The Natrona County School District empowers every learner to grow, excel and be successful contributors to the local/global community.

Student Growth

High Academic Achievement

Safe & Healthy Environments

Efficient & Effective Operations

www.natronaschools.org
By 2019, NCSD will increase the four-year graduation rate to 85%. NCSD graduates will be prepared for college or a high-skills career as measured by the NCSD graduate profile.

**Strategies:**
1. Deploy a system of common assessments that support school improvement plans
2. Build and cultivate environments that foster 21st Century Learning
3. Implement Academy Based Learning approaches and principles

By 2019, NCSD will increase the percentage of students in grades 3, 5, and 8 reading at or above grade level to 85% as measured by the NWEA reading assessment.

**Strategies:**
1. Deploy a system of common assessments that support school improvement plans
2. Engage students in learning aligned to Language Arts State Standards
3. Partner with parents and community to strengthen literacy skills

By 2019, all NCSD schools will meet or exceed school-level performance expectations as defined in the Wyoming School Accountability model.

**Strategies:**
1. Deploy a system of common assessments that support school improvement plans
2. Engage students in learning aligned to Wyoming’s content-area standards

By 2019, NCSD will achieve an overall stakeholder satisfaction rating of 80% from annual climate surveys of students, parents, and staff.

**Strategies:**
1. Ensure environments are physically and mentally safe and healthy for everyone
2. Improve efficiency and effectiveness of operations at all levels
3. Recognize and celebrate student, parent, community and employee contributions
4. Design and implement effective processes for all stakeholders that include providing information, gathering input, sharing results and taking action based upon feedback

**Transparency** ● **Excellence** ● **Joy** ● **Responsible Risk-Taking**
**Considerate, Meaningful Communication** ● **Collaboration**
**Integrity** ● **Diversity** ● **Mutual Trust** ● **Fairness**
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• Secondary Indicator: 9th Grade Credits Earned and GPA

By 2019, NCSD will increase the percentage of students in grades 3, 5, and 8 reading at or above grade level to 85% as measured by the NWEA reading assessment.
• No new data or information to report for the reading goal this quarter

By 2019, all NCSD schools will meet or exceed school-level performance expectations as defined in the Wyoming School Accountability model.
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Safe & Healthy Environments and Efficient & Effective Operations
By 2019, NCSD will achieve an overall stakeholder satisfaction rating of 80% from annual climate surveys of students, parents, and staff.

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• Summary of Schools’ Strategic Plans
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The purpose of this report is to share information with our stakeholders about Natrona County School District’s (NCSD) current state of performance and the progress we are making toward our strategic plan.

The 2014-2019 Strategic Plan was developed by a group of stakeholders, including the NCSD Board of Trustees, representatives from all employee groups, parents, community members, and students. The NCSD Board of Trustees has officially adopted this strategic plan to guide the District’s work.

The Curriculum & Instruction Division is tracking progress towards three of the four goals to impact student growth and high academic achievement:
• By 2019, NCSD will increase the four-year graduation rate to 85%. NCSD graduates will be prepared for college or a high-skills career as measured by the NCSD graduate profile.
• By 2019, NCSD will increase the percentage of students in grades 3, 5, and 8 reading at or above grade level to 85% as measured by the NWEA reading assessment.
• By 2019, all NCSD schools will meet or exceed school-level performance expectations as defined in the Wyoming School Accountability model.

The Human Resources Division is assessing progress of the goal in the area of safe and healthy environments and efficient and effective operations:
• By 2019, NCSD will achieve an overall stakeholder satisfaction rating of 80% from annual climate surveys of students, parents, and staff.

This report contains information from historical indicators and indicators that are available to us from the quarter ending on June 30, 2015. In addition, we will share the strategic plans and quarterly reports from each school and department.
Strategies:
1. Deploy a system of common assessments that support school improvement plans.
2. Build and cultivate environments that foster 21st Century Learning.
3. Implement Academy Based Learning approaches and principles.

Secondary Indicator: Certification Programs
NCSD is actively working to develop and support numerous kinds of certifications that will be available in the secondary system, with a variety of purposes. Generally these can be characterized as either work or career readiness certification, programs that capture generic proficiencies and skills, or industry certification, programs that measure qualifications needed in a specific industry or job function. Work readiness programs vary, but all are intended to provide certification that is applicable across industries and occupations. Industry certification refers to certification issued by an occupational or industry group to signal completion of particular training, coursework, apprenticeship, or other preparation for a particular job or job category. Many jobs require some form of industry certification as a prerequisite to hiring, and legal licensure is often based on industry-developed assessments. The table illustrates certifications available to NCSD students in the respective academies.

<table>
<thead>
<tr>
<th></th>
<th>2014-15</th>
<th>2015-16</th>
<th>2016-17</th>
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</thead>
<tbody>
<tr>
<td>ACME</td>
<td>• AWS Sense Welding 1 (three welding processes)</td>
<td>• AWS Sense Welding 1 (three welding processes)</td>
<td>• AWS Sense Welding 1 (three welding processes)</td>
</tr>
<tr>
<td></td>
<td>• NATEF Auto</td>
<td>• NATEF Auto</td>
<td>• NATEF Auto</td>
</tr>
<tr>
<td></td>
<td>• OSHA 10-Hour</td>
<td>• OSHA 10-Hour</td>
<td>• OSHA 10-Hour</td>
</tr>
<tr>
<td>BANR</td>
<td>• CISCO</td>
<td>• CISCO</td>
<td>• CISCO</td>
</tr>
<tr>
<td></td>
<td>• ProSTART</td>
<td>• ProSTART</td>
<td>• ProSTART</td>
</tr>
<tr>
<td>CACD</td>
<td>No certifications</td>
<td>No certifications</td>
<td>No certifications</td>
</tr>
<tr>
<td>HSHS</td>
<td></td>
<td></td>
<td>• Certified Nursing Assistant</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Phlebotomy (in development)</td>
</tr>
</tbody>
</table>

Analysis:
In 2014-15, five (5) certification programs were designed and offered to NCSD students. In 2016-17, eight (8) certification programs will have been designed and offered to NCSD students.

Students in the BANR Academy are offered a number of certifications now and Expanded NATEF Auto will be available in 2016-17. CISCO and ProStart certifications are available now and will continue. There are no certifications, nor plan for certifications, in the CACD Academy. The HSHS Academy will offer a CNA certification in 2016-17 and is in the process of developing a Phlebotomy certification.
Secondary Indicator: Articulated Courses with NCSD and Casper College

An articulated course is a course that has been aligned to meet NCSD credit requirements and Casper College course requirements simultaneously. These courses can be taken at the college campus, the high school campus, or via the internet. Students may earn high school credit and college credit for successfully completing an articulated course. The credits may be used in a core area or as an elective on the high school transcript. Students will receive an official Casper College transcript for these same courses as well. An articulated course in high school can potentially earn college credit toward a degree while attending high school. This agreement assists students who transfer their general education core from one signatory institution to another, provided grades are satisfactory and courses taken are appropriate to the degree sought.

Analysis:

Student Growth & High Academic Achievement

By 2019, NCSD will increase the four-year graduation rate to 85%. NCSD graduates will be prepared for college or a high-skills career, as measured by the NCSD graduate profile.

Secondary Indicator: Credits Earned and GPA

These tables illustrate the number of credits attempted by our 9th to 12th grade students and the number of credits earned during the 2014-2015 school year, as well as the grade point average of each grade level. The grade-point-average and credits earned by 9th to 12th grade students in our system is an additional secondary indicator for the graduation rate/preparedness goal of the Strategic Plan. Successful GPA’s and course completion by students suggest that students are achieving the soft study skills needed for success in a post-secondary experience as well as the content knowledge and application skills needed for high school and college success.
Secondary Indicator: Credits Earned and GPA (continued)

### 10th Grade Credits Attempted vs Earned and GPA

<table>
<thead>
<tr>
<th></th>
<th>KWHS</th>
<th>MHS</th>
<th>NCHS</th>
<th>RHS</th>
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</thead>
<tbody>
<tr>
<td>Credits Attempted</td>
<td>7.15</td>
<td>7.67</td>
<td>7.49</td>
<td>6.45</td>
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<tr>
<td>Credits Earned</td>
<td>6.64</td>
<td>7.44</td>
<td>6.78</td>
<td>5.16</td>
</tr>
<tr>
<td>GPA</td>
<td>2.77</td>
<td>2.94</td>
<td>2.64</td>
<td>1.76</td>
</tr>
</tbody>
</table>

### 11th Grade Credits Attempted vs Earned and GPA

<table>
<thead>
<tr>
<th></th>
<th>KWHS</th>
<th>MHS</th>
<th>NCHS</th>
<th>RHS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credits Attempted</td>
<td>6.78</td>
<td>6.85</td>
<td>7.46</td>
<td>5.46</td>
</tr>
<tr>
<td>Credits Earned</td>
<td>6.19</td>
<td>6.96</td>
<td>6.87</td>
<td>4.87</td>
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<tr>
<td>GPA</td>
<td>2.7</td>
<td>3.07</td>
<td>2.81</td>
<td>2.2</td>
</tr>
</tbody>
</table>
By 2019, NCSD will increase the four-year graduation rate to 85%. NCSD graduates will be prepared for college or a high-skills career as measured by the NCSD graduate profile.

Secondary Indicator: Credits Earned and GPA (continued)

<table>
<thead>
<tr>
<th></th>
<th>KWHS</th>
<th>MHS</th>
<th>NCHS</th>
<th>RHS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credits Attempted</td>
<td>5.72</td>
<td>6.82</td>
<td>5.46</td>
<td>5.38</td>
</tr>
<tr>
<td>Credits Earned</td>
<td>5.39</td>
<td>6.75</td>
<td>5.15</td>
<td>4.78</td>
</tr>
<tr>
<td>GPA</td>
<td>2.77</td>
<td>3.16</td>
<td>2.95</td>
<td>2.42</td>
</tr>
</tbody>
</table>
Secondary Indicator: Credits Earned and GPA (continued)

Analysis:

NCSD 9th grade students are averaging just under 7 credits as well as performing near a C+ average across all classes. Students exiting the freshmen year not in credit deficit are more likely to graduate than those students earning less than 7 credits. On average our NCHS and CCA students are acquiring 7 credits or more which allows for greater options in pathway programming, CTE course sequencing, access to rigorous curriculum, and enhanced elective opportunities. This group of students must acquire at least 26.5 credits to graduate in 2018. The ninth grade GPA (greater than a 2.0) indicates successful completion of the district’s 9th grade programming and course requirements at KWHS, MHS, NCHS and CCA.

NCSD 10th grade students are averaging just under 6.75 credits as well as performing near a C+ average across all classes. This cohort of students at this grade level needs to be earning 7.0 credits or more annually to graduate on time. On average our MHS students are acquiring 7 credits or more at the sophomore level as not to be credit deficit. This group of students must acquire at least 26.5 credits to graduate in 2017. The tenth grade GPA (greater than a 2.0) indicates successful completion of the district’s 10th grade programming and course requirements at KWHS, MHS and NCHS.

NCSD 11th grade students are averaging just over 6.5 credits as well as performing near a C+ average across all classes. This cohort of students at this grade level needs to be earning 5.5 credits or more annually to graduate on time. On average our KWHS, MHS and NCHS students are acquiring credits at the junior level as not to be credit deficit (5.5 credits or more). This group of students must acquire at least 24.5 credits to graduate in 2016. The eleventh grade GPA (greater than a 2.0) indicates successful completion of the district’s 11th grade programming and course requirements at KWHS, MHS, NCHS and RHS. On average our KWHS, MHS and NCHS students are acquiring credits at the junior level as not to be credit deficit (5.0 credits or more).

NCSD 12th grade students are averaging just under 5.5 credits as well as performing near a C+ average across all classes. This cohort of students at this grade level needed to be earning 5.0 credits or more annually to graduate on time. The twelfth grade GPA (greater than a 2.0) indicates successful completion of the district’s 12th grade programming and course requirements at KWHS, MHS, NCHS and RHS. This group of students must acquire at least 24.5 credits to graduate in 2015.
STUDENT GROWTH & HIGH ACADEMIC ACHIEVEMENT

By 2019, NCSD will increase the percentage of students in grades 3, 5, and 8 reading at or above grade level to 85% as measured by the NWEA reading assessment.

Strategies:
1. Deploy a system of common assessments that support school improvement plans.
2. Engage students in learning aligned to Language Arts State Standards.
3. Partner with parents and community to strengthen literacy skills.

*There is no new data or information to report for the reading goal this quarter*
STRATEGIES:
1. Deploy a system of common assessments that support school improvement plans.
2. Engage students in learning aligned to Wyoming’s content-area standards.

BACKGROUND
As reviewed in the second quarterly report, during the spring session of 2015, the Wyoming Legislative Body adjusted the standards adoption process from five (5) to nine (9) years. Under the previous five (5) year process the Natrona Curriculum Coordinating Council had established a cyclic timeline for the each of the nine (9) content areas. On July 28, 2015 the State Board of Education approved a statewide cycle for all content standards through 2026. NCSD will have all nine (9) content areas systematically aligned and cyclically maintained to the Wyoming content standards before the 2018-19 school year. Please see page 12 for the new standards rotation timeline.
By 2019, all NCSD schools will meet or exceed school-level performance expectations as defined in the Wyoming School Accountability model.

Note TBD: This proposed timeline now creates consideration for the NCSD CCC to establish solidity around the standard cycle for NCSD. A district system must align within two (2) years of adopted statewide standards. The NCSD CCC could also split the cycles that have more than one content area. E.g., Health PE in 2021 and F&P Arts 2022.
Strategies:
1. Ensure environments are physically and mentally safe and healthy for everyone.
2. Improve efficiency and effectiveness of operations at all levels.
3. Recognize and celebrate student, parent, community and employee contributions.
4. Design and implement effective processes for all stakeholders that include providing information, gathering input, sharing results and taking action based upon feedback.

**Primary Indicator - AdvancED Student/Parent/Employee Surveys**
The AdvancED surveys were administered to the following stakeholder groups: Students in grades K-12, Parents, and Staff. Beginning about mid-March, surveys were distributed via e-mail to staff members. Aggregated district results were included in the March 31, 2015 Quarterly Report and reported to the Board of Trustees on May 11, 2015.

Principals and School Improvement Teams now have access to their Student, Parent and Staff survey results. They will review the data and make adjustments to their school improvement plans.

**Secondary Indicator - Employee Customer Satisfaction Survey**
A preliminary CSF Employee Customer Satisfaction Survey was administered in the Spring of 2015. After a review of the data it was determined that there was a need to adjust and improve the survey to better align with the AdvancED surveys and to the District’s strategic goal of 80% satisfaction. The revised survey and deployment plan has been completed and will be presented to Cabinet for approval. We anticipate the new survey to be deployed this fall with an initial harvest date in December 2015, then the data will be harvested on an ongoing quarterly basis. Aggregated data will be included in the Quarter 3 Strategic Update to the Board of Trustees.
Quarter 1
- ACT Benchmarks
- Gallup Survey
- Math NCSD - PAWS
- Pathway Designations
- Reading NCSD - NWEA
- Reading NCSD - PAWS
- Science NCSD - PAWS
- Wyoming State Accountability Summary Data

Quarter 2
- Advanced Placement & International Baccalaureate
- Credits attempted vs credits earned by grade level
- Drop outs
- Grade point average by grade level
- Graduation rate
- Language Usage NCSD - NWEA
- Math NCSD - NWEA
- Math NCSD Benchmarks
- Writing NCSD – SAWS - SAWS test eliminated from statewide assessment system
- Wyoming’s Contents Standards broken down by the NCSD deployment plan

Quarter 3
- AdvancED Survey
- Employee Customer Service Satisfaction Survey

Quarter 4
- Advanced Placement & International Baccalaureate
- Articulation agreements
- Certification Programs
- High School Completer Courses
- Credits attempted vs credits earned by grade level
- Drop outs
- Grade point average by grade level
- Hathaway levels of scholarship
- Math NCSD Benchmarks
- Wyoming’s Contents Standards broken down by the NCSD deployment plan

The NCSD Reading Benchmarks and NCSD Writing Benchmarks indicators are in development and will be added to this list in the future.

Several of the “Safe & Healthy Environments and Efficient & Effective Operations” data indicators are being discussed by the NCSD Cabinet. These indicators will be added to this list when those discussions are final.