



Cashmere School District



Mission Statement: To ensure a quality education for every student*

By this, we mean that every student will graduate from high school equipped for post-secondary education, training, careers and citizenship

“System Areas of Focus 2023-24”

Rigorous Research Based Instruction <i>Effective instruction will be present in every classroom, every day.</i>	Student Engagement, Belonging, and Well-being <i>Promote social development and personal well-being that supports engagement and belonging for every student.</i>	Parent and Community Engagement <i>Build and sustain strong partnerships with every student, families, and community.</i>
<ol style="list-style-type: none">1. Research and implement effective instructional models2. Design lessons to ensure access, engagement, and opportunity for every student3. Teach and assess rigorous and coherent curriculum in all content areas based on essential standards4. Use data and student feedback to inform and adapt instruction (Tier I)5. Develop systems of support for students not meeting or exceeding standard (Tier II)6. Lay foundations for college and career readiness at every grade level	<ol style="list-style-type: none">1. Ensure a healthy and holistic school community by aligning, adopting, and implementing K-12 standards, curriculum and materials for social-emotional learning (SEL)2. Develop a comprehensive K-12 Counseling Plan:3. Implement CSD Health and Wellness policies and procedures4. Ensure a safe learning environment	<ol style="list-style-type: none">1. Collect and utilize student, staff, and parent feedback to improve system outcomes2. Engage our community in ongoing conversations to elevate the voices of families and district partners3. Foster school-community supports that eliminate obstacles to learning

2023–2024 CSD Pillar #1: Rigorous Research Based Instruction - <i>Effective instruction will be present in every classroom, every day.</i>			
<p>GOAL #1: Research and implement effective instructional models</p> <p>GOAL #2: Design lessons to ensure access, engagement, and opportunity for every student</p> <p>GOAL #3: Teach and assess rigorous and coherent curriculum in all content areas based on essential standards.</p> <p>GOAL #4: Use data and student feedback to inform and adapt instruction (Tier I)</p> <p>GOAL #5: Develop systems of support for students not meeting or exceeding standard (Tier II)</p>	<p>Timeframe</p> <p>First 60 Days:</p> <ul style="list-style-type: none">✓ 1 Studio✓ Pre-Inquiries complete✓ GLT Data Reviews✓ Schoolwide classroom walkthroughs (Lesson Flow) <p>Second 60 Days:</p> <ul style="list-style-type: none">✓ 2 Studios <p>Final 60 Days:</p> <ul style="list-style-type: none">✓ 1 Studio	<p>Building Level Action Steps</p> <ul style="list-style-type: none">• Two Math and Two ELA Studio days to plan for and observe high quality instruction<ul style="list-style-type: none">• Develop instructional focus• Plan for instruction with teams• Observe instruction• Set individual classroom goals based on studio debrief• Connect studio professional learning with observation cycles• Admin walkthroughs for specific lesson flow look fors• Release teams to work through data protocols• ELA leadership team will adopt a set of Foundational Skills materials.<ul style="list-style-type: none">• Pilot <i>Wonders</i> and <i>Into Reading in the first 12-weeks of school</i>• Provide each Pilot GLT release time to formulate an implementation plan• Provide GLT release time to summarize pilot results and make a recommendation.• Establish EL Interventions and communicate with staff and families	<p>Intended Outcomes</p> <ul style="list-style-type: none">★ Implementation of instructional strategies identified through Studio★ 100% of classrooms utilizing math and ELA lesson flow★ Adopt a Foundational Skills set of materials for the 2023-2024 school year.★ Push in and Pull out systematic EL program★ 3rd Grade: 75% meet expectation of 2 of 3 ELA assessments★ 4 Grade: 75% passing on ELA SBA
CSD Pillar #2: Student Engagement, Belonging, and Well-being - <i>Promote social development and personal well-being that supports engagement and belonging for every student.</i>			
<p>GOAL #1: Ensure a healthy and holistic school community by aligning, adopting, and implementing K-12 standards, curriculum and materials for social-emotional learning (SEL)</p> <p>GOAL #4: Ensure a safe learning environment</p>	<p>Timeframe</p> <p>August Institute</p> <p>Monthly Late Starts</p>	<p>Building Level Action Steps</p> <p>Social/Emotional Safety:</p> <ul style="list-style-type: none">• CEE Health and Wellbeing Survey• Implementation of Purposeful People (Tier I)• SEL Intervention groups (Tier II) <p>Physical Safety:</p> <ul style="list-style-type: none">• Active Shooter and Trauma First Aid Training• Monthly lockdown/active shooter scenarios and tabletop exercises• Series of extended adult learning around trauma and first aid• Update “Med” and “Go” Bags	<p>Intended Outcomes</p> <ul style="list-style-type: none">★ Common language around behaviors and expectations★ SEL Interventions★ Highly trained staff around first aid and emergency response★ Highly equipped “Med” bags to be present on all off-site trips★ Adopted SEL Curriculum
CSD Pillar #3: Parent and Community Engagement - <i>Build and sustain strong partnerships with every student, family, and community.</i>			
<p>GOAL #1: Collect and utilize student, staff, and parent feedback to improve system outcomes</p> <p>GOAL #2: Engage our community in ongoing conversations to elevate the voices of families and district partners</p> <p>GOAL #3: Foster school-community supports that eliminate obstacles to learning</p>	<p>Timeframe</p> <p>Fall 2023</p> <p>Monthly</p> <p>Fall 23’, Spring 24’</p> <p>Ongoing</p> <p>Monthly</p>	<p>Building Level Action Steps</p> <ul style="list-style-type: none">• Student and Parent EES Survey (Reading Support Provided)• Professional development staff survey feedback (August Institute, Studio and Late Starts)• Title I, Migrant, SPED, TBIP Parent Meetings (Feedback provided at every meeting)• 4-Part Parent Learning Opportunities (Child Abuse, First Aid/CPR, Social/Emotional Health, Drug and Alcohol)• Incentivize student attendance w/ monthly rewards (monthly attendance meetings)	<p>Intended Outcomes</p> <ul style="list-style-type: none">★ Organizational change based on staff, student and community input to increase confidence by all stakeholders.★ Attendance at Vale elementary will be 95% or higher.

Middle School

CSD Pillar #1: Rigorous Research Based Instruction - *Effective instruction will be present in every classroom, every day.*

GOAL #1: Research and implement effective instructional models.	Timeframe 1. September 2. October 3. Ongoing	Building Level Sub-Goals & Action Steps 1. Recommit to literacy instructional model 2. Bring TC Home Grown Institute to CSD 3. Review training and set goals for the year and Lesson Study times 4. Follow up and possible consultation with trainer 5. Follow up on small group work/conferring in the classroom	Intended Outcomes ○ Workshop Foundations & Minilesson ○ Differentiating Instruction with an Inclusive Mindset ○ Leveraging Conferences and Small Groups ○ Pre & Post Assessment ○ Increase student achievement on CFA, MAPs, 10% on SBA ○ Learn & plan for reading intervention & extension within the core classroom
GOAL #2: Design lessons to ensure access, engagement, and opportunity for every student.	Timeframe 1. 5 Rounds: Oct., Nov., Jan., Feb., March	Building Level Sub-Goals & Action Steps 1. Lesson Study: Plan, Observe, Reflect & Plan 2. Planning will take place the week prior during Team Time 3. Round 1 Focus: Learning Targets, Success Criteria, Identifying Lesson Flow Components 4. Round 2-4 Focus: GLT Developed 5. Admin Walkthroughs	Intended Outcomes ○ The Edge Effect: Cross Content Collaboration ○ Closing the We vs. I Gap ○ Student friendly learning targets and success criteria. ○ Clear and named lesson flow ○ Teacher evaluation reflections
GOAL #3: Lay foundations for college and career readiness at every grade level.	Timeframe 1. August 2. 1x/month 3. October 4. April	Building Level Sub-Goals & Action Steps 1. Transitional Counselor attended Summer CTE Conference to learn more about the Career Counselor Role 2. Bulldogs in Careers Workshops 3. CWU Visit 4. PTO Sponsored Middle School Career Fair	Intended Outcomes ○ Students begin to articulate future pathways to achieve self-actualization ○ Make connections for middle school students to explore CTE pathways offered at CHS & beyond ○ High School & Beyond Plan at 8 th Grade will start early and be visited often

CSD Pillar #2: Student Engagement, Belonging, and Well-being - *Promote social development and personal well-being that supports engagement and belonging for every student.*

GOAL #1: Ensuring a healthy and holistic school community by aligning, adopting, and implementing K-12 standards, curriculum, and materials for social-emotional learning (SEL)	Timeframe 1. August Institute 2. 2 nd Quarter 3. Fridays 4. Data Day 5. August 6. School Year 7. September 8. Ongoing	Building Level Sub-Goals & Action Steps 1. Upstander Training 2. Student Voice on Vision for Student Learning 3. Weekly Character Dare focused on Tier 1 w/ SEL Framework 4. Second Steps Tier 2 Interventions for SEL 5. Increase student belonging and connection to learning community 6. Create and start a CMS Knowledge Bowl Team 7. Increase in PBIS Rewards System 8. Expand staff participation at student extracurricular events	Intended Outcomes ○ Students will have strategies for intervening as an upstander: Direct, Delay, Delegate, Distract ○ Increase student belonging on CEE Survey ○ Increased student attendance ○ Decreased student behaviors ○ Increase in student connection between grade levels. ○ Create academic contest opportunity for students at CMS ○ Shared Calendar for Student Activities ○ Increase in positive student/teacher relationships ○ Growing PBIS House System to 6 th grade
GOAL #2: Ensure a safe learning environment.	Timeframe 1. ASAP 2. August Institute 3. Dec. Late Start	Building Level Sub-Goals & Action Steps 1. Vape Detectors installed, communicate with community and families about the installation of the vape detectors 2. Staff Active Shooter Training & Trauma 1 st Aid Training 3. Recess Supervisor & Cross Walk Guard expectations and radio training 4. Tabletop exercise with staff	Intended Outcomes ○ Nicotine and drug free school with a focus on learning ○ Raise the bar for staff to learn and respond to emergencies

CSD Pillar #3: Parent and Community Engagement – *Build and sustain strong partnerships with every student, families, and community.*

GOAL #1: Collect and utilize student, staff, and parent feedback to improve system outcomes.	Timeframe 1. Late Starts 2. Prior to August Institute	Building Level Sub-Goals & Action Steps 1. Highlighting a Staff Member of the Month 2. New Employee Orientation	Intended Outcomes ○ Close the I vs We Gap by having staff pay it forward by selecting the next staff of the month by reflecting on the work of their colleagues ○ Ensure new staff understand the systems and expectations of CMS
GOAL #2: Engage our community in ongoing conversations to elevate the voices of families and district partners.	Timeframe 1. 1 st Friday/month 2. When needed 3. August 4. By November	Building Level Sub-Goals & Action Steps 1. Print Monthly Newsletter in English & Spanish and placed in the community 2. Translate all communications 3. Start a Nuestra Comunidad Club at CMS 4. Potential Parent Ed Topics: Social Media – Parent Controls & Burner Devices, CPR/First Aid, Vaping Dangers, 7 Seconds	Intended Outcomes ○ Increase communication with families that are employed in our community and may not receive electronic communication ○ Nuestra Comunidad will involve all student in an opportunity to celebrate and learn about different cultures ○ Opportunity for parents to improve the health safety of their children

High School

2023–2024 CSD Pillar #1: Rigorous Research Based Instruction - *Effective instruction will be present in every classroom, every day.*

Goals	Timeline	Building-Level Action Steps	Outcomes
GOAL #1: <i>Research and implement effective instructional models</i>	Year-Long	Building-Wide Focus on Lesson Flow: <ul style="list-style-type: none">Formative AssessmentStudent Publishing of UnderstandingReflectionConnections to Previous and Future Lessons	<ul style="list-style-type: none">★ Improved intentionality of lesson design★ Clear connections between prior and future learning★ Timely targeted adaptaions to instruction based on student feedback/formative assessment
	Year-Long	Math Department Focus on: <ul style="list-style-type: none">Lesson Study in Teaching Pairs – Alignment of PracticeLesson Closure; Independent and Small Group Work (Confiring)	<ul style="list-style-type: none">★ Consistent expectations and improved student outcomes across Math courses for independent and small group work★ Higher levels of engagement and independence★ Improved student performance
	Year-Long	ELA Development Focus On: <ul style="list-style-type: none">Development of Argument Curriculum with Vertical Articulation for Expected Growth and OutcomesLesson Study on Elements of Workshop Model	<ul style="list-style-type: none">★ Aligned curriculum for Argument writing★ Consistent/Calibrated implementation of Workshop Model Instructional Practices across grade levels<ul style="list-style-type: none"><i>ELA – 75%+ Proficiency</i><i>Math – 50%+ Proficiency</i><i>Science – 63%+ Proficiency</i>
GOAL #5: <i>Develop systems for students not meeting or exceeding standard (Tier II)</i>	Semester 1 Reflect/Adjust	Commitment to Student Management “Non-Negotiables”: <ul style="list-style-type: none">Proactive Parent CommunicationInterventions/Goal Setting for At-RiskConsistent Implementation of Systems that Support Engagement	<ul style="list-style-type: none">★ Improved tardy rate<ul style="list-style-type: none">○ <10/day★ Improved attendance<ul style="list-style-type: none">○ >95%○ Q1 D/F under 20%○ Sem1 D/F under 15%
GOAL #6: <i>Lay foundations for college and career readiness at every grade level</i>	Semester 1 11/2&3	Review of Elements of Schedule in Relationship to School Mission and Vision: <ul style="list-style-type: none">Establish a Schedule Committee that Works in Coordination with Building Leadership Team and Student Leadership Team to Review All Aspects of SchedulingAll Grade “Student Led Conferences” Grounded in The Bulldog Way and Tied to HS & Beyond Plan	<ul style="list-style-type: none">★ Improved equity of access to courses and sequences of courses that support college and career readiness★ Formal reflections with Stakeholders on CHS & Post Secondary Goals

High School Continued

2023–2024 CSD Pillar #2: Student Engagement, Belonging, and Well-Being – *Promote social development and personal well-being that supports engagement and belonging for every student.*

Goals	Timeline	Building-Level Action Steps	Outcomes
GOAL #1: <i>Ensure a healthy and holistic school community by aligning, adopting, and implementing K-12 standards, curriculum, and materials for social-emotional learning (SEL)</i>	Quarter 1 8/30-11/3	School-Wide Commitment to “KNOWING” (Level 3) Our Students Using Qualitative and Quantitative Data: <ul style="list-style-type: none">SEL Survey/SAT Team/KYS ChartEstablish and Work with Student Leadership Team and Peer Mentors to Support Strong Sense of Connection for all StudentsDevelop and Implement CHS Specific Bystander Intervention Training During SemesterImplement Action Steps to Build “Only 7 Seconds” Into the Cultural Fabric of Our School community	<ul style="list-style-type: none">★ Improved outcomes related to well-being and belonging in Fall/Spring SEL student survey★ Peer Mentor/Mentee connections via orientation/advisory★ Delivery of Bystander Intervention Training via student created PSAs (“Unmasking of a Bully”)
GOAL #4: <i>Ensure a safe learning environment; prioritize school safety at the micro and macro level</i>	Year-Long	Commitment to School Safety: <ul style="list-style-type: none">Support Classroom and Learning Environment Safety Through Resources and Needs Identified in Active Shooter/Trauma First Aid TrainingProvision of Safety Features (Window Coverings/Door Magnets/Walkies to Support Identified NeedsTrain/Rehearse/Drill on Unconventional Emergency Times (Passing Periods)	<ul style="list-style-type: none">★ Improved sense of safety evidenced in Survey Data★ “Go” Bags stocked and strategically positioned★ Heightened awareness and response readiness in case of emergency★ Increase of presence in and around school at critical times (Watchdogs)

2023–2024 CSD Pillar #3: Parent and Community Engagement – *Build and sustain strong partnerships with every student, families, and community.*

Goals	Timeline	Building-Level Action Steps	Outcomes
GOAL #1: <i>Collect and utilize student, staff, and parent feedback to improve system outcomes</i>	Semester 1	Research and Implement Systems that Increase School-Wide Communication Among Faculty and Staff and with Students and Families in Support of Timely Interventions Related to Academic, SEL, Behavioral Struggles in School: <ul style="list-style-type: none">Use These Systems to Tell Our Story	<ul style="list-style-type: none">★ Improved academic engagement and performance evidenced in Q1/Q2 attendance, grades, reflections in student-led conferences★ Positive feedback re: communication in Parent Survey
GOAL #2: <i>Engage our community in ongoing conversations to elevate the voices of families and district partners</i>	Year-Long	Continue to Implement Systems and Foster Opportunities for Elevation of Latino Voices in Our Community: <ul style="list-style-type: none">Improved Two-Way CommunicationDevelop Opportunities for LeadershipDevelop Opportunities for Adult Education	<ul style="list-style-type: none">★ Increased student/parent participation rates for Latino Community Families in school and community events★ Growth of PAC and Nuestra Comunidad★ Partnerships with regional social service that foster access (Cashmere Library, Cascade PAC)
GOAL #3: <i>Foster school-community supports that eliminate obstacles to learning and results in 95% student attendance, reduction in tardies, and increased student belonging and engagement at the classroom and building level</i>	9/23 School-Wide Goal Setting, Monthly Progress Monitoring	See Goal #5 in Pillar #1	<ul style="list-style-type: none">★ Improved student attendance★ Improved SEL Student Survey results around connection to school★ <10 tardies/day avg.