

**AUBURN**

SCHOOL DISTRICT

ENGAGE • EDUCATE • EMPOWER



**ENGAGE • EDUCATE • EMPOWER WITH EQUITY AND EXCELLENCE**

# STRATEGIC PLAN | 2017-2022



Dr. Alan Spicciati  
Superintendent

School Board  
Laurie Bishop, President  
Ray Vefik, Vice President  
Anne Baunach, Director  
Robyn Mulenga, Director  
Ryan Van Quill, Director

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# Auburn School District Strategic Plan Committee

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**Bates, Vicki**, Asst. Superintendent  
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**Bridges, Dr. Monte**, ASD Consultant  
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**Cubillos, Bryan**, Student, Auburn Riverside HS  
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**Fitzgerald, Autumn**, Teacher, Chinook ES  
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**Harris, Heidi**, Asst. Superintendent  
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**Spicciati, Dr. Alan**, Superintendent  
**Baunach, Anne**, School Board Director  
**Bishop, Laurie**, School Board President  
**Mulenga, Robyn**, School Board Director  
**Van Quill, Ryan**, School Board Director  
**Vefik, Ray**, School Board Vice President



# Auburn School District

## Vision, Mission and Beliefs

### **Vision:** Our Aspirations

As an active citizen in a global society, each student will thrive as a champion for self, family, community and humanity.

### **Mission:** Our Common Work on Behalf of Students and Families

In a culture of equity and excellence we engage, educate, and empower each student for success beyond graduation.

### **Beliefs:** Our Values and Commitments

- We believe a comprehensive public education, from preschool education through high school graduation for every student, is paramount to the success of our community.
- We believe each child can learn at high levels and each staff member has a responsibility to make this a reality.
- We believe culturally responsive teaching supports equity, excellence and achievement for all students.
- We believe a safe and caring learning environment is strengthened by embracing diversity and respecting self and others.
- We believe personalized educational pathways, developed collaboratively with staff, students and their families, create relevance for each student.
- We believe relationships and a sense of belonging are key to learning and that every adult in the district is a mentor to students.
- We believe students, families, and staff thrive in a community rich with partnerships, support, and resources.

# Auburn School District Strategic Plan 2017-22

## Executive Summary

The Auburn School District is committed to engaging, educating and empowering **EACH** student with equity and excellence.

In the Auburn School District, it means:

- 100% of our students graduate and are ready for their future.
- Excellent Attendance
- Mastery of Grade Level Standards
- Family/Community Engagement

In the winter of 16-17, a committee of more than 60 parents, community partners, students, teachers, administrators and staff developed a new strategic plan with bold goals for students, staff and the community.

The committee reviewed accomplishments of the previous strategic plan, student achievement data, demographics, graduation rates, attendance rates and results from perceptual surveys of students, parents and staff. The resulting plan is the framework through which the district will support schools to achieve academic equity and excellence.

The committee grouped the plan into three large foundational strategies to achieve equity and excellence: Engage, Educate and Empower.

### **As we Engage, we will:**

- Build student, family, and community relationships and partnerships.
- Create safe and supportive learning environments that result in high levels of daily attendance and engagement.
- Involve students in establishing ownership for their own learning.
- Enrich and support the whole child through a range of curricular and extracurricular opportunities.

### **As we Educate, we will:**

- Hold ourselves accountable for each student's learning.
- Ensure all students experience relevant and rigorous instruction.
- Ensure equitable access to learning opportunities.

### **As we Empower, we will:**

- Ensure each student has a personally relevant PK-12 educational program.
- Ensure students achieve competency in communication, critical thinking, collaboration, creativity, character, and civics in addition to core academic skills.
- Elevate professional practice by investing in staff and leaders.

# Auburn School District

## Engage

**Engage:** Connect students to their schools and learning.

1. Build student, family and community relationships and partnerships.
  - Develop ways for families and students to serve as authentic partners in education.
  - Build partnerships within our community to support students and families.
  - Create a culturally responsive, inclusive and welcoming environment across the district.
2. Create safe and supportive learning environments that result in high levels of daily attendance and engagement.
  - Create an environment that is culturally inclusive of students, staff and families.
  - Address student safety through social, emotional and physical wellness.
  - Establish practices to stretch students in their learning.
  - Provide facilities, transportation and nutrition services that support and engage students.
  - Provide systems and supports for each student to meet or exceed 95% daily attendance.
3. Involve students in establishing ownership for their own learning.
  - Apply practices that reflect a growth-mindset in the belief that each student can achieve at high levels.
  - Cultivate each student's purpose for learning by providing meaningful academic support, tools and resources.
4. Enrich and support the whole child through a range of curricular and extracurricular opportunities.
  - Involve every student in an extracurricular activity by providing opportunities that reflect the interests of a diverse student population.
  - Reflect student culture in curriculum and environment.

# Auburn School District

## Educate

**Educate:** Ensure relevant learning, high achievement and graduation for each student.

1. Hold ourselves accountable for each student's learning and graduation.
  - Achieve 100% on time or extended graduation rate for students.
  - Partner with students who need additional time and support to meet grade level goals to have input in and access to achieve these goals.
  - Recognize student growth and accomplishments in academics, extracurricular activities and behavior.
2. Ensure all students experience relevant and rigorous instruction.
  - Implement seven principles of culturally responsive teaching in all classrooms.
  - Enact systemic plans for curriculum review, pilot, adoption and implementation that support culturally responsive classrooms.
  - Leverage technology, activities and instructional strategies that lead to improved student outcomes.
  - Engage and connect students through expanded partnerships with higher education and business.
3. Ensure equitable access to learning opportunities.
  - Maximize learning time for all students through the use of culturally responsive classroom and school management strategies.
  - Consistently use a racial equity tool for program development and evaluation.
  - Measure and expect progress in access to resources and equity in student outcomes over time.



# Auburn School District

## Empower

**Empower:** Enable students and staff to thrive now and in the future.

1. Ensure each student has a personally relevant PK-12 educational program.
  - Strengthen transitions between PreK-K, grades 5-6, grades 8-9 and high school and postsecondary options.
  - Ensure middle school opportunities provide for student exploration of interests and integrated planning for high schools, college and career.
  - Ensure that each student and family participates in identifying and establishing their best PreK-12 pathway.
  - Establish supports that guarantee each freshman meets attendance and credit requirements and connects with their school community.
  - Ensure that staff develop relationships with students and families that foster engagement in their education.
2. Ensure students achieve competency in communication, critical thinking, collaboration, creativity, character and civics in addition to core academic skills.
  - Support the development of these competencies by leveraging all content area coursework (including the arts, career and technical education, etc.) and extracurricular opportunities.
  - Strengthen students' character, civic development and social emotional learning.
  - Leverage 1:1 technology to empower students in communication, critical thinking, collaboration, creativity and digital citizenship.
3. Elevate professional practice by investing in staff and leaders.
  - Strengthen staff capacity to utilize a growth mindset to educate students.
  - Develop, recruit, hire and retain a diverse workforce.
  - Re-examine collaboration models to strengthen communication and learning access across all grades/buildings.
  - Utilize the instructional framework, leadership framework and other evaluation tools to provide a shared focus for continued professional growth for all staff.
  - Cultivate and support formal and informal leaders across the organization.





## **Auburn School District**

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