

School Year	2021-2022
District or Charter School	The Valley School of Southern Oregon

### School Direction Section

Vision	Imagine a middle school where everyone feels a sense of belonging, where students participate in self-directed learning, where they use their voices and skills to make a difference in the world, where they take ownership of their education and participate as engaged citizens, where their work is meaningful and feeds their dreams. Welcome to The Valley School, a leader, and innovator in public education
Mission	The Valley School changes middle schoolers' lives by fostering a culture of curiosity, creativity, citizenship, and community

### Comprehensive Needs Assessment Summary

What data did our team examine?

Staff, parent and student surveys, artifacts from the board and previous CIP, assessments.

How did the team examine the different needs of all learner groups?

As much as possible, we broke up the data by the following groups: race, first language, gender, gender identity, income status, and disability.

How were inequities in student outcomes examined and brought forward in planning?

As a team, we examine data differences between populations and are curious about how inequities create learning differences.

What needs did our data review elevate?

We have the greatest learning gaps between our students with and without disabilities.

How were stakeholders involved in the needs assessment process?

We invited all stakeholders to participate through the surveys and joining the steering team.

Which needs will become priority improvement areas? Note: Priorities describe where the team intends to go but do not describe how the team will get there. An example priority might be to improve graduation rates or that all students will meet their growth goals.

## Long Term Goals, Evidence Based Strategies, Measures and Actions

Goal 1:																
The Valley school's mission, vision and values are understood and embraced by all and drive the pedagogy for student-centered, personalized, relational, and participatory teaching and learning (4.1)																
<b>What are we going to do?</b>	<p>Strategy</p> <p><b>If we</b> Clearly define, articulate and communicate our mission, vision, and values  <b>Then</b> decisions about teaching and learning can be aligned  <b>And all</b> stakeholders will be able to work collaboratively to fulfill the school's mission</p>															
<b>How we will know the plan is working</b>	<p>Measures of Evidence</p> <p>The vision, mission and values will be visible in many places and communicated often in written and verbal form. Survey results will show that stakeholders know the mission, vision and values of the school</p>															
<b>How we will get the work done</b>	<table border="1"> <thead> <tr> <th>Person or Team Responsible</th> <th>Action Steps To be completed this year</th> <th>Due Date</th> </tr> </thead> <tbody> <tr> <td>Steering Team</td> <td>1. The steering team will define the school's core value statements.</td> <td>April, 2022</td> </tr> <tr> <td>Executive Director</td> <td>1. The defined core values will be used to make hiring decisions for the upcoming year to increase the personalized, relational and participatory teaching and learning at TVS</td> <td>May, 2022</td> </tr> <tr> <td>Academic Director</td> <td>2. The mission, vision, values of TVS will be shared and communicated throughout the school community via written forms (websites, newsletters, etc) &amp; in person(ie: back to school events, teacher inservices, parent conferences, etc)</td> <td>August, 2022</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Person or Team Responsible	Action Steps To be completed this year	Due Date	Steering Team	1. The steering team will define the school's core value statements.	April, 2022	Executive Director	1. The defined core values will be used to make hiring decisions for the upcoming year to increase the personalized, relational and participatory teaching and learning at TVS	May, 2022	Academic Director	2. The mission, vision, values of TVS will be shared and communicated throughout the school community via written forms (websites, newsletters, etc) & in person(ie: back to school events, teacher inservices, parent conferences, etc)	August, 2022			
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Goal 2			
Goal 2 The Valley School's culture for decision making is one of honesty, transparency and collective efficacy. Decisions are made based on hearing multiple perspectives and the school distributes leadership responsibilities across all members (1.4)			
<b>What are we going to do?</b>	Strategy	If we have a system of distributive decision making that is honest, transparent, and built on hearing multiple perspectives Then everyone feels heard, valued, and takes ownership And all participants in the school have trust and will learn and grow together	
<b>How we will know the plan is working</b>	Measures of Evidence	Documents & agendas with notes	
<b>How we will get the work done</b>	<b>Person or Team Responsible</b>	<b>Action Steps To be completed this year</b>	<b>Due Date</b>
	Executive Director	1. Implement staff professional development and coaching on dynamic governance model	September, 2022
	Academic Director	2. Create a list of leadership responsibilities for staff to select those they wish to lead	August, 2022
	Academic Director	3. Create decision making protocols and decision making flow charts for complicated topics (ie: discipline, parent requests or complaints, schedule changes, grading, etc.)	August, 2022
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Goal 3			
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Parents and Families at The Valley School are actively recruited, engaged and adequately, and supported for committee participation and volunteering. All students and families are given opportunities to have a voice in school-wide decision-making (3.1)			
<b>What are we going to do?</b>	Strategy	If we have a high family engagement at the school Then families will be more invested and feel valued And all students will benefit from increased support from families-school partnerships	
<b>How we will know the plan is working</b>	Measures of Evidence	80% or more of our families will fulfill their volunteer hours for the year. Committee's will have representation from all stakeholder groups and historically underrepresented or marginalized populations	
<b>How we will get the work done</b>	<b>Person or Team Responsible</b>	<b>Action Steps To be completed this year</b>	<b>Due Date</b>
		1. Communicate to all parents the importance and expectation of volunteer hours	
		2. Give families a broad & wide choices and opportunities for meaningful participation at school. Communicate this often throughout the year and establish accountability measures	
		3. Hold volunteer training at the beginning of each cycle of new classes and/or sports	
		4. Actively recruit for broad representation on the PTO, Steering Committee, Board of Directors, and Exploratory Leads	
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## Plan for Quarterly Self-Monitoring Routines

<i>Performance Updates</i>					
	Update Date	Strategy we said we were going to do	How are we doing? What does the evidence show?	What is working? What is not?	What will you do next? What adjustments are needed?