



Gooding Jr. School District
#231

STRATEGIC PLAN 2015-2020



*Perseverance,
Integrity, Excellence*



Strategic Plan Overview

Through the past two years the Gooding School District has engaged stakeholders in the development of a “strategic plan” for the coming years. To gain a sense of current needs, ideals, and expectations several public meetings were held and input given by hundreds of parents, patrons, and other stakeholders. In addition, district staff have been engaged in discussion, interviews, surveys, and improvement planning to identify positive attributes of the district and to identify areas in need of improvement.

Using the information gathered from these various stakeholders the plan was drafted for adoption by the Board of Trustees in the spring of 2015. This plan will establish a focus for the Gooding School District for the next five years. It is clear that the local commitment for our schools is strong and will sustain the high level of programs expected of Gooding Schools. This plan will serve as a blueprint for assurance that our schools remain current and our students are fully equipped for success in the 21st century.

We express appreciation for all participants in every stage of the process for their commitment to improve Gooding Schools.

Board Members

Michael Perry, Chair
Jim Brockman, Vice Chair
David Hults
Lori Page

Superintendent

Spencer Larsen

DISTRICT OVERVIEW

Gooding Joint School District #231 in Gooding, Idaho educates students originating from a wide range of cultural and economic backgrounds. We are an isolated, rural school community in which our local economy is driven in large part by agriculture. Gooding is located in south-central Idaho approximately 100 miles east of Boise.

The district is comprised of three schools (elementary, middle, and high school) housed in two, shared facilities and serving approximately 1400 students in grades Pre-K through 12. Our district faces several unique challenges including a very unstable enrollment, a high youth poverty rate, a high mobility rate, and a minority population that averages 33% of the general population. In addition, our demographic data includes increasing numbers of economically disadvantaged students, increase of Hispanic students, increase of LEP students, and an increase of economically disadvantaged Hispanic students.

	Gooding School District				
<i>Grades Served</i>	<i>PK-12</i>				
Total Students Enrolled <i>*based on historic fall enrollments</i>	14-15	15-16	16-17	17-18	18-19
	1299	1290	1340	1375	1400
American Indian	1%				
Black/ African American	1%				
Caucasian	64%				
Hispanic/Latin American	34%				
Special Education	11.4%				
Migrant	6%				
Free and Reduced Lunch	Elementary = 100%		6-12 = 50%		
English Language Learners (EL)	13%				

Our district ranks 46th in size out of 115 school districts and 49 charter schools and LEAs. However, when we compare property tax market value per support unit our district ranks 83rd out of 115 taxing school districts. In addition, we rank 52nd in bonded debt as of June 30, 2009.

If we look at general fund expenditures per full term ADA we rank 106th out of 115 districts in the state, with the statewide average expenditure being \$6157 and our district spending \$5,550 per full term ADA. The range of expenditures per full term ADA is \$47,756 to \$5,114 for Idaho school districts. Our general fund operating budget is \$8.4 million for 2018-2019.

V i s i o n

Where will we be in 2020?

Our Vision

Gooding School District is

a high reliability organization focused on continuous improvement of teaching and learning for all students in every classroom.

graduating postsecondary productive, lifelong learners through rigorous and relevant curriculum taught by highly prepared visionary leaders who recognize the importance of engaging a diverse group of learners.

providing 21ST Century resources through responsible use of funding.

providing a safe, inviting and healthy learning environment.



Gooding Jt. School District #231

Our Mission

Gooding Schools' mission, in **partnership with the community**, is to provide educational opportunities for students to develop their full potential as **lifelong learners and contributing citizens.**



M i s s i o n



**What we want for
our students:**

**The opportunity to become
responsible citizens, to
contribute to their own
economic well-being, and to
that of their families and
communities, and to enjoy
productive and satisfying lives**

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Belief statements express our fundamental convictions and ideals.

We believe...

Beliefs:

We believe...

- ~ Our highest priority in GSD #231 is our students.
- ~ We believe that all students can learn and experience success.
- ~ Parent and family involvement is essential to successful learning.
- ~ A well-educated citizenry is essential for maintaining and improving the economic and social well-being of our society.
- ~ A culture of continuous improvement is essential for success.
- ~ People achieve when effort and perseverance toward excellence are encouraged, supported, evaluated and celebrated.
- ~ Communities and schools are interdependent and are only successful in an ongoing, mutually responsible collaboration.

Strategic Priority #1:

Graduate Post-Secondary Productive Students

By achieving the objectives in priority #1, we can ensure that students who graduate from Gooding School District will be able to successfully enter the workplace and/or institutions of higher education.

District Goal: Gooding School District will focus efforts to keep all students in school and on a path to enter higher education or post-secondary training.

Objectives:

- ~ Create stronger links between GSD and higher education systems.
- ~ Offer rigorous college prep coursework in middle school and high school.
- ~ Provide more financial aid and career counseling to students in grades 6-12.
- ~ Expand enrollments in professional technical education, higher education and dual credit courses.
- ~ Develop a system for early identification of students at risk of dropping out of school and implement a research based dropout prevention plan.

District Goal: All Gooding School District schools will provide instruction that meets/exceeds the standards.

Objectives:

- ~ All children who attend kindergarten will strive to acquire the essential skills and knowledge to be successful in 1st grade.
- ~ Gooding School District will strive to increase the graduation rate annually.
- ~ Align the K-12 curriculum and assessment process in all subject areas to enhance student education.
- ~ Develop a plan for acquiring credits for students at risk of failing and/or dropping out of school.

District Goal: Gooding School District will make technology and tools available for students and staff.

Objectives:

- ~ GSD will provide equitable distribution of technology K-12, with 100% of classrooms and office having all 21st Century attributes.

Strategic Priority #2: Recruit and Retain Professionals

By achieving the objectives in priority #2, we can ensure that students are supported by teachers, principals and staff who are well-qualified and trained to provide a student-centered, high achieving, learning environment.

District Goal: Gooding School District will employ highly qualified professionals to fill 100% of our positions.

Objectives:

- ~ GSD will recruit and retain highly qualified staff which reflects the overall diversity of the community and student body

District Goal: Gooding School District will improve employee retention rates by developing a culture that invests in our professionals.

Objectives:

- ~ GSD will continue to support new teachers through a mentor program
- ~ GSD will train and support teachers to work in collaborative groups using norms within Professional Learning Communities.

Strategic Priority #3:

Healthy, Responsible, Respectful, Engaging Environment

By achieving the objectives in priority #3, we can ensure that staff and students of Gooding School District are empowered to become healthy, responsible, and engaged in creating a better future for themselves, their community, and their world. Students are supported by a school system where staff, parents, and the community work together, communicate, relate, participate, and share to improve the outcomes for our students..

District Goal: Safe, inviting, and respectful learning environments for students, staff and families.

Objectives:

- ~ Increase support and resources to better serve at-risk students with disabilities, and ESL/LEP students.
- ~ GSD will reduce student tardies and unexcused absences by 40% using 2014-2015 as a baseline.
- ~ GSD will reduce student behaviors that are disrespectful and/or aggressive toward students and staff.
- ~ Implementation of positive behavior strategies.

District Goal: Gooding School District will promote healthy, active lifestyles where students are encouraged to make responsible choices.

Objectives:

- ^ Continue to teach the benefits of healthy eating and physical well-being K-12.
- ^ All students will utilize fitness programs and facilities promoting healthy, active lifestyles.

District Goal: Gooding School District will promote a culture of personal responsibility, collaboration, and caring that extends beyond the classroom.

Objectives:

- ^ By 2020, all service learning projects will positively impact students and the community.
- ^ Continue to promote a climate that fosters a sense of belongingness.
- ^ By 2020, GSD will increase participation in extracurricular activities by 20% using 2014-2015 as a baseline.
- ^ By 2020, GSD will increase opportunities for student involvement outside the regular school day by 25% using 2014-2015 as a baseline.

District Goal: Gooding School District will build the capacity to increase student success by collaborating with parents, businesses, community organizations and institutions of higher education.

Objectives:

- ^ Improve effectiveness of school community communications and relations.
- ^ Continue to build positive relationships with parents and community stakeholders.
- ^ Continue to develop non-Internet media and community relations publications focusing on the positive programs and aspects of the district to include individual school successes.
- ^ Continue to provide a user-friendly website updated weekly for patrons as well as community members. www.Goodingschools.org.
- ^ The GSD Board of Trustees will host at least one community meeting a year to ensure the community has a clear understanding of the district's plan and implementation efforts.

District Goal: Decisions of Gooding School District will supported by data.

Objectives:

- ^ Information systems will be utilized to their capacity to maximize resources and efficiencies.
- ^ GSD will organize leadership responsibilities to ensure students are getting the most out of personnel, finances, and community resources in support of instructional improvements.
- ^ GSD will identify a clear line of communication between all levels and groups involved in the district and school improvement processes.

District Goal: Gooding School District will have facilities that are safe and have the capacity for learning.

Objectives:

- ^ GSD will address at least one major facility challenge in each building per year.
- ^ GSD will practice and model sustainability in our programs, services, and environments.
- ^ GSD will provide facilities and infrastructure that incorporate healthy strategies to provide optimum learning environments.

District Goal: Gooding School District will demonstrate fiscal accountability.

Objectives:

- ^ Local, state, and federal funds will match system priorities.
- ^ GSD will increase efforts to secure additional resources.
- ^ Establish priorities for administration and staff for financial management of the district.
- ^ Information and financial accounting systems will share data and maximize system resources and efficiency.