



ANACORTES
SCHOOL DISTRICT



2023-2024

Welcome to the Anacortes School District!

Located on beautiful Fidalgo Island, Anacortes is a leader in public education, with a strong vision for teaching and learning. Our work is anchored by the pillars in our 5-year strategic plan: Quality Instruction and Curriculum, Social-Emotional Learning, Partnerships, and Stewardship. Equity is at the core of all our work. We pride ourselves on providing robust learning and enrichment opportunities for all students.

ANACORTES SCHOOL BOARD

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STUDENT LEARNER OUTCOMES:

- I am a successful learner.
- What I am learning matters to me.
- I am known and valued for who I am.
- I am cared for and I care for others in my community.



VISION

Anacortes students rise to their fullest potential, embrace the future, and make a difference.

MISSION

We inspire every student every day with quality instruction that promotes creativity, growth, character, individual strengths and a lifelong love of learning.

BELIEFS

- We believe that each child has tremendous potential and is worthy of our best effort. We provide a safe environment where students can thrive and know they are valued.
- We believe that quality instruction is essential to student success. We deliver educational experiences that challenge, empower, build character, and foster a love of learning.
- We believe in powerful, positive relationships. We foster strong connections among and between students, staff, families, and community.
- We believe in being bold. We create an environment where innovation matters and students learn from taking risks.
- We believe in hope. We build school cultures where students are fully engaged in the present, excited for the future, and committed to helping others.
- We believe in opportunity. We provide a dynamic, well-rounded education that builds a foundation for what students choose to do in life and who they become.

EQUITY

Educational Equity is when each student receives what they need to develop to their full academic and social potential.

Setting the course for the future

STRATEGIC PLAN 2022-2027

This plan is framed by our vision, mission and belief statements.

These outline our aspirations for the students we serve, our commitment to do everything we can to achieve the vision, and the core values underlying our commitment.



QUALITY INSTRUCTION AND CURRICULUM

The largest impact on student learning is quality teaching.

5-YEAR GOALS

- 1.1 Systems supporting professional learning and continuous improvement are established, including a district-wide understanding of equity and a hands-on, student centered approach with technology as a powerful tool.
- 1.2 Our long-range recruitment, placement and retention plans for certificated, classified, and administrative employees support hiring the most qualified staff and support diversity and future needs.
- 1.3 Each student, regardless of race or categorical program, has equitable access to curriculum content with common learning outcomes and assessments.
- 1.4 Each school and the district meet or exceed federal and state performance requirements.
- 1.5 Each student, regardless of race or categorical program, has equitable access to curriculum in the arts, Career & Technical Education, and electives to ensure a well-rounded educational program across schools.
- 1.6 Each student graduates from high school ready for college, career, and life with 21st century skills.

5-YEAR KEY PERFORMANCE OUTCOMES

- 1.1a Employees are highly proficient and skilled.
- 1.1b Staff collaborate and engage in continuous improvement processes.
- 1.1c Employees engage in relevant professional development and cross training.
- 1.2a Our workforce is highly qualified, diverse, and reflective of our student population and community.
- 1.2b We offer competitive contracts.
- 1.3a Each student has equitable access to rigorous course offerings, including multiple pathways for success.
- 1.3b Each student has equitable access to rigorous curricula, including multiple pathways for success.
- 1.3c Rigorous, relevant, and engaging instruction is demonstrated in all classrooms, rooted in culturally responsive teaching.
- 1.3d Common assessments and outcomes are provided across all like classes.
- 1.4a State and federal achievement targets are met or exceeded.
- 1.5a Each student has equitable access to arts offerings.
- 1.5b Each student has equitable access to Career and Technical Education offerings.
- 1.5c Each student has equitable access to elective offerings.
- 1.6a Increase four and five year cohort graduation rate.
- 1.6b Kindergarten to second grade instruction is designed to prepare all students to enter first grade, second grade and third grade.
- 1.6c Each student meets or exceeds standards in literacy and math (closing gaps regardless of race or categorical program).
- 1.6d Each student meets or exceeds college, career, and life readiness indicators in grades three through twelve.
- 1.6e All graduates exit with a post-secondary transition plan for work, career, and/or college, and complete the first steps toward achieving post-secondary goals before graduation.

Annual Operating Plan

The goals in this plan provide the basis to develop, update, and adopt our Annual Operating Plan each year.



PARTNERSHIPS

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Strong connections between schools and families lead to increased student learning. We celebrate family and community engagement as an essential component of our mission of success for all students. We are committed to accountability to the community for its support of local schools.

5-YEAR GOALS

- 2.1** Our strategic partnerships will improve the quality and coherence of PreK-12 learning opportunities.
- 2.2** Establish meaningful, consistent and open communications with internal and external stakeholders.
- 2.3** Our strategic relationships will improve the quality and alignment of, and resources for, college and career readiness.

5-YEAR KEY PERFORMANCE OUTCOMES

- 2.1a** Strategic partnerships foster alignment of, and resources for, collaboration, communication, common learning and shared practices between the district and its partners.
- 2.1b** Strategic partnerships with community support for social emotional learning and to enhance mental health services.
- 2.1c** Strategic partnerships with community volunteers enhance student learning outcomes.
- 2.2a** Increase the percentage of families, staff, and students who rate school communication as "effective."
- 2.3a** Partner with the community to create work-based learning and community service opportunities that align with career readiness.



SOCIAL-EMOTIONAL LEARNING

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Effective education goes beyond academic skills. Self-management, self-awareness, social awareness, relationship skills and responsible decision-making - the five components of social-emotional learning - are all critical life skills.

5-YEAR GOALS

- 3.1** Develop a systematic approach, with professional development, to support students' social-emotional learning.
- 3.2** Develop a systematic approach for student leadership and participation in activities.

5-YEAR KEY PERFORMANCE OUTCOMES

- 3.1a** Staff collaborate and engage in continuous improvement processes for supporting social-emotional learning.
- 3.1b** Increase staff and student awareness of childhood impacts of trauma and how to build resiliency.
- 3.1c** Each student has access to rigorous, relevant, and engaging social emotional learning.
- 3.1d** Each student has equitable access to mental health support services.
- 3.1e** Systematic plans support students' positive social behaviors.
- 3.2a** Each student has equitable access to leadership programs.
- 3.2b** Increase the percentage of students engaged in leadership opportunities and activities.
- 3.2c** Increase the number of students participating in middle and high after-school activities.



STEWARDSHIP

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Taking care of our facilities and equipment, planning for the future and remaining accountable to the public help us fulfill our mission of providing a first-rate education to our students and families.

5-YEAR GOALS

- 4.1** Renew local levies to support operations, technology, and safety.
- 4.2** Maintain a long-term facilities plan.
- 4.3** Achieve clean audits annually.
- 4.4** Engage families and community in budget development.
- 4.5** Remove barriers, specific to fees and transportation, to support student participation in activities.

5-YEAR KEY PERFORMANCE OUTCOMES

- 4.1a** Determine dates and plans for levy renewals.
- 4.1b** Levies pass with a simple majority.
- 4.2a** Facilities plan is reviewed annually.
- 4.3a** Improve systems to ensure clean audits.
- 4.4a** Increase the percentage of families and communities who rate school communication about the budget as "effective."
- 4.5a** Reduce or eliminate school-related fees.
- 4.5b** Transportation is available to support activities.

For more information, please visit our website:
www.asd103.org



ANACORTES
SCHOOL DISTRICT

PROFILE

Support for the Whole Child: strong arts & music, athletics, electives across all schools

2600
students

7
schools

Learning opportunities for all: highly capable, special education programs, English Learners, Career & Technical Education, and more!

School Board
9-time Board of
Distinction recipient

Robust
community
engagement

**Highly
qualified**
staff

86%
on-time graduation rate

levy passage rates
65%

Partnership with Northwest Career
and Technical Academy

One-to-one Technology Initiative
offers laptops for all students

JOIN OUR TEAM

We offer career opportunities for those desiring to help successfully prepare all students for their future. Whether a classroom teacher, office professional, bus driver, or custodian, each employee contributes to student achievement. Check out our website for more information: www.asd103.org or call our Human Resources Department at (360) 503-1223

FROM THE SUPERINTENDENT



Dr. Justin Irish

*Superintendent
Anacortes School District*

"I am proud to lead a district of educators, dreamers, artists, athletes, and dedicated professionals. We rely on our strong partnerships with our families, volunteers, PTAs, the Anacortes Schools Foundation, service clubs, local government agencies, and more. Our strategic plan lays the foundation for high student achievement. You should see evidence of this plan in our classrooms, our buildings, and our budget. We welcome your feedback and questions. Please reach out to my office: (360) 503-1211 or jirish@asd103.org

Anacortes School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups.