



North Thurston Public Schools

All Students Empowered and Future-Ready



CORE BELIEFS

We believe:

- high-quality teaching is essential to student achievement.
- compassionate attitudes and actions create a culture of service.
- student voice increases engagement and belonging in our learning community.
- investing in our staff is critical to student success.
- healthy relationships are built on collaboration, respect for diversity, accountability, and trust.
- family and community partnerships are essential to meet the needs of our students.

MISSION

Committed to excellence: Preparing all students for rewarding careers, fulfilling lives, and compassionate global citizenship.

2018-2024 Strategic Plan

A Compassionate Learning Community

Lacey, Washington



Goals and Outcomes for Student Success

At North Thurston Public Schools, our **Vision** is clear: **All students empowered and future-ready.** Through our strategic planning process, our community defined **five aspirational goals** for student success - our promise to students, families, and community.

Goal 1

Success in the Early Years

Every student will engage in meaningful learning opportunities that foster curiosity and joy of learning while developing the academic and social skills to meet/exceed standards by the end of Grade 3.

OUTCOMES

- a.** Increased percentage of children enrolled in high quality preschool programs.
- b.** Increased percentage of children ready for Kindergarten.
- c.** Increased percentage of children meeting or exceeding grade level standards by the end of Grade 3.
- d.** Increased percentage of children meeting social, emotional, and physical milestones through grade 3.

Goal 2

Responsible, Resilient, Empowered Learners

Every student will feel safe as an empowered, responsible, and resilient learner, open to and accepting cultural diversity and perspectives, and empowered to advocate for and pursue their own educational passions.

OUTCOMES

- a.** Increased percentage of students meeting social, emotional, and behavioral expectations.
- b.** Increased percentage of regular school attenders.
- c.** Increased opportunities for student voice.
- d.** Increased percentage of students open to and accepting cultural diversity.

Goal 3

Critical Thinkers and Solution Seekers

Every student will demonstrate skills in creative and evaluative reasoning, communication, and collaboration to address challenges in a socially just and democratic society.

OUTCOMES

- a.** Increased percentage of students participating in at least one positive school or community-based activity.
- b.** Increased percentage of students applying learning to collaboratively engage in solving relevant challenges within the classroom, school and community.
- c.** Increased percentage of students who can solve real-world, interdisciplinary problems.





Goal 4

Continuous Growth – All Students, All Subjects

Every student will demonstrate continuous growth towards meeting/exceeding rigorous learning standards.

OUTCOMES

- a. Increased percentage of students demonstrating proficiency on standards.
- b. Increased growth rate at a minimum of one year for students at or above grade level and 1.5 years for students below grade level in Math and English Language Arts.
- c. Increased growth rate of underperforming groups eliminating achievement and opportunity gaps.
- d. Increased participation and proficiency in accelerated, higher-level and specialized course options (e.g., Advanced Placement, Honors, Dual Credit).

Goal 5

Preparedness for Post-Secondary Success

Every student will successfully navigate the critical transitions in their personalized learning trajectory, and will graduate from high school prepared for success in college, career, and post-secondary experiences.

OUTCOMES

- a. Increased percentage of students passing classes in grades 6-9, culminating in an increased percentage of 10th grade students on track to graduate.
- b. Increased high school graduation rates for all student-groups.
- c. Increased percentage of seniors with a *High School and Beyond Plan* that includes one of these: an acceptance letter to college, the military, trade/technical training, industry certification/apprenticeship, or verifiable employment.

- d. Increased percentage of high school graduates experiencing post-high school growth/success 1-2 years after graduation.
- e. Decreased percentage of NTPS graduates required to take remedial classes in college.
- f. Increased percentage of students who earn a Washington State Seal of Biliteracy.



OUR FOUR PILLARS OF PROFESSIONAL PRACTICE

Our five Goals define **what we want for students**; i.e., the *ends*. The **Four Pillars** are the building blocks of **what we must do well** to produce the student outcomes; i.e., the *means* to the ends. They frame our day-to-day teaching practices, leadership practices, and organizational practices.

1

Standards-aligned,
Culturally Responsive
Teaching & Learning

2

Safe Climate and
Strong Relationships
with Students, Families
and Community

FOUR PILLARS OF PROFESSIONAL PRACTICE

3

Results-focused
Professional Learning
for All

4

Collaboration and
High Expectations



14,500 students enrolled
(PreKindergarten-12th Grade)

- American Indian/Alaskan Native **1.2%**
- Asian **6.7%**
- Black/African American **5%**
- Hispanic/Latino of any race(s) **19.3%**
- Native Hawaiian/Other Pacific Islander **2.4%**
- Two or more races **14.1%**
- White **51.2%**
- English Learners/Transitional Bilingual **5.3%**
- Special Education **13.5%**
- Free or Reduced-price Meal **41.1%**

22 schools

- 13 elementary schools
- 5 middle schools
- 3 comprehensive high schools
- 1 high school of choice

74 Square Miles serviced

- Lacey
- Olympia
- Northeast Thurston County

2,000 Employees

Points of Pride

- 23rd Largest school district in Washington State
- 18 Washington Achievement Awards
- 7 Schools of Distinction Awards
- 100+ National Board-Certified Teachers
- More than \$11 million in college scholarships offered to our graduates each year
- The most ethnically diverse school district in the South Sound region