

North Summit School District Strategic Plan 2016-2021 Every Child, Every Day! A Thousand + Different Journeys



The North Summit School District (NSSD) is located on the Wasatch Back, 20 miles northeast of Park City, Utah in Summit County. From our district office, we are 40 minutes away from Salt Lake City and Ogden and approximately 60 minutes away from Provo. The schools and the district office reside in Coalville. Wanship, Hoytsville, Upton and Henefer are the other towns in our district. NSSD currently serves approximately 1,000 students in Grades K-12. One elementary school with Kindergarten through Grade 4 serves approximately 375 students. One middle school (grades 5 through 8) serves approximately 325 students. One high school serves approximately 300 students in Grades 9-12.

Message from the Board of Education



Vern Williams

Heather Staley

Susan F. Richins

Kevin Orgill

Waylon Bond

As the North Summit Board of Trustees, we recognize our significant role in planning and preparing for the future of our district. This strategic plan is a living document that will influence our focus, and it will guide us in many of our decisions as we serve the students and staff along the way. We are proud to represent the patrons of our communities, and we are committed and determined to thoughtfully consider actions that will benefit the one thousand students who walk the halls of our schools.

Message from the Superintendent



Jerre Holmes

North Summit School District is a community with strong families and genuine neighbors. Parents, patrons and district employees have high expectations when it comes to wanting the best for our kids. Much of the success that our students achieve today is the result of a caring staff, supportive parents and willing volunteers. This strategic plan is a representation of the values and expectations of our community. This document will not only assist us in envisioning the future of our district, but it will also help us in developing the blueprint that will lead us there. Embracing our values, vision, mission, focus areas, and objectives encourages us to strive for educational excellence.

I am grateful for our board of education because they are thoughtful people who see the merit of planning ahead and who devote their valuable time for the sake of children. Also, were it not for the passion and energy that our administrators, teachers and staff put into facilitating and inspiring the growth and accomplishments of our students, this plan would not be a realistic desire. We will

act with a purpose and direction, demonstrate strong leadership and governance, utilize our resources wisely to support the systems in place, and monitor results in order to do what is best and right for our kids. This strategic plan will be our guide in that important process.

WE VALUE . . .

1. A Safe and Positive Learning Climate
2. Excellence in Teaching and Learning
3. Opportunities for Growth
4. Personal and Social Responsibility
5. Fiscal Responsibility
6. Community Engagement
7. Mutual Respect and Commitment
8. Open Communication and Transparency

WE BELIEVE THAT . . .

1. The STUDENT should be our #1 priority. (Whatever it takes)
2. The Growth of each Individual Student should be celebrated.
3. Our Intervention Plan should be based on data and should lead to well-planned instruction.
4. Helping students prepare for the rigor and competition of college and/or careers is our duty.
5. Our EMPLOYEES are a crucial key to the success of our children. (We value them by maintaining competitive salaries/benefits)
6. We should teach the Utah State Standards with fidelity.
7. Professional Development is valuable and essential. (Focus on improvement)
8. Our 1:1 Technology Initiative is a benefit to students' education, but it does not replace the necessity and value of a good teacher.
9. Teachers who use technology in their classrooms are able to provide more opportunity and variety to their students' learning experience, and they are able to make more informed decisions when using data to differentiate instruction.
10. Collaborative Teams are most efficient when focused discussions lead to instruction that is founded on data from formative and summative assessments, and when thoughtful discussions lead to meeting the emotional and behavioral needs of individual kids.
11. Learning is achieved more readily when school is exciting and interesting for our students.
12. Open Communication from top to bottom using proper chain of command is the best and most efficient mode of operation.

OUR VISION

Our District will be one that provides an innovative and quality education that fosters achievement and success for everyone.

- All Students will master essential learning skills, demonstrate civic responsibility, feel empowered to prepare for post-secondary education and/or careers, and engage in positive personal development.
- All Teachers, Administrators and Staff will recognize the value of their positions and contributions and commit to daily excellence.
- All Parents will be positively invested in their students' education.
- The Community will recognize and value the quality of our district and will support the educational process.

OUR MISSION

North Summit School District stands united in the pursuit of educational excellence because our students deserve a challenging, inspirational and safe learning environment that empowers each of them to grow and prepare for the future.

FOCUS AREAS

I. Learning and Instruction

- 1.** Promote and maintain a safe learning environment by focusing on and improving the following: bullying, campus safety, and emergency plan.
- 2.** Emphasize the importance of staying focused on individual student progress and achievement, which will improve the group as a whole.
- 3.** Do everything in our power to reach out and help every student graduate.
- 4.** Improve the learning supports, which are the resources, strategies, and practices that provide the supports that directly address barriers to learning and teaching, that re-engage disconnected students, and that challenge the accelerated students.
- 5.** Structure our PLC model in each building to fit our own unique needs (collaboration for student needs, data-driven instruction, response to intervention, etc.).
- 6.** Support and retain caring, innovative teachers and staff by committing the following:
 - A) Allocate funding for professional development.
 - B) Prioritize budgeting so that we rank in the top 5 for teacher compensation (salary and benefits).
 - C) Implement a strong, sustainable mentoring program.

II. Communication and Public Relations

- 7.** Improve and increase communication with parents and community by assigning a web master to keep our site updated with the positive initiatives,

programs, events and accomplishments in our schools. In the first year a committee will meet and address the needs for improvement.

8. Recognize student growth and achievement by increasing the number of positive calls and/or notifications to parents.

III. Programs/Initiatives

9. Utilize the following criteria when determining program or initiative adoption, as well as when reviewing for retention of existing programs:

Effectiveness

1. How effective has this initiative been in other districts (our district)?
2. What makes this initiative effective elsewhere (here)?
3. What evidence and research supports the adoption or retention of this initiative at NSSD?
4. How effective is (or has it been) the initiative likely to be in NSSD?

Alignment & Prioritization

5. How does this initiative align with the values, vision, mission, and objectives?
6. How does this initiative align with other initiatives in the district?
7. Does this initiative duplicate another existing district initiative?
8. How should this initiative take priority?

Feasibility

9. How feasible will it be to adopt/implement/maintain this initiative in our district?
10. What will need to occur prior to implementation for this to succeed, or what will need to occur now in order to keep the program successfully in our district?
11. What resources are necessary and available to support the implementation or retention?

Benefits & Costs

12. What are the benefits to adopting (keeping) this initiative in the district and to whom?
13. What are the costs (financial, time, facilities, staff, etc.)?
14. Are the costs to adopt or keep this initiative worth the benefits?
15. Will adopting or keeping this initiative diminish our ability to carry out other priorities?
16. Will adopting or keeping this initiative eliminate or impact another initiative?

IV. Policies and Protocol

10. Review, alter and add (when necessary) policies or protocol to keep pace with current-day issues for the protection and benefit of students, staff, patrons and for the protection and efficiency of the organization by reviewing at least one existing policy or procedure per month.