

Strategic Plan USD 308 2005-2009

Strategic Challenges	Key Strategies	Action Plans	Key Measures	Evaluating Effectiveness of Strategy	Figure
<b>Goal 1: Recruit and retain high performing faculty and staff</b>					
<b>Challenge #1:</b> Recruiting and retaining highly qualified and skillful employees	1.1 recruit and employ highly qualified faculty and staff as defined by NCLB	Review and refine hiring process, cover steps of process with ALT.	*100% of vacancies filled with HQ staff	HR report on NCLB and Bldg report card on HQ	
	1.2 conduct effective employee orientation for all new employees and substitute teachers	Review and revise employee and substitute teacher orientation based on feedback.	* 90% satisfaction rating within 60 days of employment for employees and annually for substitute teachers as measured by surveys.	new employee orientation survey, substitute teacher survey	
	1.3 evaluate staff job performance and provide feedback	Develop evaluation process step sheet and present to ALT for implementation.	* 90% satisfaction rating on evaluation process by employees as measured by survey	staff survey	
	1.4 provide a comprehensive staff development program aligned with strategic plan	Provide meaningful staff development opportunities for all employees.	*100% participation in staff development program * 90% satisfaction rating with staff development as measured by survey	Report generated from MLP showing number of participants and staff survey	
	1.5 increase level of employee satisfaction with job	Develop criteria for analysis of employee job satisfaction.	* 90% job satisfaction as measured by survey	staff satisfaction survey	

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<b>Goal 2: Show continuous improvement of student learning</b>					
<b>Challenge #2:</b> meeting the learning needs of all students <b>Challenge #4:</b> Involving parents in the education of their children	2.1 increase achievement on Kansas State Assessment	Monitor/analyze the data to adjust and improve instruction using best practice strategies	* 100% of district grade levels and sub groups meeting AYP annually on the Kansas State Assessment in math and reading * Increase to 100% the percentage of students scoring proficient or above on <u>State Reading and Math Assessments</u>	Kansas Assessments with disaggregated scores	
	2.2 increase the use of instructional initiatives by the teaching faculty	Develop a gauge of the implementation of district initiatives Pre K-12. Standardize the procedure of data collection for building administrators.	* 3.25 average rubric score on the Gauge of Implementation of District Initiatives	Gauge of Implementation of District Initiatives	
	2.3 review and refine the student assessment program that provides timely and accurate feedback on student academic performance and the effectiveness of curriculum and classroom instruction	Provide data to staff so they can adjust and improve instruction. Review staff survey satisfaction with assessment feedback and make adjustments as needed.	* 90% satisfaction with timeliness and usefulness of data for instruction as measured by the staff survey	staff survey	
	2.4 increase the percentage of students successfully completing more academically rigorous courses of study	Monitor the percent of students successfully completing more academically rigorous courses of study.	* 8% of HHS students in IB classes *50% of HHS students completing one or more honors/AP classes	student enrollment #'s	
	2.5 review and refine support program for ESL students	Identify students and provide appropriate academic support. Monitor progress and adjust instruction as needed.	* 100% ESL students tested and placed * 10% of ESL students will increase one level as measured annually on the KELPA	KELPA assessment scores	
	2.6 evaluate student satisfaction of courses or grade level study as means of being well prepared for the next level of study	Employ a variety of strategies to increase student satisfaction with their preparation for the next level of study.	* 90% student satisfaction with preparation as measured on student surveys.	student survey	
	2.7 increase high school graduation rate	Employ a variety of initiatives/programs to increase graduation rate.	* Increase graduation rate to 93%	graduation rate data	

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<b>Goal 3: Maintain a safe school environment conducive to teaching and learning</b>					
<b>Challenge #2:</b> meeting the learning needs of all students <b>Challenge #4:</b> Involving parents in the education of their children	3.1 build positive relationships between students and teachers	Continue use of Ruby Payne strategies. Provide on-going training to new and returning staff. Maintain staff visibility and accessibility. Provide mentoring for at-risk students and orientation for new students.	* 90% satisfaction with positive relationships as measured by student surveys.	student satisfaction surveys	
	3.2 refine and up-date district crisis plan and communicate plan to staff	Up-date crisis plans including input from emergency responders.	* 100% of supervisors will verify staff inservice on crisis plans	Documentation of staff training on My Learning Plan or agendas	
	3.3 provide safe school environment	Conduct regular drills relative to the crisis plan. Implement Character Education, Life Skills, and Character Counts programs at the appropriate building level.	* 100% of sites will conduct required safety drills * 90% satisfaction with safety on student, parent and staff surveys	* Site logs of drills * Student, parent and staff surveys	
	3.4 review and refine district communications and the public information program to provide all stakeholders accurate, timely information.	Review and update the district public information program.	* 90% satisfaction with communications as measured by parent, staff and community surveys	Staff/patron survey, parent survey	
	3.5 review and refine parent/patron involvement programs	Provide meaningful parent/patron participation opportunities	* Increase to 90% parent satisfaction with involvement as measured on parent survey * Increase by 2% annually the number of volunteers in the YouthFriends program.	Parent surveys and log of YouthFriends volunteers	
	3.6 review and refine complaint process for parents and patrons	Expand district framework for complaint process to the site level.	* 90% satisfaction with parent/patron complaint process	Track complaint resolution through PIO	
	3.7 utilize formal processes outlined in BOE policy for students to voice concerns	Communicate to students BOE policy outlining how to file a complaint or concern. Publish the BOE policy related to student complaints in handbooks and agendas.	* 90% satisfaction with complaint process as measured by student surveys	Student survey	

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<b>Goal 4: Focus support systems on wise stewardship of school district resources</b>					
<b>Challenge #3:</b> adequate funding for the school district  <b>Challenge #5:</b> keeping school buildings up-to-date  <b>Challenge #6:</b> keeping technology current	4.1 review and refine the budget planning process to efficiently allocate available resources to meet the programmatic needs of students	Prioritize district needs to allocate yearly State funding increases to instructional and instructional support budgets	* Increase to 65% the resources allocated to instructional and instructional support lines. *75% of new State funding will be directed to instructional and instructional support budgets	Budget allocation report	
	4.2 review and implement management system for monitoring the proper utilization of allocated funds, enhancing data reporting systems, providing timely and effective analysis of programs and resources	Timely review of all financial reports by Administrators with adjustments as needed.	* 100% financial reports completed on time	Budget allocation report. CAFR/ budget documents.	
	4.3 implement the long-range facility master plan focused on alignment between educational programs and facilities	Construction manager will facilitate the implementation of the long-range facility master plan. Progress will be communicated on a monthly basis to Board and other committees.	* 100% of projects completed on time and on budget	Project reports	
	4.4 develop a long-range plan for the utilization of elementary facilities including attendance area designations	Appoint a committee to study utilization of facilities and attendance areas for elementary schools	* Utilization of elementary schools will range between 80 and 85% on a yearly basis	Utilization reports	
	4.5 develop and implement a cyclical replacement plan for school district equipment, furniture, floor coverings, and vehicles	Utilize a software tracking system to monitor cyclical replacement needs	* 90% completion of cyclical replacement plan * 90% satisfaction with replacement as measured by staff survey	Cyclical replacement plan and staff survey	
	4.6 review and refine the long-range technology plan focused on student learning and management/administrative functions	Implement current technology plan with annual updates.	* 100% of technology plan completed * 90% satisfaction with technology as measured by staff survey	Annual technology plan and staff survey	
	4.7 review and refine the plan for keeping facilities and grounds clean and well-maintained	Implement the current plan with annual updates for keeping facilities and grounds clean and well-maintained	* 90% satisfaction with maintenance and grounds as measured on student, staff and parent surveys * 90% maintenance projects completed	Maintenance and grounds plan and staff, parent, student surveys	
	4.8 address programs, issues and future direction through quarterly stakeholder focus groups	Determine focus groups and scope of work	* 90% satisfaction by Focus Groups with opportunity for feedback	Quick feedback form, minutes from quarterly meetings	