

SONORA ELEMENTARY SCHOOL DISTRICT

Strategic Planning

2020-2021

Living Document

VISION

Sonora Elementary School District provides an environment where growth and learning flourish.

MISSION

We believe that the school experience should be safe, positive, and successful, while contributing to the physical, social, and mental well-being of the child.

We are committed to:

- Challenging all students to reach their full potential by encouraging natural curiosity and a love of learning
- Promoting character development that emphasizes responsibility, self-discipline, compassion, honesty, integrity, and respect
- Fostering parental involvement to maximize student success
- Providing a balanced educational program, which includes fine arts, technology and physical fitness
- Ensuring that staff has multiple opportunities for professional growth and development

BENEFITS OF STRATEGIC PLANNING

- Clearly articulating the school's vision, purpose and values
- Focusing on a 'desired future' for the school, its students and the community more broadly.
- Selecting a small number of improvement strategies that, based on the available evidence and the context of the school, will most likely lead to the achievement of the agreed outcomes.
- Identifying what success will look like when it has been achieved.



Moving Beyond COVID-19	2020-2021
<p>Ideas:</p> <ul style="list-style-type: none"> - Surveying parents about reasons for staying on remote learning - Create a remote learning contract - Steps to reimplement the regular school schedule - Alternative to Virtual Independent Study for 2020-2021 school year - Having students access to the library - Having (some) students eat in the cafeteria - Students using fitness zone/playground equipment/basketball/soccer ball, etc... - Allowing/welcoming more students to use the bus - Reinstating sports and conditions 	<p>Theory/Research/Questions:</p> <ul style="list-style-type: none"> - Does it implicate our current Return to School Plan guidelines? (currently posted on our website) - Is there a substantial cost to an alternative program replacing the current virtual independent study program? - Does it implicate disinfecting schedule by allowing students to access more areas of the school? - Will there be an issue with social distancing by allowing more students taking the bus? - Are there other schools in the same situation with (virtual) independent study?

Positive School Culture	2020 to 2022
<p>Ideas:</p> <ul style="list-style-type: none"> - Developing a positive school culture committee consisting of teachers, classified staff, admin, counselor. - Hiring an outside consultant to help the school navigate the notion of a positive school culture - Get to know more about each other temperament (sanguine, choleric, phlegmatic, melancholic) - Circle Talk – open conversation with trust, respect, and care - Book study on “Transforming School Culture” - Virtual Team building program 	<p>Theory and/or Research:</p> <ul style="list-style-type: none"> - Book: Transforming School Culture “How to Overcome Staff Division” by Anthony Muhammad - Book: Changing School Culture Through Staff Development by ASCD Online book - Online Consultant: https://www.positiveadventures.com/creating-a-positive-school-culture/ -

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Leadership Capacity	2020 - 2021
<p>Ideas:</p> <ul style="list-style-type: none"> - Properly train secretaries, administrative assistant, and executive assistant, to allow management to rise to the level of a leader - Training on Management versus Leadership - Send the School Principal to attend “the breakthrough coach” in January - Develop a leadership map to improve the school - Monthly newsletter to staff and/or community sharing current leadership work and success 	<p>Theory/Research:</p> <ul style="list-style-type: none"> - Book: The learning Leader “How to Focus School Improvement for Better Results” by Douglas Reeves - Book: Leading Change in Your School “How to conquer Myths, Build Commitment, and Get results” by Douglas Reeves - 7 Habits of Highly Effective People – Principle Centered Leadership by Stephen Covey - The Breakthrough Coach: www.the-breakthrough-coach.com

Reforming Special Education	2020-2023
<p>Ideas:</p> <ul style="list-style-type: none"> - Changing the current learning center system to an updated system - Special Education Service as push-in instead of pull-out - Provide ongoing Rti (response to intervention) professional development by an outside Rti consultant to teachers - Developing an SSP (Student Success Plan) form and process - Develop a Special Education Reform Committee which will consist of teachers, SPED teachers, classified staff, admin, CBO, school psychologist, and counselor. - Developing a cost analysis on the current special education system 	<p>Theory/Research:</p> <ul style="list-style-type: none"> - Book: Special Education “Contemporary Perspectives for School Professionals” by Marilyn Friend - Strengths – Based Approaches to Educating All Learners with Disabilities: Beyond Special Education by Michael L. Wehmeyer - Needing research on consultative model, collaborative model, coteaching model, supportive instruction model, and small group model. - A 21st Century Model of Special Education https://www.gettingsmart.com/2018/06/a-21st-century-model-of-special-education/

<ul style="list-style-type: none"> - Developing a Procedural Guide for Special Education 	
<p>Fiscal Sustainability</p>	<p>2020 - 2022</p>
<p>Ideas:</p> <ul style="list-style-type: none"> - Develop a three-year budget forecast with current - Analyzing current SES structure of employee’s job duties – Possibility of consolidating positions - Develop a three to five-year enrollment prediction with the current/future economy - In the long term - possibility of increasing local property tax to support school operations in Tuolumne County - Analyzing 2021 Governor’s Budget to predict financial impact to the 2021-2022 school year - With board approval, develop a Finance Committee which consists of teachers, 	<p>Theory/Research:</p> <ul style="list-style-type: none"> - School Services of California Inc. – School Funding and Accountability in California – 2020 – www.sscal.com - CASBO – www.casbo.org - FCMAT – www.fcmat.org - January 15, 2021 Governor’s Budget Workshop to be attended by Superintendent and CBO

admin, classified employees, and counselor.
Superintendent will report back to the board.