



ISSAQUAH
SCHOOL DISTRICT 411

Issaquah School District
Strategic Plan Presentation
November 9, 2023

Purpose

The purpose of our time today is to...

- Provide updates on strategic plan implementation and ongoing engagement.
- Highlight our new district vision video and strategic plan website.
- Take a deeper dive into the selected metrics for Academic Opportunities.

Thank you to all the groups that have been a part of our process! We have continued our engagement.

Thanks!

Student clubs from across the district
Family Partnership Advisory Group
PTSA General Assembly and Leadership Committee
Special Education PTSA
ISD School Board
Chamber of Commerce Board
ISF Leadership
Kiwanis Club
Vision Statement Thought Exchange
Rotary
The Garage
District administrators and building leaders

Recent engagement opportunity:

Family Partnership Advisory Group: 10/26

We worked to define what “Authentic Engagement” means to us as a community.

Future engagement:

Admin staff meeting: 11/2

1:1 interviews: TBD

Focus groups: TBD

ThoughtExchange and survey’s: TBD

Our engagement will continue through implementation.



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Implementation Update



Team check-ins

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



Milestone Monthly Report

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



Problem solving sessions

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



Stocktakes

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

Priority Area Team Meetings

Milestone Monthly Report

Priority Area Problem Solving for Critical Milestones

Stocktakes

Work Team Meetings

Priority Area Leaders Huddle

Implementation Update

*We have had Stocktake meetings in 4 of the 5 priority areas and Critical Milestone meetings in 1 of the 5 priority areas. All meetings have been calendared.

*Each priority area team will have two Stocktake meetings and two Critical Milestone meetings.

Routine	What we've learned
Stocktake Meetings	<ul style="list-style-type: none"> • Teams worked collectively with the Superintendent to problem solve and think in new innovative ways to address system issues. Each team presented at least 2 problems of practice. <ul style="list-style-type: none"> • An example of this was when the Academic Opportunities team presented a deeper dive into their metrics related to literacy and math. • In each meeting there were clear next steps and directions given to each team. <ul style="list-style-type: none"> • An example of this was when the Diverse Talent team shared many of the new digital recruitment strategies and were given next steps on which strategies to pursue further (e.g., utilizing LinkedIn to further promote openings).
Critical Milestone Meetings	<ul style="list-style-type: none"> • Priority area teams have been working collectively with the Executive Leadership (Cabinet) team to problem solve and move the work forward. <ul style="list-style-type: none"> • An example of this was with our Student Well-Being team who shared a problem of practice regarding how to measure student safety at school. We discussed our current practices and potential new ways to measure.

Strategic Plan Vision Statement



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

[Student
Reflections
Video](#)

Strategic Plan Website



HOME > ABOUT US > STRATEGIC PLANNING

Strategic Planning

Our Strategic Plan was developed with a strong emphasis on staff, family and student voice to ensure that everyone in our community is represented. Work to create the strategic plan was done by district staff with support from Delivery Associates. Superintendent Heather Tow-Yick began conversations at the start of her tenure in the ISD with her **First 100 Days** campaign, by gathering input from staff, community members, families and students across the district to better understand their priorities. This input began to tell the story of where we could improve as a system. Areas for improvement include:

- Address disparities in behavior and academic metrics.
- Reduce student stress.
- Increase diversity in workforce.
- Improve operational consistency.

As we drafted our three-year strategic plan, we focused on:

- Creating a district vision statement and identifying priority areas to help focus our work.
- Establishing clear goals, actions to achieve the goals and metrics to measure progress.

To read more about the process, visit the [news section](#) and [announcements section](#) of our website.

In April 2023, the School Board approved the new vision statement, and in May 2023, the board adopted a resolution in support of the new strategic plan. District staff are implementing the plan beginning in the 2023-24 school year and will report back to the board with progress updates.

+ Planning and Data Review

+ Plan Implementation

+ Plan Approval, Announcements and News



As Tow-Yick completed her first 100 days as our superintendent, she took the time to look back at all the things she learned from you as we worked together on our district's future plans. In this video, which was shared in December 2022, Tow-Yick addressed the main themes she learned from our community as well as goals moving forward as we shape our programs and assess spending. These important conversations serve as fuel for our strategic planning process.

Our 3-Year Strategic Plan

Community Engagement

Many different voices contributed to the creation of our Strategic Plan. Thank you to all the contributors, including:

- Student clubs from throughout the district
- Family Partnership Advisory Group
- PTSA general assembly and leadership





ACADEMIC OPPORTUNITIES

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.

Priority Area 2b Metrics (1/3)

Goal	Strategy	Metrics
<p>Increase student achievement of meaningful milestones of 3rd grade reading, Algebra 1, and 9th grade on-track to graduation and decrease opportunity gaps.</p>	<p>Design and implement academic interventions for reading and math at each grade level.</p>	<p style="text-align: center;">3rd grade reading</p> <p style="text-align: center;">Baseline measure (iReady spring score 2023):</p> <p style="text-align: center;">83% of all 3rd graders on grade 68% of all BIPOC students on grade</p> <p style="text-align: center;">Year 1:</p> <p style="text-align: center;">84% of all 3rd graders on grade 71% of all BIPOC students on grade</p> <p style="text-align: center;">Year 2:</p> <p style="text-align: center;">85% of all 3rd graders on grade 74% of all BIPOC students on grade</p> <p style="text-align: center;">Year 3:</p> <p style="text-align: center;">86% of all 3rd graders on grade 77% of all BIPOC students on grade</p>

Priority Area 2b Metrics (2/3)

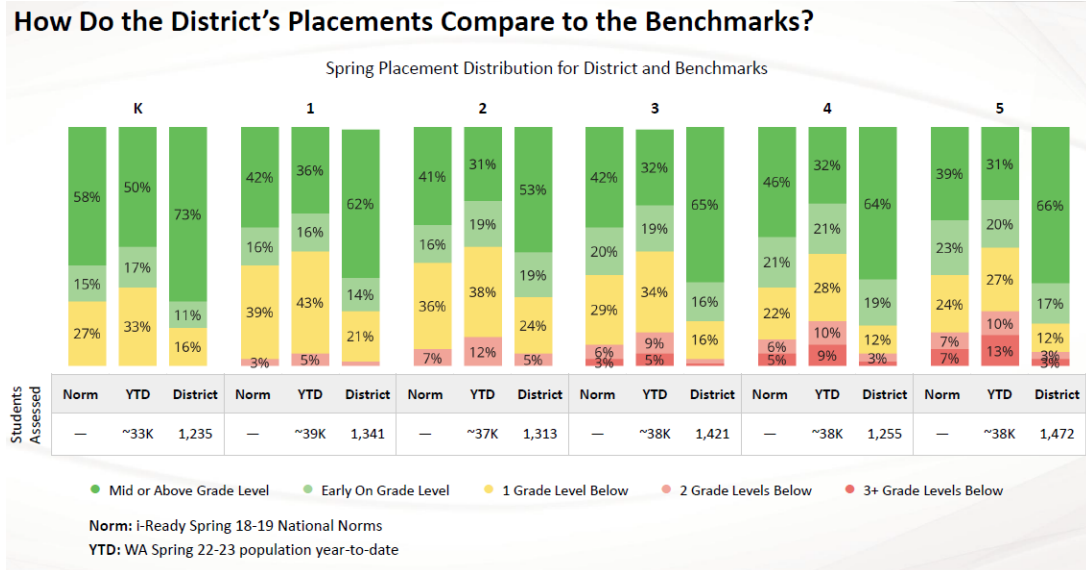
Goal	Strategy	Metrics
<p>Increase student achievement of meaningful milestones of 3rd grade reading, Algebra 1, and 9th grade on-track to graduation and decrease opportunity gaps.</p>	<p>Design and implement academic interventions for reading and math at each grade level.</p>	<p style="text-align: center;">Algebra 1</p> <p style="text-align: center;">Baseline measure:</p> <p>83% of all Algebra students earned C- or higher, 54% of all BIPOC students earned C- or higher.</p> <p style="text-align: center;">Year 1</p> <p>84% of all Algebra students earned C- or higher, 55% of all BIPOC students earned C- or higher.</p> <p style="text-align: center;">Year 2</p> <p>85% of all Algebra students earned C- or higher, 58% of all BIPOC students earned C- or higher.</p> <p style="text-align: center;">3 Year:</p> <p>86% of all Algebra students earned C- or higher, 66% of all BIPOC students earned C- or higher.</p>

Priority Area 2b Metrics (3/3)

Goal	Strategy	Metrics
<p>Increase student achievement of meaningful milestones of 3rd grade reading, Algebra 1, and 9th grade on-track to graduation and decrease opportunity gaps.</p>	<p>Design and implement academic interventions for reading and math at each grade level.</p>	<p>9th grade on-track to graduation</p> <p>Baseline measure: 84% of all 9th graders earned all credits; 63% of all BIPOC students earned all credits</p> <p>Year 1 85% of all 9th graders earned all credits; 65% of all BIPOC students earned all credits</p> <p>Year 2 86% of all 9th graders earned all credits; 68% of all BIPOC students earned all credits</p> <p>3 Year: 87% of all 9th graders earned all credits; 73% of all BIPOC students earned all credits</p>

i-Ready Credentials

- Nationally **Normed**
- Provided state & national **comparisons** (historical and in real time)
- Independently **validated** and **bias tested**
- **Vetted** and **recommended** by OSPI and MTSS Clearinghouse



Test Comparisons

Grade Levels

What Is Tested

i-Ready Phonics Proficiency

Focus on
K-3rd

Reading Foundational Skills / Decoding
Can student access grade level text?

i-Ready Overall Reading

Administered K-8th
Focus on 3rd-8th

Decoding
Vocabulary
Reading Comprehension & Analysis

Smarter Balanced (SBA) ELA

3rd-8th

Reading Comprehension & Analysis
Vocabulary
Listening, Speaking & Language Use
Writing
Research & Inquiry



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Test Comparisons (2023 3 rd grade results)	All Students <i>Excludes Multilingual Learners</i>	BIPOC Focus Group <i>Excludes Multilingual Learners</i>
i-Ready Phonics Proficiency	83%	68%
i-Ready Overall Reading	80%	61%
Smarter Balanced (SBA) ELA	80%	62%

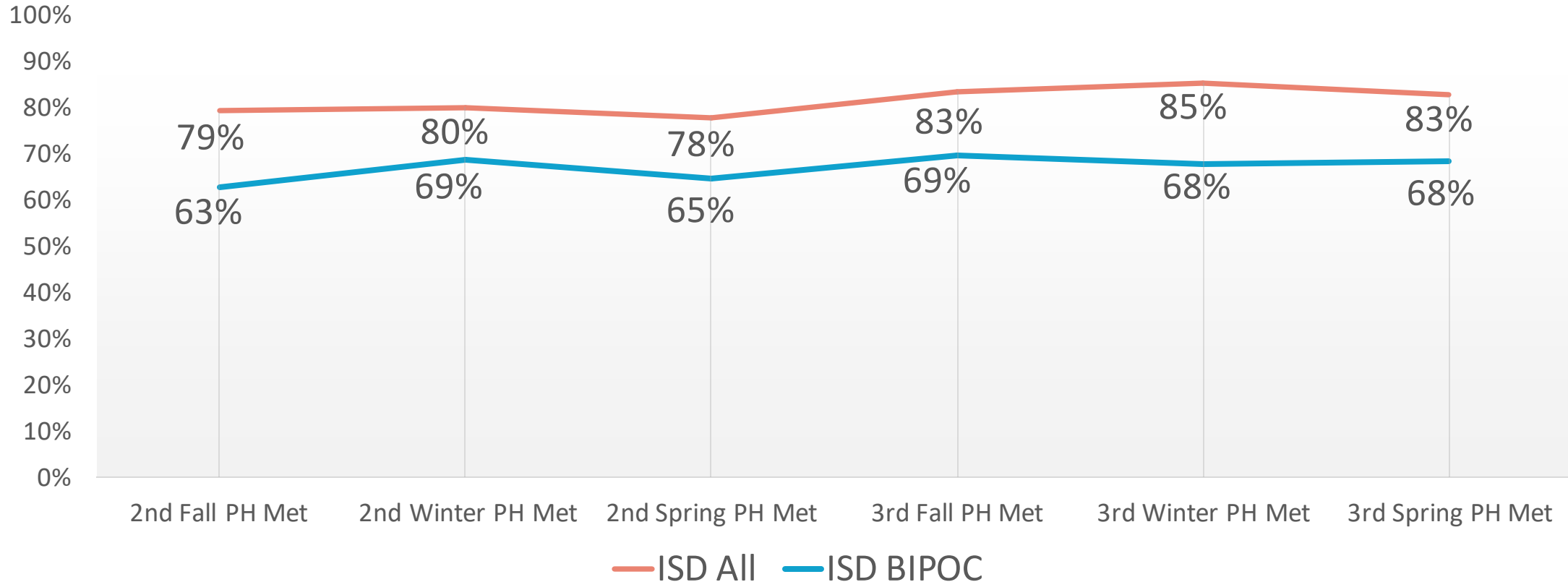
Note: Using early literacy assessment results for multilingual learners, during English language development, is not recommended by the testing protocols. Progress for these students is determined using different measures.



3rd Phonics

All Student Phonics Proficiency Rate

i-Ready 2022-23 3rd Grade Students



PH met = percent of student who met proficiency standard on phonics assessment



Thank you!