

**Loomis Union
School District
Strategic Plan**

2011-2016



Strategic Plan 2011-2016

The Loomis Union School District's strategic plan builds on the bedrock of a successful school system. The District's plan commits to preserve the quality of the current educational program, while setting the course for the future. The plan was created after receiving input from staff and the community. Following the gathering of input, a strategic planning committee, comprised of staff and parents met to outline priority areas and create objective goals and strategies.

The following is included in the LUSD strategic plan document:

- ✚ Vision, Mission, and Belief Statements
- ✚ Points of Pride
- ✚ Five Year Objective Goals
- ✚ Action Plans for 2011-2012 school year

The strategic plan is a "living document". Each year, after obtaining feedback from the staff and parents, the strategic plan is revised to reflect the goals and priorities of the LUSD community.

"Given a vision, an extraordinary effort will result in extraordinary success."

Vision

The Loomis Union School District will become a premier school district, evoking pride within an involved community and empowering staff to meet the needs of all students through premier educational programs and facilities.

Mission

The mission of the Loomis Union School District is to provide outstanding educational instruction so that each of our students is enabled to reach their full potential.

Beliefs

- ✚ All students can learn when a love of learning is fostered in a positive, supportive, safe, and caring environment.
- ✚ Teachers are the focal point of the instructional program.
- ✚ Our school system is an integral part of the larger Loomis basin community.
- ✚ Education is a “team” partnership among students, staff, families and the community.



Academic Excellence

The Loomis Union School District has the highest Academic Performance Index (API) score in the Sacramento Northern California region of any district with comprehensive K-8 schools. In addition, the District has one of the highest API scores in California. Many students have achieved honors in various academic areas both regionally and nationally.

Celebration of Student Success

Throughout the District, students are continuously recognized for achievement in academics, athletics, music, and citizenship through the honor roll system, and a variety of awards programs and recognition ceremonies. Each June, there is a district-wide eighth grade promotion ceremony.

District of choice for families

The District has a large number of students that transfer in from other districts. Families recognize the academic achievement of Loomis schools and desire their students to participate.

Fiscal solvency

The District is fiscally healthy and maintains adequate reserves. The Board of Trustees operates from a fiscally responsible and conservative position expected by the community.

Great kids/citizenship

In Loomis basin schools, students have exemplary citizenship. The incidence rate of behavior problems for students is very low. The K-8 environment provides an opportunity for older students to mentor younger students on the same campus.

Music program

The District strongly supports the band, choir, and orchestra programs. Students regularly perform at regional concerts, honors festivals, and contests.

Parental involvement/Family Atmosphere

Parents are actively engaged in supporting each school. This is evidenced by a large number of parents who regularly volunteer in classrooms. The Parent Teacher Clubs (PTC) raise funds to support school efforts. There is a rich tradition of family values within the Loomis basin community. This is evidenced by the degree of involvement and support families provide to the schools.

Physical Education/Athletic Programs

There are physical education teachers at all district schools supported by grants, LBEF and parent support. The Loomis Basin community boasts a rich tradition of athletic excellence. It is common for students to qualify and compete at the national level. There are currently more than 28 athletic teams in place across the district representing 6 different sports.

Pride in maintaining facilities

The District takes pride in the appearance of school sites. The District strives to provide schools that, regardless of age, are kept in “premier” condition and presentation to the community.

Sense of community and tradition

The Loomis basin community has a rich tradition of community pride. Families strongly support their individual schools. Each site has a rich historical background with local community members maintaining their support of schools after their children have graduated. Graduates of District schools routinely return to their alma maters to volunteer time and contribute back to their elementary schools.

Small class sizes

The District has among the lowest average class sizes of any district in the Placer County region. Smaller class sizes allow teachers the opportunity to individualize instruction and provide remediation and enrichment when necessary.

Staff Commitment to the District

The Loomis Union School District has an excellent history of retaining teachers. Parents indicate through surveys their satisfaction with high level of educational support to all students.

Loomis Union School District
Five Year Strategic Plan Objectives

Curriculum and Instruction

Objectives:

- Identify academic strengths and needs of each student using common assessments.
- Staff development will focus on Professional Learning Communities (PLC).
- Develop and implement a Middle Years program based on Taking Center Stage II and includes inquiry based learning strategies.

Enrichment/Remediation

Objectives:

- LUSD will expand the visual and performing arts program for K-8 students.
- LUSD schools will continue to identify and further support all students to reach their maximum potential. (Examples; At-Risk, GATE, EL, Special Ed).

Communication

Objectives:

- LUSD will improve internal communications in an effort to inform all community members of district activities, events and accomplishments.
- LUSD will effectively market and promote district activities and accomplishments to increase student enrollment.
- The district will convey, celebrate and promote the success of students and staff.

Technology

Objectives:

- Develop and enhance the existing district technology curriculum and plan.
- Provide technology tools for the staff to meet the curricular needs.
- Increase technology department staff to provide quality staff development training while maintaining a current and up to date infrastructure.

Facilities

Objectives:

- Provide the Maintenance Department with the resources to maintain staff, clean and accessible facilities.
- Provide joint district and community use of facilities in a manner that ensures long-term access and upkeep.

Fiscal Resources

Objectives:

- Develop the Loomis Union School District's budget to align with the Strategic Plan's objectives and strategies.

Curriculum and Instruction



Objectives

- #1 Identify academic strengths and needs of each student using common assessments.
- #2 Staff development will focus on Professional Learning Communities (PLC).
- #3 Develop and implement a Middle Years program based on Taking Center Stage II and includes inquiry based learning strategies.

2011-2012 Action Plan

Strategy # 1

Implement a district wide assessment program to identify student achievement levels.

Specific Result:

Instruction will be provided to students based on their identified instructional levels.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Implement Star Enterprise assessment program throughout the district.	Administration/Technology Director/Teachers	10/11	6/12	
2	Utilize Star Enterprise assessment program to identify individual student strengths and weaknesses.	Principals/Teachers	11/11		
3	Develop and implement instructional plans to address specific student academic needs in all subject areas.	Principals/Teachers	8/11	Ongoing	
4	Provide progress monitoring and adjustment of instructional plans to continually meet student academic needs.	Director of Special Ed/Principals/Teachers	8/11	Ongoing	

Strategy #2

Implement a district-wide Professional Learning Community (PLC) model.

Specific Result:

Improve student achievement and staff professional growth.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Create a district wide PLC model.	Administration/Principals	8/11	Ongoing	
2	Dedicate time for PLC development at each school site.	Administration/Principals	8/11	Ongoing	



Strategy #3

Develop a district wide middle years program based on academic excellence, developmental responsiveness, social equity, and organizational structures and processes.

Specific Result:

The middle years program will be focused on the recommendations for middle grades success:
Taking Center Stage Act II (TCSII)

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Review and assess LUSD current middle years programs using TCSII Recommendations in Action: <ul style="list-style-type: none"> Evidence Checklist Adolescent Development Index Practices in the Spotlight Index 	Superintendent/Principals/Teachers	9/11	6/12	
2	Provide middle years staff development based on findings and TCSII Recommendations in Action: <ul style="list-style-type: none"> Videos Index Initiatives Crosswalk Index Professional Learning Index Targeted Resources Index Schools to Watch – TCSII Visit successful middle years programs 	Superintendent/Principals/Grade Level Guides	9/11	Ongoing	
3	Encourage all district, school, and community stakeholders to hold high academic standards and support student learning.	Superintendent/Principals	9/11	Ongoing	
4	Engage middle grades students with challenging lessons and opportunities to think critically and demonstrate their learning in a variety of ways.	Teachers	8/11	Ongoing	

Curriculum - 5 Year Focus

2011-2012	2012-2013	2013-2014	2014-2015	2015-2016



Enrichment/Remediation



Objectives:

- #1 LUSD will expand the visual and performing arts program for K-8 students.
- #2 LUSD schools will continue to identify and further support all students to reach their maximum potential. (Examples; At-Risk, GATE, EL, Special Education)
- #3 LUSD schools will create enrichment opportunities for students.

2011-2012 Action Plan

Strategy #1

Look for alternative programs and funding sources to provide visual and performing arts opportunities to all students in LUSD.

Specific Result:

Increase the VAPA learning opportunities for all students.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Work collaboratively with LBEF to provide funding for Monart program.	Principals	8/11	Ongoing	
2	Continue to provide a quality VAPA program including classroom music program K-4; band 5-8, chorus 4-8, and strings 5-8.	Superintendent/Music Teachers	8/11	Ongoing	
3	Coordinate VAPA schedules to provide maximum instructional time for students.	Principals	8/11	12/11	
4	Advertise VAPA performances and opportunities across the South Placer region.	Superintendent/Principals	8/11	Ongoing	

Strategy #2

Utilize district staff development days, minimum days, and site staff meetings to monitor and further develop RTI strategies including appropriate GATE instructional support.

Specific Result:

Students will increase their CST and STAR-Renaissance performance in reading and math.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Analyze CST Scores, STAR-Renaissance Assessments and other data to guide the RTI process and meet the needs of at-risk students.	Principals/Teachers	8/11	Ongoing	
2	Struggling students will be provided RTI support and remediation during the school day.	Teachers	8/11	Ongoing	
3	Collaboration will occur between the classroom teacher, school psychologist and administration to design quality student intervention plans for at-risk students.	Director of Special Ed/Principals/Teachers	8/11	Ongoing	
4	School sites will explore using after school intervention monies to increase student access to intervention programs.	CBO/Principals	8/11	6/12	
5	District will continue to strengthen the opportunities offered to GATE students. Ex: Game Night, Geo-catching, Video editing, fieldtrip opportunities.	Principals/GATE Enrichment Teacher	8/11	6/12	

Strategy #3

Develop high interest after school enrichment courses.

Specific Result:

Students will participate in additional enrichment opportunities.

#	ACTION STEP	Assigned to:	Starti ng Date	Due Date	Completed Date
1	Schools will explore a partnership with companies such as STAR-NOVA to provide enrichment classes. Ex: science, robotics, world language	Principals/GATE Enrichment Teacher	10/11	Ongoing	
2	Schools will work collaboratively with Del Oro High School to bring enrichment opportunities to students.	Principals/GATE Enrichment Teacher/Teachers	10/11	Ongoing	
3	Schools will solicit volunteers including – retired educators, student teachers, and community members to support our enrichment programs.	Principals/GATE Enrichment Teacher/Teachers	10/11	Ongoing	

Enrichment/Remediation - Five Year Focus

2011-2012	2012-2013	2013-2014	2014-2015	2015-2016

Communication



Objectives:

- #1 LUSD will improve internal communications in an effort to inform all community members of district activities, events and accomplishments.
- #2 LUSD will effectively market and promote district activities and accomplishments to increase student enrollment.
- #3 The district will convey, celebrate and promote the success of students and staff.

2011-2012 Action Plan

Strategy #1

LUSD will use a variety of communication tools to inform the public and seek input on district activities, events and accomplishments.

Specific Result:

Community members will be educated about district information and provide opportunities to give feedback to the Board of Trustees and district staff.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Use district Alert Now notification system and the district website to provide communication and information to parents in a timely fashion.	Administration	7/11		
2	Conduct staff and parent surveys to determine customer service satisfaction levels.	Superintendent	1/12	6/12	
3	The district will conduct community workshops and parent forums to inform LUSD constituents on important items such as budget, curricular information, opportunities and events.	Board Members/ Administration	1/12	Ongoing	

Strategy #2

LUSD will implement a variety of marketing strategies to promote activities and effect district enrollment.

Specific Result:

Increase enrollment and higher participation percentages at school and district activities.

#	ACTION STEP	Assigned to:	Starting Date	Due Date	Completed Date
1	Newspaper Articles publicizing the superior accomplishments of district students and staff.	Administration	8/11	Ongoing	
2	Develop and promote successful programs not offered by other surrounding districts.	Superintendent	1/12	Ongoing	
3	Broadcast district API scores via brochure, media and website.	Administration	9/11	Ongoing	
4	Continue to develop and promote our Pre-K, Junior K, Full-day kindergarten.	Superintendent/Director of Special Ed	1/12	6/12	

Strategy #3

The district will convey, celebrate and promote the success of students and staff.

Specific Result:

Students and staff in LUSD will be recognized for their accomplishments and achievements.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Spotlight on staff and students via district website on a monthly basis focusing on successes and accomplishments.	Administration	8/11	Ongoing	
2	Develop and promote an LUSD Staff Appreciation Day.	Board Members/ Administration/LBEF	8/11	5/12	
3	Regularly schedule student recognition activities at School Board Meetings.	Administration	10/11	Ongoing	
4	Develop and implement a district-wide attendance recognition program.	CBO/Principals	1/12	Ongoing	

Communication - Five Year Focus

2011-2012	2012-2013	2013-2014	2014-2015	2015-2016

Technology



Objectives:

- #1 Provide technology tools for the staff to meet the curricular needs.
- #2 Develop and enhance the existing district technology curriculum and plan.
- #3 Increase technology department staff to provide quality staff development training while maintaining a current and up to date infrastructure.

2011-2012 Action Plan

Strategy #1

Create district master plan for technology needs for each classroom in order to meet the educational outcomes for students and teaching tools for teachers for program implementation.

Specific Result:

All staff will be trained in the use of all technology to successfully implement district curricular programs.

	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Determine technology equipment and software needed to implement technology plan.	Technology Coordinator/ Technology Plan Committee	9/11	6/12	
2	Create staff development plan to support tech instruction.	Administration/Technology Coordinator	8/12	Ongoing	

Strategy #2

Conduct annual curricular meetings to review, discuss and update the district's technology plan.

Specific Result:

All students will receive cohesive and standardized instruction in technology.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Develop classroom technology standards for each grade level.	Administration/ Technology Coordinator	8/12	6/13	
2	Train staff for implementation of classroom standards.	Technology Coordinator	8/13	Ongoing	

Strategy #3

Create district master plan for technology personnel including time task analysis of total district support and the staff required to successfully complete the District's plan and work toward meeting this staffing requirement.

Specific Result:

Adequately staff technology department in order to successfully support all district personal as well as the implementation of the each school's curricular program.

	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Needs assessment to be created to determine type of personnel support needed/required to meet district Technology needs.	Superintendent/CBO/ Technology Coordinator	9/11	6/12	
2	Develop a sustained funding source to maintain services necessary to meet district goals.	CBO/Technology Coordinator	91//	6/13	

Technology - Five Year Focus

2011-2012	2012-2013	2013-2014	2014-2015	2015-2016

Facilities

Objectives:

- #1 Provide the Maintenance Department with the resources to maintain safe, clean and accessible facilities.
- #2 Provide joint district and community use of facilities in a manner that ensures long-term access and upkeep.

2011-2012 Action Plan

Strategy #1

Conduct annual facility meetings to discuss and prioritize the needs of schools and then develop an action plan.

Specific Result:

Safe, clean and accessible facilities that support the district's instructional needs.

#	ACTION STEP	Assigned to:	Starting Date	Due Date	Completed Date
1	Seek modernization funding through the State's facilities program.	CBO	9/11	Ongoing	
2	Develop a long-term maintenance equipment plan budget for projected upkeep, repair and replacement.	CBO/Supervisor of Maintenance and Operations	9/11	6/12	
3	Perform a study to determine adequate maintenance, grounds and custodial staffing levels.	CBO/Supervisor of Maintenance and Operations	1/12	6/12	
4	Create an allocation plan for facility-use process.	CBO/Supervisor of Maintenance and Operations	9/11	6/12	



Strategy #2

Provide joint district and community use of facilities in a manner that ensures long-term access and upkeep.

Specific Result:

Create a positive and collaborative relationship with our community with regards to the use of district facilities.

#	ACTION STEP	Assigned to:	Starting Date	Due Date	Completed Date
1	Maintain an annual ongoing calendar of events for district facilities for both school and community use.	Administration	8/11	6/12	
2	Establish a system to annually review the adequacy of the district's facility use fees.	CBO	8/11	Ongoing	

Facilities Five Year Focus

2011-2012	2012-2013	2013-2014	2014-2015	2015-2016



Fiscal Resources

Objectives:

- #1 Develop the Loomis Union School District’s budget to align with the Strategic Plan’s objectives and Strategies.

2011-2012 Action Plan

Strategy #1

Use the Strategic Plan objectives as the foundation to develop the budget.

Prioritize Strategic Plan strategies and allocate available funding accordingly.

Create program evaluation protocols that ensure the effective use of human and financial resources.

Specific Result:

Strategic Plan objectives will be supported fiscally using a systematic and measurable process.

#	ACTION STEP	Assigned To:	Starting Date	Due Date	Completed Date
1	Project and cost out Strategic Plan objectives and then incorporate the results into the budget development process.	CBO	9/11	6/12	
2	Link revenue and expenditure line items directly to Strategic plan objectives.	CBO	9/11	6/12	
3	Measure Strategic Plan outcomes against the costs to ensure resources are allocated efficiently.	CBO	9/11	6/12	

Fiscal Resources - Five Year Focus

2011-2012	2012-2013	2013-2014	2014-2015	2015-2016