achieving this vision by focusing our efforts across five priority areas.



Student Well-Being



Academic Opportunities



Diverse Talent



Authentic Engagement



Organizational Effectiveness



STUDENT WELL-BEING

Description: Students will feel safe, affirmed in their strengths, and have access to resources that support their basic needs and well-being.

Goals

Students will feel safe and have a sense of belonging.

Students will have access to resources that support their basic needs, social-emotional, and mental and behavioral health.

Strategies

Over the next three years, ISD leaders and educators will:

- Create and implement a system for schools to work with each student and their family to annually develop goals that align with that student's strengths and interests.
- Analyze and refine district- wide school safety plans to include emotional safety, physical safety, school climate, and student supports.

Over the next three years, ISD leaders and educators will:

- Ensure students and families are able to access the services and resources they need to meet their basic needs.
- Implement social-emotional learning for all students utilizing resources that are responsive and sustaining to student identities.



ACADEMIC OPPORTUNITIES

Previous goal language: Increase student achievement of meaningful milestones and decrease opportunity gaps

Description: Students will have access to the resources needed to achieve key academic milestones throughout their ISD journey. These resources will support a range of post-high school education and career opportunities, while decreasing opportunity gaps.

Goals

Increase student achievement of meaningful milestones of 3rd grade reading, Algebra 1 and 9th grade on-track to graduation and decrease opportunity gaps.

Students will have equitable access to resources and pathways that support individualized post-high school goals.

Strategies

Over the next three years, ISD leaders and educators will:

- Design and implement Universal Design for Learning and culturally responsive education strategies in all classrooms.
- Design and implement academic interventions for literacy and math at each grade level.
- Examine curriculum and assessment practices to better serve diverse students and address opportunity gaps.

Over the next three years, ISD leaders and educators will:

- Establish a baseline of offerings at all secondary schools 6-12 and ensure these programs are delivered consistently across all schools.
- Create and communicate unique pathways to graduation that ensure students understand opportunities as aligned to their pathway and post-high school goals.
- Design and implement a system to deliver focused supports to ensure 9th-grade students are on-track-to graduate.



DIVERSE TALENT

Description: Students will benefit when we recruit, retain, develop and engage staff to ensure a highly effective workforce that supports and reflects the diversity of the student population.

Goals

District leadership and staff will diversify our workforce, so it more closely aligns with our student population which is 58% students of color.

District leadership and staff will foster a sense of belonging and inclusivity, leading to retention of diverse staff

Strategies

Over the next three years, ISD leaders and educators will:

- Train hiring managers on effective hiring practices, including how to reduce bias.
- Recruit with a focus on our commitment to diversity and inclusion.

Over the next three years, ISD leaders and educators will:

- Offer professional development that improves a sense of belonging among all staff, and facilitate access to affinity spaces and communities of support.
- Create pathways for internship and mentoring for those in our trade.



AUTHENTIC ENGAGEMENT

Description: Students will benefit from meaningful engagement between constituent groups and the District that is ongoing and supportive of the diversity of our community.

Goals

District leaders and staff will listen and follow up on input from constituent groups.

District leaders and staff will lead effective engagement practices that provide opportunity, partnership and access for all, while reaching diverse members of the community.

Strategies

Over the next three years, ISD leaders and educators will:

- Create and implement a co-design model to support staff at all levels to engage with students, families, staff, and the community to support student success.

Over the next three years, ISD leaders and educators will:

- Develop and foster relationships to forge purposeful partnerships.



Organizational Effectiveness

Description: Students will thrive, and experience meaningful learning supported by effective district systems, structures and processes, and resource allocation.

Goals

District leaders and staff will model continuous improvement practices to enhance student, staff and family experiences

District leaders and staff will increase engagement in decisions that support effective resource allocation based on priorities and needs to support students and staff

Strategies

Over the next three years, ISD leaders and educators will:

- Develop a continuous improvement cycle throughout the organization

Over the next three years, ISD leaders and educators will:

- Develop a transparent equity-based budget framework to ensure alignment of funding to areas of highest student need.

A photograph of four children climbing an indoor rock wall. The wall is covered in colorful climbing holds (yellow, green, red, blue) and has a thick rope running horizontally across it. The children are positioned at different heights on the wall, reaching for holds. The scene is overlaid with a semi-transparent blue filter. The text "Where are we now?" is centered in the image in a white, sans-serif font.

Where are we now?

We are now in the implementation phase of the strategic planning process.



We have implemented internal routines to ensure we are driving progress on our strategic plan over the next three years.



Team check-ins

To drive the **day-to-day work** forward

Priority Area Team Meetings



Milestone Monthly Report

To **share information across teams** and with leadership on progress and flag areas where extra effort is needed

Milestone Monthly Report

Priority Area Leaders Huddle



Problem solving sessions

To **prepare for significant upcoming milestones** and collaboratively problem-solve upcoming or off track milestones

Priority Area Problem Solving for Critical Milestones



Stocktakes

To **review critical data** with system leaders for problem-solving and course correct if necessary

Stocktakes



A photograph of four school staff members standing in a hallway. They are all wearing bright yellow safety vests over their regular clothing. The woman on the far left is holding a blue-handled tool. In the foreground, there are two traffic cones: one is red and white striped, and the other is solid orange. The hallway has a door on the left with a window and a door on the right. The top of the image shows a decorative border with many small, colorful paper scraps, each with a name written on it. The entire image has a light blue tint.

What it means for staff and students

We will have several key activities and milestones that will emerge out of the strategic plan. Below is a sampling of activities we will implement over the next three years:

Key Activities:

- Social Emotional Learning (SEL) implementation K-12
- Implementation of a SEL screening tool — SAEBRS
- Universal Design for Learning (UDL), Multi-Tiered Systems of Support (MTSS) implementation and PD
- New equity-based budget framework
- Review and refinement of building level safety plans
- Staff training related to multiple strategy areas including Anti Bias training for hiring managers
- Creation of a co-designed menu of engagement best practices.
- Creation of affinity spaces for staff

We will also have additional opportunities to engage throughout the three-year plan.

Additional opportunities:

- Advisory Groups
- School Visits
- Thought Exchanges and other surveys
- Other...

We plan to communicate using various channels

Internal:

- Friday Updates - Board
- WAAG (Week at a glance)
- ISD Insider – All staff

External:

- District Website
- 411, District Bulletin
- School Bulletins
- District Social Media



A group of diverse students is gathered outside a school building. In the center, a young girl with long dark hair is smiling broadly and raising her arms in a celebratory gesture. She is wearing a white t-shirt with a colorful graphic and light-colored shorts. To her left, a boy in a blue t-shirt is seen from the back. To her right, another girl in a blue t-shirt is looking towards her. In the background, several other students are visible, some in blue t-shirts and others in different clothing. The school building has large windows and a dark door. The sky is a clear, bright blue. The entire image has a light blue tint.

Stronger Together For All Students