

White Pine County School District



Mission, Vision,
and Values:
Our Why

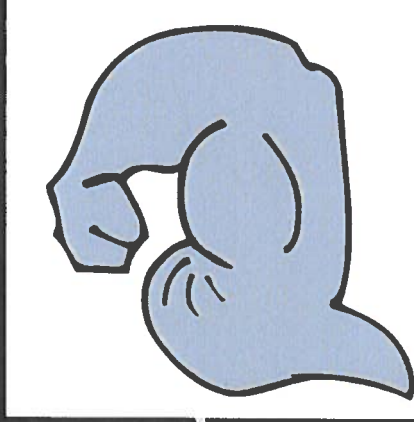
Performance Plan:
Our How

- [WPCSD Guiding Principles.](#)

- [District Performance Plan.](#)

Theories of Action

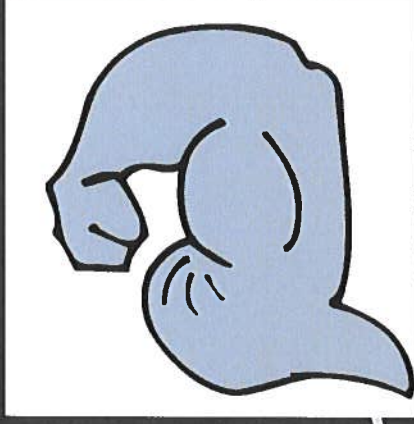
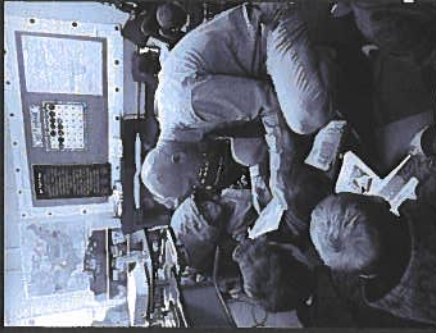
Leadership Development



- NISL in 2017-2018: 144 classroom hours for 24 leaders focusing on systems thinking, alignment, and strategic thinking.
- NISL leadership coaches in district 30+ days each in 2018, 2019, and 2020.
- Instructional and leadership coaches at WPMS, Lund, DEN, and WPHS in 2017, 2018, 2019, and 2020. More than \$500,000 in grant funds devoted to this effort.
- District Leadership Team meetings since 2016, yielding DPP, grant applications, District Leadership That Works, and Dare to Lead.
- Districtwide mentoring for new teachers: evening (paid) sessions. Opportunities for master teachers to lead.
- Collaborative team leaders beginning in 2019 to build formal leadership opportunities at the team level.

Theories of Action

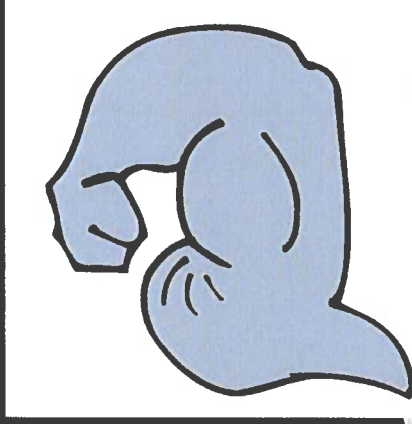
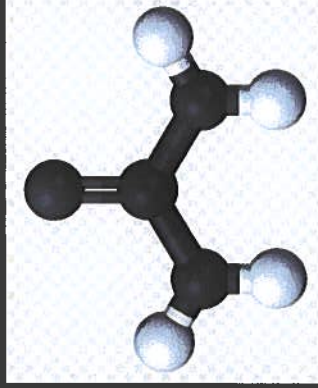
Dramatically Improved Tier 1 Instruction



- Extensive literacy professional development and coaching 2017-2018, 2018-2019, and 2019-2020.
- World Class Literacy Framework adopted in 2019.
- Extensive STEM professional development and coaching 2017-2018 and 2018-2019.
- Onsite instructional coaches through grant funds in 2017-2018, 2018-2019, and 2019-2020.
- World Class Math Framework and associated resources and professional development launched in 2021.

Theories of Action

Strengthening Systems and Structures to Outlast All of Us



- Path to World Class Learning.
- By student data sheet.
- ELA resources folder.
- Guaranteed and viable curriculum framework.
- STEAM Academy at David E. Norman.
- District leadership team.
- Collaborative lesson study framework in K-5 ELA as well as K-12 math.
- World Class Relationships Framework rolled out in summer 2020.
- World Class Math Framework.
- World Class Literacy Framework.
- New teacher mentoring established and ongoing since 2017.

District Performance Plan

Goal 1: Core Academic Learning



- Districtwide literacy initiative launched in 2018. Focus on writing in all disciplines.
- More than 80 hours of out-of-contract learning provided for teachers to improve their instructional and assessment practices.
- Districtwide math initiative launched in 2021. Focus on problem solving and real world application.
- Similar out-of-contract learning commitment for teachers to improve their instructional and assessment practices.

District Performance Plan Goal 1: Core Academic Learning



<i>Read by Grade 3 Proficiency: Goal I.A.3.</i>	
2015-2016	20.0%
2016-2017	27.1%
2017-2018	25.8%
2018-2019	46.9%
2022 Goal	65.0%

<i>Elementary Overall ELA Proficiency</i>	
2015-2016	24.0%
2016-2017	26.9%
2017-2018	28.6%
2018-2019	35.3%
2022 Goal	55.0%

District Performance Plan Goal 1: Core Academic Learning

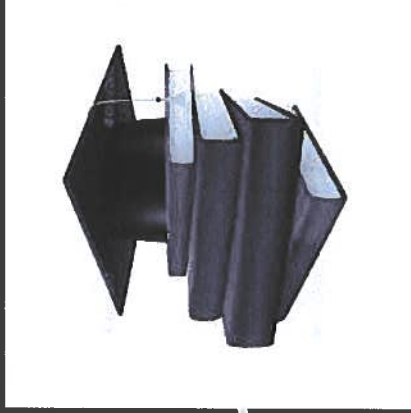


SBAC Change through Pandemic 3-8	
ELA State Change	-7.1%
Math State Change	-11.2%
ELA WP Change	-0.9%
Math WP Change	-1.6%

SBAC Change through Pandemic 6-8	
ELA State Change	-5.3%
Math State Change	-13.3%
ELA WP Change	+9.0%
Math WP Change	+3.3%

District Performance Plan

Goal 1: Core Academic Learning



ACT Change through the Pandemic	
ELA State Change	-2.1%
Math State Change	-3.4%
ELA WP Change	+0.9%
Math WP Change	+5.6%

District Performance Plan Goal 2: College and Career Readiness



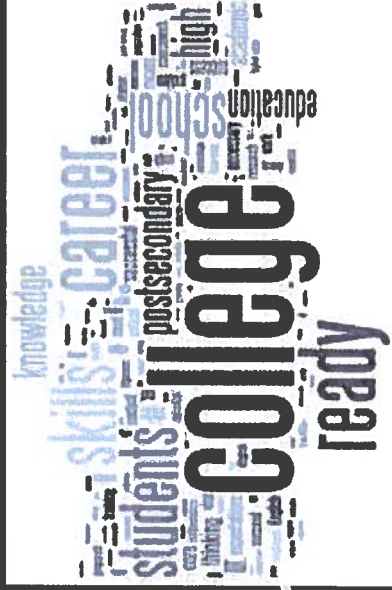
- This is about opportunities for increasing specialized staffing
- Existing opportunities.
 - Dual credit and AP at WPHS.
 - Senior Achievement and JAG
 - CTE at WPHS and Lund.
 - STEAM Academy at DEN.
 - Robotics K-12.
 - Accelerated Math at DEN and
-

District Performance Plan Goal 2: College and Career Readiness

How cool is this stuff!?!??

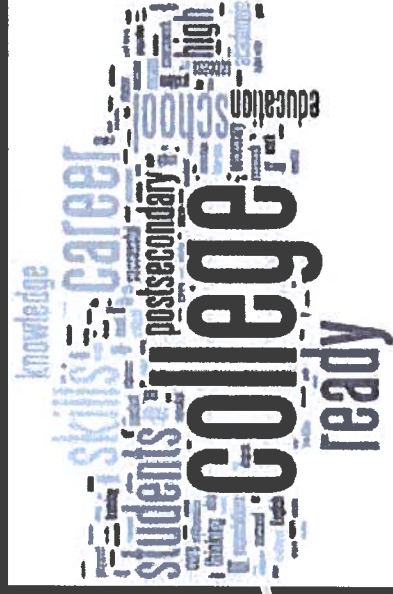
- Piano Club, Guitar Club, Choral Music K-12, Instrumental Music 5-12, Jam Band at WPMS and WPHS.
- Hydroponics at McGill.
- Advanced math 6-8.
- Auto Technology, Welding, Culinary, IT, Health Science, CNA at WPHS.
- Competitive Robotics Clubs 4-12.
- Senior and Freshman Achievement.
- Diesel Technology partnership with GBC.
- All WPHS seniors are enrolled in college English this year!
- STEAM Clubs include Chess, Coding, Culinary, Garden, Reading, Lego, Ocean, Video Graphics and Design, World Passport.
- Measurable objectives.

District Performance Plan Goal 2: College and Career Readiness



	Graduation Rate	Advanced Diplomas
2018	83.7%	34%
2019	83.2%	40%
2020	82.9%	29.7%
2021	83.8%	38%
2022 Goal	95%	40%

District Performance Plan Goal 2: College and Career Readiness



	Post Secondary Participation	Post Secondary Completion
2018	45%	16%
2019	69.8%	25.3%
2020	73.7%	30.6%
2021	72.7%	40.4%

District Performance Plan Goal 3: School Culture and Climate



- Two counselors, three full time social workers, one part time social worker consultant.
- Districtwide Student Support Team meets weekly to review needs and discuss initiatives.
- Staff and student mental health and suicide awareness instruction.
- Launch of World Class Relationships in fall of 2020.
- Yearlong community meetings with the Western Educational Equity Assistance Center to provide inclusivity guidance.

District Performance Plan Goal 3: School Culture and Climate

Specific to Covid Life



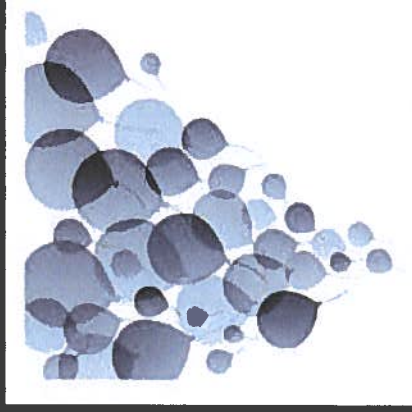
- Launch of districtwide Civility policy.
- Specific advisory and small group lessons based on our SEL Pillars.
- Guest speakers K-12 focusing on kindness.
- Ongoing kindness challenges and service projects.

District Performance Plan Goal 3: School Culture and Climate

Examples of SEL Climate Data

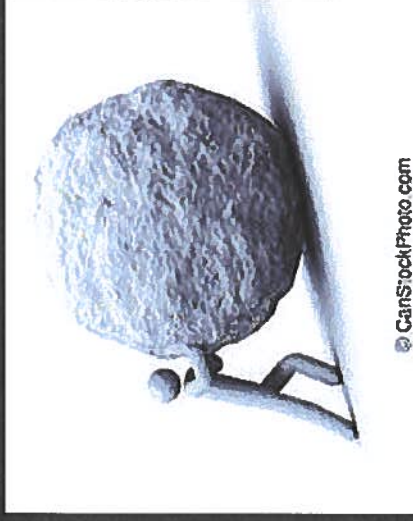
A word cloud of positive words in various sizes and orientations. The words are arranged in a circular pattern, with some words appearing more frequently or in larger fonts than others. The words include: SAFETY, HEALTHY, RESPECT, LOVE, TRUST, SUPPORT, COMMUNICATION, HONESTY, CARING, and EQUALITY. The words are in different colors, including shades of blue, green, and yellow. The background is a light blue gradient.

Celebrations through Covid Life



- Open all day, every day through 2020-2021.
- Distance education option for families who choose it.
- Robust summer 2021 learning and planned summer 2022 learning.
- Additional academic supports available on Fridays and after school.
- Continued partnership with Boys and Girls Club.
- Very thoughtful and evolving response to staff and student needs.

Challenges through Covid Life



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- Increase in frequency and intensity of disruptive student behaviors.
- Increase in difficult encounters with parents.
- Psychological toll of dealing with conditions we cannot control.
- Staff and student burnout.
- Frequent absences due to quarantine and isolation rules.
- Increase in chronic absenteeism/truancy.
- “Gaming the system” through distance learning choices.
- Educator pipeline is slimmer than ever.
- Covid fatigue is real—for everyone. We can only control certain variables and ask for the community’s support in doing so.

Grants

The District Performance Plan calls for all grants to be strategically aligned to support the measurable student learning goals outlined in it.

- Title IVA funds supporting technology, literacy professional development, coaching positions.
- College and Career Ready funds supporting STEM professional development and coaching and technology.
- Read by Grade 3 funds supporting literacy, writing professional development, coaching, and Tier 1 instruction improvement,
- 1003a funds supporting leadership development, NISL, coaching positions, literacy professional development, STEAM professional development.
- 1003a funds allowing for STEAM Academy and districtwide music teacher.

Grants

The District Performance Plan calls for all grants to be strategically aligned to support the measurable student learning goals outlined in it.

- Special Title IA funds supporting DEN STEAM Academy and district office improvements.
- School Safety Grant supporting infrastructure and security improvements.
- CTE competitive funds supporting college and career ready opportunities through staffing for Lund and WPHS students.
- Great Teaching and Leading funds supporting leadership development and career pathways for educators.
- \$1.5 million plus per year in these competitive funds for the last four years.

District Office

- WestEd study initiated with funding provided by the Department of Education in 2019.
- Coaching and guidance from WestEd in payroll, accounts payable, and other areas designed to streamline operations.
- Staffing changes.
- PIT Crew improvement team, led and facilitated by Paul.

Employee Benefits



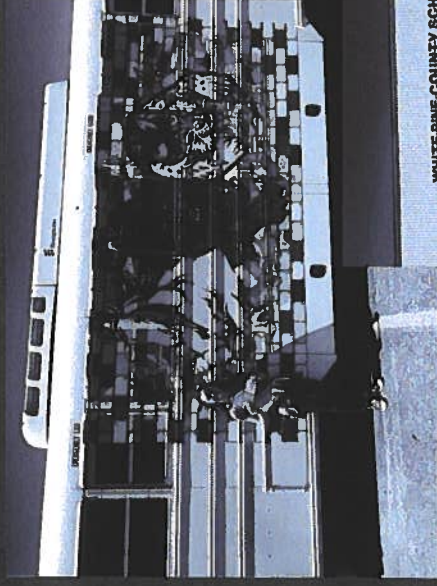
- 2% increase in all employees' pay in 2017.
- 2% increase in all employees' pay in 2018.
- 3% increase in licensed employees' pay in 2019, including adding 3 paid workdays to teachers' and administrators' contracts, to better reflect the actual work they're doing.
- 4% increase in support staff wages in 2019.
- 2% increase in all staff wages in 2020.
- 2.25% plus \$1000 covid retention incentive in 2021.
- Increase in professional development pay to \$252 for six hours in 2019.
- Decrease in dependent insurance costs in 2019.
- Stipends and extra days for STEAM teachers--most making \$10,000 more this year.
- Stipends for collaborative team leaders.
- Monthly paid mentoring for new instructional staff.

Technology



- Entire student and staff hardware (chromebooks and computers) have been replaced at least once since 2018.
- Students in 5-12 have 1:1 access at school.
- Chromebooks and hotspots provided for distance learning families.
- Cameras added, upgraded, replaced through School Safety Grant in 2020.
- Second on the ground tech person added in 2019 to support needs.

Transportation



- Two travel buses purchased in 2019. Student art contest for logos.
- New route bus purchased for Baker in 2019 using USDA grant.
- Two used vehicles purchased in 2019.
- Four new route buses purchased in 2021.

Facilities



- New gym at WPHS opened in 2016 through capital funds.
- Health occupations facility opened in 2016 through Paul and Bob's work with the Pennington Foundation (\$2.1 million addition).
- Air conditioning units installed at DEN and McGill in 2018 through capital funds.
- New locks installed on all doors in 2021 through School Safety Grant.
- Extensive time and money (paid for through CARES and Pennington funds) spent on outfitting classrooms with plexiglass, foggers, and other materials to operate safely during the pandemic.
- New playground equipment to be installed summer of 2021 (\$1.3 million from Pennington Foundation).

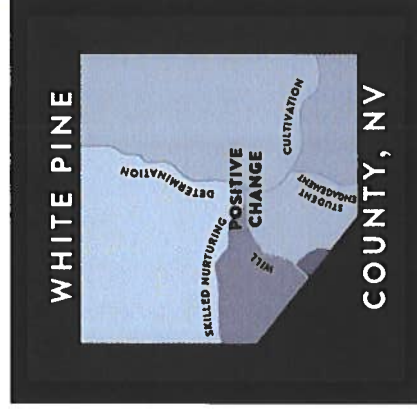
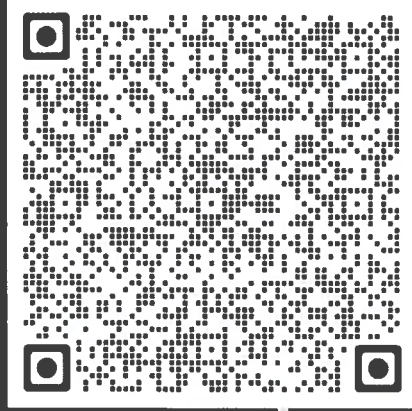
Facilities

- 1909 facility at DEN.
- 1913 facility at WPMS.
- Insufficient capital budget to replace either of these schools--price tag of \$60 million.
- Stalled communications with the Governor's and Treasurer's offices.
- Unsuccessful legislative attempts to secure funding.
- Submitted hardship application allowable by statute to tap into statewide capital funds.
No response or acknowledgement.
- At some future point, we will be asking for local support to approach the State of Nevada with a demand for attention.
- Possible resolution.

WPCSD

Our vision is to change the world!

Scan this code so I can add you to my Key Communicators list.



REVENUES	FINAL BUDGET	REVISIONS	REVISED REVENUE RESOURCES
SUBTOTAL REVENUE ALL SOURCES	2,679,746.00	75,000.00	2,754,746.00
OTHER FINANCING SOURCES			
Operating Transfers in (Sch T)			
Proceeds of Long-Term Debt			
Other			
SUBTOTAL OTHER FINANCING SOURCES			
BEGINNING FUND BALANCE			
Reserved			
Unreserved	813,679.00		813,679.00
TOTAL BEGINNING FUND BALANCE	813,679.00	-	813,679.00
Prior Period Adjustments			
Residual Equity Transfers			
TOTAL AVAILABLE RESOURCES	3,493,425.00	75,000.00	3,568,425.00

City of Ely
Schedule B - General Fund
REVISED REVENUE SCHEDULE

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