

Empower Carson City 2022 Strategic Plan



**Our Community Inspires
and Empowers Innovators,
Leaders, and Thinkers.**

Board Approved February 2017

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The Carson City School District does not discriminate against any person on the basis of race, color, national origin, sex, disability and age, and it provides equal access to the Boy Scouts of America and other designated youth groups. The following person has been designated to handle inquiries regarding the District's non discrimination policies: Title IX and 504 Coordinator, 1402 W. King Street, Carson City, NV 89703, (775) 283-2130.



STUDENTS

TEACHING & LEARNING

**EXCEPTIONAL ADMINISTRATORS,
TEACHERS, & STAFF**

**HEALTHY GENERATIONS OF
CARSON CITY STUDENTS**

COMMUNITY IN FULL PARTNERSHIP

ENGAGED PARENTS & FAMILIES

CURRICULUM THAT MATTERS

GOVERNANCE: POLICY & REGULATIONS

Community Vision, Beliefs, and Mission



Vision:

Our Community Inspires and Empowers Innovators, Leaders, and Thinkers.

Our beliefs and values:

- Every student must have the opportunity to excel and be prepared for success in post-secondary education or a chosen career.
- Every student must continue to learn beyond school hours.
- The measure of success must extend beyond standardized tests to students who are life-long learners.
- Students must be empowered to achieve a lifestyle that is physically and emotionally healthy, and socially responsible.
- Students, families, schools, businesses and the community must work in partnership to pursue academic excellence and civic involvement.
- We must recruit, empower, and retain the most effective educators and staff.
- To move our community and our nation forward, students must receive a world class education.

Mission:

In partnership with families and the community, we will make the most of every day for each student by empowering them with the skills, knowledge, values, and opportunities to thrive.

Overview of Goals



To live our vision, support our beliefs and accomplish our mission, we must have:

Goal 1 – Exceptional Staff:

Recruit, provide professional growth opportunities, and retain exceptional personnel for all positions within the school district.

Goal 2 – Curriculum that Matters:

Provide multiple pathways that empower lifelong learners, active citizens, and career and college ready students from Pre-K through grade 12.

Goal 3 – Engaged Parents and Families:

Empower and inspire families to positively impact their child’s education in a welcoming, informative, and collaborative school culture.

Goal 4 – Healthy Generations of Carson Students:

Advance physical, social, and emotional wellness for all students.

Goal 5 – A Community in Full Partnership:

Actively connect every student with learning beyond the classroom.

Goal 1—Exceptional Staff

Recruit, provide professional growth opportunities, and retain exceptional personnel for all positions within the school district.

*For each objective and strategy, working groups will create and implement measures with timelines to document progress.

Objective 1.1: Plan to attract and recruit effective staff.

Strategy 1.1.1: Actively implement a marketing and recruitment plan for all positions showcasing:

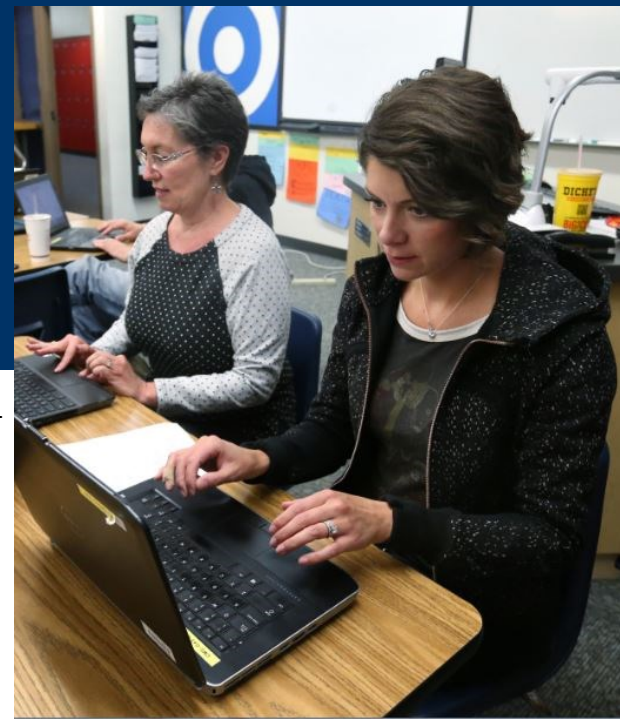
- Potential for career growth and advancement
- Area attractions for an active lifestyle
- Professional growth opportunities
- Opportunities for Alternative Routes to Licensure
- Sustainable practices

Strategy 1.1.2: Provide opportunities for “home grown” staff by:

- Exploring the options of developing a high school CTE program centered on teacher education and paraprofessional responsibilities.
- Creating partnerships with local colleges to target those interested in district career opportunities.
- Working with the Carson City Schools Foundation and other partners to support recruitment.
- Using outreach opportunities to advertise and recruit classified staff and substitute teachers.



"I like my teacher because she is kind and helpful."
- Francis, 14-year-old, at Carson Middle School



Objective 1.2: Retain new staff by providing support and professional growth opportunities.

Strategy 1.2.1: Provide new teacher induction trainings and mentoring throughout the school year.

Strategy 1.2.2: Expand the mentoring program to include specialized positions and new-to-district classified and administration.

Strategy 1.2.3: Offer all staff member's opportunities for professional growth and capacity building.

Objective 1.3: Highlight innovation and develop a culture of shared leadership, collaboration, and decision-making.

Strategy 1.3.1: Develop a public relations plan to highlight the positive activities and accomplishments of the Carson City School District.

Strategy 1.3.2: Allow for autonomy within Professional Learning Communities.

Strategy 1.3.3: Allow for stakeholder input in developing plans for professional development.

Objective 1.4: Retain exceptional personnel by promoting positive staff morale.

Strategy 1.4.1: Respond to staff needs by fostering clear two-way communication.

Strategy 1.4.2: Seek ways to help staff plan for and respect work-life balance by exploring strategies to increase efficiency.



Goal 2 – Curriculum that Matters:

Provide multiple pathways to Pre-K – 12th grade students who will be empowered to be ready for college and career as lifelong learners and active citizens.

*For each objective and strategy, working groups will create and implement measures with timelines to document progress.

Objective 2.1: Prioritize proficiency when planning and implementing curriculum based on the Nevada Academic Content Standards (NACS) to ensure that all students will participate in meaningful and relevant curriculum that includes English Language Arts, Mathematics, Science and Social Studies.

Strategy 2.1.1: Provide curriculum materials, resources, and tools that align with Nevada Academic Content Standards (NACS) and 21st Century Skills.

Strategy 2.1.2: Personalize student learning opportunities through the Learner Centered Model, project-based learning, and authentic applications.

Strategy 2.1.3: Provide professional learning opportunities to effectively implement and enhance curriculum and instruction.

Strategy 2.1.4: Provide a safe and consistent learning environment that promotes social and emotional wellness for students through school policy and classroom management.

Strategy 2.1.5: Comprehensively evaluate curriculum materials, resources, and assessment tools on a regular basis.



"My favorite subject is Science because we do a lot of hands-on activities."

- Jacob, 10-year-old, at Seeliger Elementary School



Objective 2.2: Empower students by providing a variety of high-quality programs of study that will excite their interests, foster their talents, and better prepare them for career and college choices.

Strategy 2.2.1: Through community partnerships and increased parent outreach, provide a variety of opportunities for every child to participate in early childhood programs with measures taken to ensure the programs meet Nevada Pre-Kindergarten Standards.

Strategy 2.2.2: Continue to provide specialized programming to support gifted and talented students, English Language Learners, students with special needs, students with disabilities, and other student populations that would benefit from specialized programs.

Strategy 2.2.3: Through community partnerships and district resources, students will have the opportunity to learn about environmentally friendly actions and sustainable practices.

Objective 2.3: Enhance student learning through digital literacy.

Strategy 2.3.1: Provide students with access to 1:1 mobile technology and internet access in order to promote rigorous and relevant curriculum.

Strategy 2.3.2: Students will use electronic tools to collect artifacts and counsel with teachers and parents on their achievement to create a personalized student portfolio.



Goal 3 – Engaged Parents and Families:

Empower and inspire families to positively impact their child’s education in a welcoming, informative, and collaborative school culture.

*For each objective and strategy, working groups will create and implement measures with timelines to document progress.

Objective 3.1: Develop a sustainable communication plan designed for interaction between families, schools, and community that builds a culture of shared responsibility for student success.

Strategy 3.1.1: Assess the effectiveness of shared responsibility for student success using an annual survey. Share and analyze survey trends at a stakeholder event to collaborate, plan, and inspire future family and school engagement.

Strategy 3.1.2: Develop a belief statement to define engagement and outline the roles of families, students, schools, and community.

Strategy 3.1.3: Develop two-way multilingual communications using various forms of technology, print media, and social media.



"I like that my older sisters show me how to do things they are learning."

- Katelyn, 14-year-old, at Carson Middle School

Objective 3.2: Create sustainable opportunities for families and schools to engage with one another. Provide support for parents to navigate educational systems.

Strategy 3.2.1: Create an inviting, informative, and comfortable atmosphere to greet parents at every site and ensure they feel welcome.

Strategy 3.2.2: Establish educational opportunities to ensure parents, teachers, administrators, and community members have the necessary skills to guide students in the pathway to success. Host events where all parties work together to create policies, practices, and programs (e.g., Parent University).

Strategy 3.2.3: Designate District and school-site parent engagement coordinators to monitor and guide Strategic Plan Goal 2 objectives and strategies.



Goal 4 – Healthy Generations of Students:

Promote optimal wellness for all students.

*For each objective and strategy, working groups will create and implement measures with timelines to document progress.

Objective 4.1: Advance social and emotional wellness for all students.

Strategy 4.1.1: Adopt, implement, and support a sense of community, wellness, and belonging using best-practices, an empirically supported Social Emotional Learning Program chosen by an appointed committee of stakeholders in the field that focuses on executive functioning skills. Base the program on appropriate developmental, step-wise interventions taught by teachers and supported by the community and by parents for students in grades Pre-Kindergarten through 12th grade.



"Physical activity helps me feel good about myself. I can focus better, have fun, and get my work done."

- London, 10-year-old, at Seeliger Elementary School



Objective 4.2: Empowering all students to make healthy lifestyle choices for nutrition, wellness, and physical activity.

Strategy 4.2.1: Adopt, implement, and evaluate best practices in an empirically supported nutrition and physical activity/physical wellness program chosen by an appointed committee of stakeholders in the field that empowers students to make healthy choices for nutrition, physical activities, and physical wellness.

Strategy 4.2.2: Schools should include a student health component in daily activities.

Strategy 4.2.3: Maintain a District Nutrition Council to help oversee/create menus, and food options for meal opportunities for students in need.

Strategy 4.2.4: Conduct a research-based review of school schedules, including start and end times that lead to increased student engagement and achievement and establish set times throughout the school day, including before school to allow children opportunities to exercise and wake up their brains and bodies. *Initial study conducted in 2014-2015

Strategy 4.2.5: In collaboration with the district external communications plan, work with the local media to invite the community to learn about healthy eating tips, fitness and recreation opportunities, as well as available resources and sustainable practices offered by CCSD and participating community partners.

Objective 4.3: Continue to provide access to health care for students via a School-Based Health Center in Carson City.

Strategy 4.3.1: Maintain a committee of experts in the field to implement and monitor progress of "Road Map" from NASBHC (National Association of School Based Health Clinics.)



Goal 5 – A Community in Full Partnership:

Actively connect students with learning beyond the classroom.

*For each objective and strategy, working groups will create and implement measures with timelines to document progress.

Objective 5.1: Provide every K-12 student with timely opportunities for in-school and extended school programs that enhance critical thinking and problem-solving skills, improve academic performance, emphasize the importance of life skills attainment, and allow for hands-on application of skills.

Strategy 5.1.1: Establish and implement a formal community partnership program that aligns extended school programs with the District's core curriculum and strategic goals, including project-based learning focused on science, technology, engineering, math, science, arts, literacy, world languages, and social and physical development.

Strategy 5.1.2: Form a recruitment team to engage business, government, higher education, civic and cultural groups, libraries, museums, and other community organizations in partnership.



"I like to visit educational places outside of school including the Art Museum and the Discovery Museum."

- Alyssa, 14-year-old, at Carson Middle School

Objective 5.2: Create a dynamic community environment where students develop marketable abilities and social skills with the knowledge and attitudes necessary to be an engaged citizen.

Strategy 5.2.1: Provide students the opportunity to visit, observe, and participate in activities at diverse worksites and civic organizations.

5.2.1a: Investigate options to create grade-level activity programs that provide short-term job shadow and exposure to career opportunities in the community.

Objective 5.3: Contribute to strengthening and expanding the economic development and sustainable practices of our community and region by creating a highly trained and motivated workforce with exceptional thinking, innovation, and leadership skills.

Strategy 5.3.1: Establish a formal system, including internships, job shadowing opportunities, and in-school exposure to careers and college, to provide students with opportunities for authentic development of real world skills.



Action Steps:



- For each objective and strategy, working groups will create and implement performance measures with timelines to document progress.
- Establish baseline data, growth targets, and timeline.
- Designate individual(s) responsible.
- Determine costs, logistics, and other barriers to success, evaluate feasibility, and adjust accordingly.
- Develop programming infrastructure (i.e. technology, scheduling, general logistics) and establish facilitators.
- Market programs to students, families and the community.
- Evaluate programming based on measurable data and make adjustments.
- Explore grant opportunities to support the objective.

Evaluation and Accountability

In order to ensure that the Strategic Plan is successful, we will implement the following evaluation tools and accountability measures:

- A. The Community PLC will convene quarterly throughout the school year and review progress and make recommendations.
- B. The Superintendent will report progress on goals, objectives and strategies to the Carson City School Board no less than quarterly.
- C. Produce an annual report card on progress.





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