

NATRONA

COUNTY SCHOOLS

March 18, 2009

Change is happening in the Natrona County School District.

As you have no doubt noticed, there has been a great deal of work in the past several months to evaluate our performance as a district (the organizational assessment) and to set priorities for our future work (strategic planning). This work is absolutely necessary to improve the learning conditions for our students and the working conditions for you, our staff members.

Our district is blessed with tremendous resources: We have financial support that schools throughout the country envy. We have small classes and great teachers. We have a committed community and a team of support staff members that put our students first. And we have smart kids full of potential.

Yet, despite these gifts, our graduation rates, our academic performance, and our performance as a district remain just average.

If we are truly going to embark on a journey of continuous improvement and serve the needs of all of our students, we must work together with a common set of goals and priorities, a common mission.

So here it is: ***Our mission as a district is to empower every learner to grow, excel, and be a successful contributor to the local and global community.***

To do so, we have set five strategic goals:

1. All students will read at grade level by the end of third grade.

Literacy for all is a district imperative! Mike Bond, executive director of Curriculum and Instruction, will lead this goal team.

2. Our district will perform in the top 10 percent of all Wyoming districts on state assessments.

Reading, writing, math, and science are measured on PAWS. We will be leaders in our state because of our students' results. Mark Mathern, associate superintendent for Curriculum and Instruction, will lead this goal team.

3. All students will graduate prepared for college or a high-skills career.

Our current graduation rate is just over 75 percent. We will work hard to transform our system to meet the needs of 21st Century learners through the Path to 2025. Julia Collier Earl, associate superintendent for Special Projects, will lead this goal team.

4. Our environments will be physically and mentally safe and healthy for everyone.

Keeping everyone healthy and safe enables us to work joyfully on Goals 1, 2, and 3. Crystal Mueller, associate superintendent for Human Resources, will lead this goal team.

5. Our district is efficient and effective in our operations and classrooms.

Efficient and effective systems and processes are the life blood, the "how," of continuous improvement. Mark Antrim, associate superintendent for Facilities and Technology, will lead this goal team.

(over)

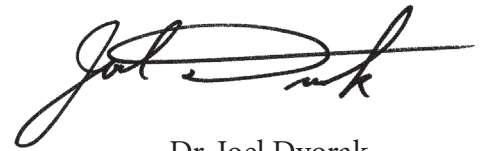
This is not an easy mission. Nothing worth doing is ever easy!

I know that for some, the changes ahead will be uncomfortable. It will take courage to abandon old ways of doing business, to transition into the new. It will take courage — and patience — to change.

I also know that, for some, this is an opportunity of unparalleled excitement. It is a chance to dream big, to pitch new ideas, and to tackle new challenges.

I encourage you to come, visit with me about your thoughts, your questions, and your concerns during this time of transition. Over the next two months, I will begin hosting “Java with Joel,” an informal opportunity for us to chat, answer questions and share ideas.

We work in the best place in this great country to be an educator! As my 91-year-old mother once told me, “Joel, to whom much is given, much is expected.” Let’s all work together to get world-class results for our kids.

A handwritten signature in black ink, appearing to read "Joel Dvorak". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Dr. Joel Dvorak
Superintendent

Integrity

*Mutual
Trust*

Fairness

*Considerate,
Meaningful
Communication*

Collaboration

Diversity

*Responsible
Risk-Taking*

Joy

Transparency

Excellence

NATRONA
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Every Learner A Champion

NATRONA COUNTY SCHOOL DISTRICT STRATEGIC PLAN 2009-2014

THE NATRONA COUNTY SCHOOL DISTRICT EMPOWERS EVERY LEARNER TO GROW, EXCEL, AND BE SUCCESSFUL CONTRIBUTORS TO THE LOCAL/GLOBAL COMMUNITY.

GOAL 1: LITERATE STUDENTS

All Natrona County School District students will read at grade level by the end

- ▷ Build a predictive assessment system that will support continuous improvement in the classroom.
- ▷ Develop and support high-performing classrooms that focus on learner needs and address individual students.
- ▷ Partner with parents and the community to strengthen early literacy skills for children from birth to age 5.



GOAL 2: EXCELLING SCHOOLS

NCSD will perform within the top 10 percent in Wyoming on state assessments.

- ▷ Develop and support high-performing classrooms that focus on learner needs and address individual students.
- ▷ Complete a deep curriculum alignment for all content areas.
- ▷ Align internal and external support systems and resources for students.



GOAL 3: PREPARED GRADUATES

All NCSD students will graduate and be prepared for college or a high-skills career.

- ▷ Develop and support high-performing classrooms that focus on learner needs and address individual students.
- ▷ Transform the secondary system to support learning for 2025.
- ▷ Design, build and renovate secondary schools to support learning for 2025.

GOAL 4: SAFE, HEALTHY PEOPLE

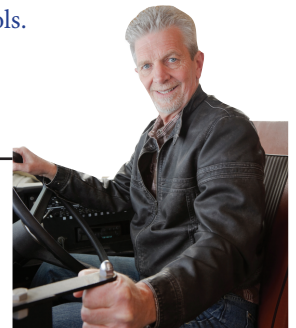
NCSD will maintain environments that are physically and mentally safe and healthy for everyone.

- ▷ Establish a baseline assessment of stakeholders' perceptions of health and safety in the district.
- ▷ Establish safety standards for the district.
- ▷ Establish a model for bullying- and alcohol/drug-prevention in schools.

GOAL 5: EFFICIENT & EFFECTIVE OPERATIONS

NCSD will be efficient and effective in its operations and classrooms.

- ▷ Align divisions, departments, and schools to a continuous improvement model.
- ▷ Develop an accountability, monitoring, and reporting structure for all departments and schools.



Profile of a Natrona County School District Graduate

Today's high schools operate on the needs of yesterday's Industrial Society with skills vastly different from the demands of the 21st Century. Thus it is the goal of the Natrona County School District to transform high schools into 21st Century learning centers whose graduates more readily possess the knowledge and skills that are reflected in the Graduate Profile.

To that end, Natrona County School District graduates exhibit:

- **Independent Lifelong Learning**
 - Core Academic Foundation
 - Fine Arts Education
 - Preparation for higher education or high skills jobs
- **Digital Age Literacy**
 - Basic, Scientific, Economic, and Technological Literacies
 - Visual and Information Literacies
 - Multicultural Literacy and Global Awareness
- **Inventive Thinking**
 - Analytical Thinking and Problem Solving
 - Adaptability, Managing Complexity, and Self-Direction
 - Curiosity, Creativity, and Risk Taking
- **Effective Communication**
 - Teaming, Collaboration, and Interpersonal Skills
 - Interactive Communication
- **High Productivity**
 - Prioritizing, Planning, and Managing for Results
 - Effective Use of Real-World Tools
 - Ability to Produce Relevant, High-Quality Products
- **Healthful Living**
 - Physical, Social and Emotional Well-Being
- **Stewardship**
 - Personal, Social, and Civic Responsibility
 - Commitment to Compassion and Caring for Others

The enGauge 21st Century Skills (2003 NCREL/Metiri Group) and the Partnership for 21st Century Skills frameworks provide a foundation for the NCSD Graduate Profile.



PATH TO 2025
Connecting Natrona County Students to Their Futures

You're invited to
Java with Joel

**an informal coffee chat
to discuss what's coming up in the
Natrona County School District**

MARCH 26 7 A.M. &
CENTENNIAL JUNIOR HIGH 3:45 P.M.

MARCH 30 7 A.M. &
UNIVERSITY PARK 3:45 P.M.

MARCH 30 9:30 A.M.
CENTRAL SERVICES FACILITY

APRIL 1 3:45 P.M.
MIDWEST SCHOOL

APRIL 2 2:30 P.M.
CENTRAL SERVICES FACILITY

APRIL 8 7 A.M. &
PARADISE VALLEY 3:45 P.M.

APRIL 15 7 A.M. &
NATRONA COUNTY HIGH 3:45 P.M.

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