

PURPOSE STATEMENT

1. **Issue** – K-12 Support provides programs that support the work of building principals and teachers at each level within the District so that every student is academically successful.
2. **Vision** – Support all five goals within the District Strategic Plan: Academic Excellence, Partnership; Early Learning; Safety; and Operations. Our schools endeavor to meet benchmarks within each of the District's Strategic Plan Goals; K-12 Support directly assists schools in those efforts.
3. **Approach** – We provide oversight of core and innovative programming, including the principal hiring, coaching and evaluation; Federal and State programming: LAP, Title I, and the Continuous Achievement Plan and Process (CAP), discipline of students and staff; hearings; And the Hilltop Artist program.

STAKEHOLDERS

Those impacted by the work of K-12 Support are the students, staff, principals, community members and parents within our District.

AS THEY ENDEAVOR TO MEET AND EXCEED THE ACHIEVEMENT BENCHMARKS SET FORTH IN OUR STRATEGIC PLAN.CASE STATEMENT

The work of principals and teachers is the single most important factor in the success of students in the classroom. Ensuring we have the best teachers and principals in our schools is our primary focus; supporting the growth of those who instruct and lead within our schools, and ensuring they have the tools and resources to enable and deliver effective instruction is the work of the Office of K-12 Support. K-12 Support is a support system for all schools within the District as they endeavor to meet and exceed the achievement benchmarks set forth in our Strategic Plan.

WHAT SPECIFIC BOARD-ADOPTED BENCHMARKS WILL BE INFLUENCED BY THIS WORK?

- Each school will write a School Improvement Plan now called the Continuous Achievement Plan and Process (CAP) that identifies specific staff professional development needed to increase the number of students meeting standard, in each subject area
- Within the Continuous Achievement Plan and Process (CAP), each school will identify metrics by student group to track change in student academic achievement related to enhance instructional practice
- Quarterly changes to the plan will occur after review of data
- Each school will develop community agreements that document annual goals for instructional practice, as measured by the Continuous Achievement Plan and Process (CAP)
- Each principal will be accountable to their Level Director for delivering a professional development plan to support teacher growth, created in collaboration with teachers, and documented within the Continuous Achievement Plan and Process (CAP)
- Each principal will be held accountable by their Level Director for supporting and delivering District initiatives within their school as outlined in their Continuous Achievement Plan and Process (CAP)
- Principals will attend professional development opportunities developed by Level Directors with input by principals on a monthly basis, as measured by 90% monthly attendance in 2019 and 95% monthly attendance in 2020

K-12 Support

Academic Excellence

MEASURABLE GOALS

We will review the data for each academic excellence benchmark on a quarterly basis for every school in the District to ensure that every student within each student group experiences academic growth.

SCOPE OF WORK

Inputs / Resources	Activities	Outputs / Outcomes
K-12 Support resources to support principals through professional development and coaching. Resources to support the hiring process of principals, such as substitute principals for interview teams and communication tools	Principal hiring process; Principal evaluation support coaching for new/continuing principals; Principal professional development supports; Discretionary resources to address unanticipated needs within school buildings; weekly visits to schools	The K-12 Support Office provides support by way of principal coaching and professional development support for new principals transitioning into new roles within our district to ensure they are successful.
Hilltop Artist Program	Hilltop Artists Program: artist and materials	Glassblowing classes for students within Tacoma Public Schools
Administrative Institute	Administrative Institute	Principal Training for the upcoming 2021, and 2022 school year
Resources to continue the necessary support for student achievement through the CAP process	CAP Process	Discretionary resources to address unanticipated needs within school buildings, and efforts that data indicates are contributing to improved student achievement

- Barriers: Responding to the current restrictions with the Covid Virus. Dealing with the delivery of education with social distancing restraints and guidance from the Health Department. Providing equitable access to educational materials and technology. Changing over from a face to face model of education to a remote model in a very short time and effectively communicating those changes to our stakeholders.
- How will we address barriers: Keeping our Strategic Plan and benchmarks at the core of every decision. Working together as a team to develop equitable solutions. Inviting all the stakeholders into the conversation so that all voices are heard. Monitoring specific data points to insure that all stakeholders are receiving what they need. Continuing to adjust action plans to meet the different needs identified.

K-12 Support

Academic Excellence

PROGRAM COST - BUDGET USE ONLY

<i>Fund Description</i>	<i>18-19 FTE</i>	<i>Salaries & Benefits</i>	<i>Supplies</i>	<i>Contract Services</i>	<i>Travel</i>	<i>Capital Outlay</i>	<i>Total</i>
Total							