Orting School District

STRATEGIC PLAN
2022-2025

Connect

Inspire

Empower
On behalf of the Board of Directors, it is my sincere pleasure to introduce you to the 2022-2025 Orting School District Strategic Plan. As representatives of the citizens of Orting, the Board of Directors reached out to stakeholders to capture their vision, hopes and dreams of what local public education should look like. The saying goes, “If you don’t know where you are going, any road will get you there.” This plan represents the feedback of many stakeholders including students, staff, parents/guardians and the local community.

We built this strategic plan to provide system coherence and focus our work on five critical student learning outcomes. This plan lays out our vision, strategies, and measures by which we will attain these goals. When we all work together to reach common goals, we will see improved outcomes for each of our students.

On behalf of our students and our community, we invite you to join us in this important work as we lift every student, every day!

Ed Hatzenbeler, Superintendent
WHO WE ARE

Serving
Orting and areas of Graham, South Prairie and Sumner

2600+
Total Students

1500+
Families

155
Teachers

4
Schools
  2 elementary and 2 secondary

45.3
Square Miles Covered

92%+
Graduation Rate
Since 2018

30+
Community Partners

13
Languages Spoken
  Arabic, Cambodian, Chinese, English, French, Korean, Laotian, Philippine, Russian, Samoan, Spanish, Tagalog, and Ukrainian

"I like the hard work that everybody puts in at Orting School District."

"At OSD, watching teachers and staff go above and beyond for students warms my heart."

"At Orting School District, I love to build relationships with students and families of the community."

"Every day at Orting School District, we find different challenges strengthening our problem-solving skills."

"At Orting School District, I feel valued, cared for, and have a deep sense of belonging, know their voice, ideas and interests are utilized and valued, develop a belief they can make a difference, experience high levels of support in having barriers removed to meet high expectations, then we will ensure the Orting School District is an equitable organization where every student feels connected, inspired, and empowered for present and future success!"

Student

Parent

Staff Member

Teacher

Theory of Action
If we are relentless in our pursuit of creating schools where all students:
- feel valued, cared for, and have a deep sense of belonging,
- know their voice, ideas and interests are utilized and valued,
- develop a belief they can make a difference,
- experience high levels of support in having barriers removed to meet high expectations,

then we will ensure the Orting School District is an equitable organization where every student feels connected, inspired, and empowered for present and future success!
Mission

In strong partnership with our families and community members, Orting School District will engage and develop the unique interests and talents of every learner as they apply their education in creative and inventive ways. Through high expectations and relevant opportunities to learn and grow in a caring, supportive environment, we will ensure each of our children feels connected, inspired, and empowered to create a better present and future!

Vision

In an environment of high expectations with high levels of support, we desire to have each student:
• Make personal meaning through creation, exploration and invention.
• Engage in meaningful, relevant learning, leading to deeper understanding.
• Believe their success makes a difference and their goals matter.
• Connect through meaningful relationships where they are heard, seen and loved by others.

Core Values

• We foster high expectations, continuous growth and high achievement.
• We understand and cultivate the unique needs and interests of learners through relationships and personalization.
• We embrace a culture of creativity, exploration and innovation to sustain our growth and improvement.
• We commit to removing barriers to learning to ensure our schools are inclusive and equitable.
• We believe ongoing communication, collaboration and community engagement are essential.
ACHIEVING RESULTS

Strategic Goals and Measures

At Orting School District, our vision is that students will perform in an environment with high expectations. To ensure that guidance is maintained, we crafted five aspirational objectives with tasks based on our community's expectations for local youth, leading to student success.

**Goals**

1. **Student Agency**
   Each student develops a sense of efficacy and ownership in their learning through experiences that compel them to show their learning in ways that are meaningful to them personally in an environment where they are known and loved.

2. **Academic Achievement**
   Each student meets rigorous academic outcomes that produce a well-rounded and civic-minded learner while positioning them in a successful career pathway of their choosing.

**Measures**

- Each student will develop a high school and beyond plan articulating a viable career pathway to a post-secondary college/career pathway
- Increase percentage of students who report elements of agency through regular surveys and screeners
- Increase student talk, belonging, efficacy and ownership as evidenced through classroom observation data
- Increase the number of students engaged in extracurricular activities
- Increase percentage of students meeting grade-level benchmarks:
  - Kindergarten Readiness
  - 3rd grade literacy
  - 8th grade algebra readiness
  - 9th grade on track to graduate
- Increase student proficiency on state-assessed, grade-level standards
- Decrease opportunity gaps at key transition points:
  - Pre-kindergarten to elementary school
  - Elementary to middle school
  - Middle school to high school
  - High school to post-secondary experiences
ACHIEVING RESULTS

3. Community Partnership and Connection

Each student’s educational experience will be enriched and supported through partnerships with families and our community.

- Increase the number of students engaged in student-led activities and events
- Increase the number of students and families accessing community partnership resources
- Increase family participation in student-led conferences
- Increase the number of students accessing dual-credit opportunities

4. Supporting the Whole Child

Each student will be successful given the right support at the right time through developing all aspects of a student while recognizing and eliminating barriers to learning.

- Overall student attendance rate of 90% or better
- Increase the high school on-time graduation rates for all student groups
- Increase the student protective factors supporting social, emotional, and behavioral measures as shown through decreased risk data on student surveys
- Increase the opportunities to model positive behavior reinforcing student strengths, health, and physical well-being are shown in decreased discipline data

5. Student Support Systems

Each student’s success will guide and inform systems that leverage the power of our collective expertise to support strong core instruction, intervention and enrichment.

- Increase the student growth rates, particularly for those experiencing personal and/or systemic barriers to achievement or opportunity
- Increase the achievement for student subgroups as measured through decreased achievement gaps for targeted subgroups
- Reduce the amount of opportunity gaps for students concerning student academics, support, participation, and connection
- Reduce the risk factors for at-risk students and increase protective factors for all students shown through student surveys and group participation data
ENSURING IMPLEMENTATION

Orting School District has set this strategic plan with student outcomes at the forefront of our thinking and student achievement as the measures of success. We believe these goals work in conjunction to ensure each student has their individual needs met and can thrive in our schools.

Our first year will focus on building key strategies and measures to help us establish a baseline. From there, we will move toward more targeted outcomes as we determine the impact of our strategic work.

### Strategies to Ensure Success

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<th>Annual Plans</th>
<th>Strategic Resource Allocation</th>
<th>Measures</th>
<th>Communication</th>
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<td>Realigning annual school improvement and district-level operating plans to reflect the strategic plan</td>
<td>Reallocating people, time, and money equitably based on the strategic plan's priorities</td>
<td>Establishing clear measures to monitor progress and keep all stakeholders informed and engaged</td>
<td>Ensuring regular and timely communication across our stakeholder groups as we celebrate our successes and confront our challenges</td>
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- **Capacity-Building**: Investing in continuous professional learning that increases our system efficacy and effectiveness
- **Distributed Leadership**: Building leadership across our students, staff, and community to ensure the vision does not rest with any single person
- **Voice**: Building opportunities at the school and district level for stakeholders to provide feedback on our strategic work and inform our progress to the community

What's important are the conversations at the dinner table, in the park, or with loved ones. We hope each of our students feel like they belong here, are challenged in relevant and interesting coursework, and are heard, seen, loved, and supported.

We want our students to truly believe the adults care about them and their success. As they dream about their future goals, we want to be partners in crafting, coaching, guiding, and facilitating amazing learning experiences as we build future success.

Every Student, Every Day!
Successful implementation of the plan depends on all of us being there for Every Student, Every Day.

Ed Hatzenbeler, Superintendent

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