

**LEBANON COMMUNITY SCHOOL DISTRICT  
SCHOOL BOARD WORK SESSION AGENDA  
Lebanon School District Office  
485 S. 5<sup>th</sup> St.  
Lebanon, OR 97355  
February 6, 2014**

**A. CALL TO ORDER/WELCOME/FLAG SALUTE– 6:00 p.m. District Office Board Room**

Liz Alperin  
Richard Borden  
Jerry Williams  
Michael Martin  
Russ McUne

**B. DISCUSSION: BOARD GOALS (Enclosure B-2)**

**C. BOARD TIME OF DISCUSSION**

February 20, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
March 6, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
March 6, 2014	7:00 p.m./District Office Board Room	Special Board/Budget Meeting
March 20, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
April 3, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
April 3, 2014	7:00 p.m./District Office Board Room	Budget Committee Meeting #1
April 17, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
April 17, 2014	7:00 p.m./District Office Board Room	Budget Committee Meeting #2
May 1, 2014	6:00 p.m./District Office Board Room	Regular Board Meeting
May 1, 2014	7:00 p.m./District Office Board Room	Budget Committee Meeting #3
May 15, 2014	6:00 p.m./District Office Board Room	Public Budget Hearing & Special Board Meeting

**D. ADJOURN**

# Lebanon Community School District

4-Year Vision: 2014 to 2018

## **Vision:**

*Pursuing Excellence for Every Student, Every Day*

## **Mission:**

*In partnership with the community, we provide exceptional opportunities to continuously and rigorously challenge all students to excel as learners, thinkers, and leaders.*

## **Core Values:**

*Choose to care.*

*What I do matters.*

*Find a way or make one.*

*Work hard. Be nice.*

*Every child. Every day.*

*Never give up.*

*Do what is right.*

*Every minute counts.*

*Provide hope.*

*Whatever it takes.*

**Priority #1: Educator Effectiveness**

**Goals:**

1. To have a highly effective workforce (classified and certified)
2. Increase outcomes for students (local, state and national assessments)

**Measures of Success/Progress:**

- Implement our evaluation systems with fidelity
- Staff satisfaction surveys
- *Design effective training in areas of need/request*
- Outcomes on Easy CBM, MAPs, OAKS, Smarter Balance, PSAT, SAT, ACT

<b>2014-2015 Action Steps</b>	<b>2015-2016 Action Steps</b>	<b>2016-2017 Action Steps</b>	<b>2017-2018 Action Steps</b>
Present to the school board the elements of our three evaluation systems	Make improvements to the evaluation systems as needed.		
Conduct staff satisfaction surveys and report findings to staff and the board	Conduct staff satisfaction surveys and report findings to staff and the board	Conduct staff satisfaction surveys and report findings to staff and the board	Conduct staff satisfaction surveys and report findings to staff and the board
<i>Conduct school and classroom walkthroughs aligned to support instructional strategies and proficiency-based learning.</i>	<i>Conduct school and classroom walkthroughs aligned to support instructional strategies and proficiency-based learning.</i>		
Provide exceptional training for all staff.	Train staff to Know Their Impact through the use of Effect Sizes.		

**Priority #2: Proficiency-Based Teaching & Learning**

**Goals:**

1. Implement Proficiency-based grading and reporting practices, K-12
2. Implement Proficiency-based teaching and learning practices, K-12
3. Increase student success (graduation rate) by decreasing the failure rate

**Measures of Success/Progress:**

- Increase of GPA and lowering of failure rate
- Increase of the graduation rate

<b>2014-2015 Action Steps</b>	<b>2015-2016 Action Steps</b>	<b>2016-2017 Action Steps</b>	<b>2017-2018 Action Steps</b>
Train staff on Proficiency-Based teaching, learning, and grading	Create a cohort of proficiency experts in Pinnacle to support all staff.		
Present to the school board where we are as a district with Proficiency-Based Teaching and Learning.	Develop a Proficiency Grading policy to be implemented K-12		
Train staff on the concepts of Visible Learning (Learning Targets & Rubrics)			

**Priority #3: Alignment to the Common Core**

- Goals:**
1. Implement CCSS across all grade levels and schools
  2. Develop Common Summative Assessments (Performance Tasks) in math, reading, and writing at every grade level and in every course

- Measures of Success/Progress:**
- Development of Performance Tasks throughout the system

<b>2014-2015 Action Steps</b>	<b>2015-2016 Action Steps</b>	<b>2016-2017 Action Steps</b>	<b>2017-2018 Action Steps</b>
Expose staff to the Common Core through training and Performance Tasks			
Train staff to use Pinnacle as a reporting tool for implementing CCSS.			
Board training on what the Common Core is and how we are implementing it in our district.			

**Priority #4: College Knowledge & Career Pathways**

**Goals:**

1. Implement college and career programs at every school.

**Measures of Success/Progress:**

- Implementation of AVID at 7 Oak and LHS, and No Excuses at elementary schools
- Implementation of ASPIRE and Gear Up district-wide
- Implementation of meaningful Career Pathways (grades 11-14)
- Increase participation and success of students in AP
- Increase number of students who are University-Ready (OUS Requirements, no need for remediation)

<b>2014-2015 Action Steps</b>	<b>2015-2016 Action Steps</b>	<b>2016-2017 Action Steps</b>	<b>2017-2018 Action Steps</b>
Continue to build capacity for AVID implementation @ 7 OAK & LHS (allocate resource) Year 2	Continue to build capacity for AVID implementation @ 7 OAK & LHS (allocate resource) Year 3	Continue to build capacity for AVID implementation @ 7 OAK & LHS (allocate resource) Year 4	Continue to build capacity for AVID implementation @ 7 OAK & LHS (allocate resource) Year 5
Increase capacity of AP courses to serve an additional 100 students			

**Priority #5: Supporting ALL Students**

**Goals:**

1. Increase achievement and success of SPED students
2. Implement/support programs of TAG students
3. Implement RTI and PBiS, K-12

**Measures of Success/Progress:**

- Assessment growth and graduate rate increase for SPED students
- Assessment growth scores of TAG students
- Engaging families in the community

2014-2015 Action Steps	2015-2016 Action Steps	2016-2017 Action Steps	2017-2018 Action Steps
Implement Stage 1 of the Opportunity Community Model	Implement Stage 2 of the Opportunity Community Model	Implement Stage 3 of the Opportunity Community Model	Implement Stage 4 of the Opportunity Community Model
Develop handbook for RTI and PBiS for LHS and train staff on the expectations	Present RTI and PBiS system @ LHS to the school board		

Priority #:

Goals:

Measures of Success/Progress:

2014-2015 Action Steps	2015-2016 Action Steps	2016-2017 Action Steps	2017-2018 Action Steps