



# Santa Fe Trail USD 434

## Strategic Plan 2017-2020

<b>Target Area: Align Professional Learning to Strategic Plan, Academic Goals, and Data</b>				
<b>Needs Assessment</b>				
<b>Action Steps</b>	<b>Responsible Party</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>
<b>Assess the district professional staff as to group needs of the school district.</b>	Professional Development Council	Survey Instrument	Complete each spring	Report the survey results and develop professional development around these identified areas.
<b>Provide staff the opportunity to identify and participate in personal professional development activities.</b>	Building Principals	Financial, Time, and Report Document	Personalized professional development will be monitored on an end of quarter basis.	Staff will report on their selected PPD. Strategies will be implemented in their classroom and measured for effectiveness.
<b>Encourage building improvement chairs and staff to participate in professional development outside the district in their selected focus area.</b>	Building Chairs, Building Administration and Curriculum Personnel	Service Centers, Universities, KSDE, Professional Organizations, and other School Districts.	Ongoing	Report the number of outside visits made to building improvement chairs and to the PDC.
<b>Provide opportunities for staff to review and align curriculum.</b>	Curriculum Personnel Building Principals Classroom Teachers	Time, Grade/Subject Level Standards	2017-2018 School year	Standards are clearly defined by grade level and subject areas



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<b>Implement position(s) of a curriculum coordinator to align curriculum, mentor new staff, and support current staff.</b>	BOE and Administration	Reallocation of financial resources	2017-2018 School Year	Have the position(s) been employed
<b>Teachers new to the district will be enrolled in a state approved mentoring program. New teachers will be mentored locally by the district staff.</b>	Curriculum Personnel, Building Administration, and Staff	Enrollment in a mentoring program, observations and meetings with district mentor.	August 2017 and Reviewed annually	Newly employed teachers participated in a mentoring program and documented district support.