

**USD 434 Santa Fe Trail
2022-2023
BOE GOALS**

1. District Communication Improve Communication to all Stakeholders	Responsible Party	Threshold	Target	Maximum
1.1 Increase parent participation in communications.	All Administration & Staff	Communicate with parents about the importance of accurate data (including email addresses for both parents) in the Student Information system. (PowerSchool) Use technology to verify information,	95% of parents' data in SIS is accurate and up to date.	All parents are up to date in SIS and are signed up for all modes of communication.
1.2 Educate parents and patrons on how to use our communications.	Technology Department. All Administration	-School Calendar downloads -how to sign up for school messenger		
1.3 Communicate with families regarding classroom instruction, curriculum, and activities.	All Administration & Staff	Meet the teacher opportunities Parent/Teacher conferences - offer in-person and Zoom meetings Individual Plans of Study conferences Parent meetings before each activity season.	95% of parents are taking part in Individual Plans of Study and parent conferences	All parents are taking part and working with the school for their child's success.
1.4 Communicate through a variety of media.	All Administration & Staff	Update the school website	Use the website as the placeholder for all school communications.	Use all modes of communication to streamline school and district

			<p>Supplement communication with</p> <ul style="list-style-type: none"> -School Messenger -School Newsletters -Social Media 	information
1.5 Evaluate the effectiveness of school communication.	All Administration, Staff & District Leadership Team	<p>Survey stakeholders and analyze data to spur continued growth and improvement.</p> <p>Gathering data from parents at enrollment about how they prefer communication</p> <p>Quarterly newsletters (mailers)</p> <p>Add more PAPER options for communication- Newsletters, local paper</p>	Compare internal and external data to calibrate effectiveness	Evaluate yearly growth and effectiveness

2. Student Achievement Improve teaching and learning through research based strategies that support students postsecondary success	Responsible Party	Threshold	Target	Maximum
2.1 Increase student learning opportunities.	All Administration & Staff	Course offerings in-person, blended, online. Before and after school activities. Create celebrations for learning at all levels (classroom, building and District)	STREAM Program Job Shadowing Internships Community Mentors CTE Pathways (8th-12th) Career Exploration K-12 Increase off-campus opportunities (internships and job shadowing) Determine the need to provide Liability Insurance for off campus learning	Provide learning opportunities that meet the needs of all students.
2.2 Increase stakeholder engagement in student learning.	All Administration & Staff	Survey stakeholders regarding community needs and employability skills for high school graduates. -tardiness -attendance -dress codes -Cell phone	Focus on: Academic Activities Athletic Activities Fine Arts Activities Family Nights -Community Partnerships -Startup business classes -Businesses in the schools- Partner with community -Possible Economic Development partnership with Osage Co.	Students graduate with certificates and employability skills. Develop a process to access stakeholder satisfaction -

<p>2.3 Develop and implement a plan to address student learning loss and social-emotional needs due to the pandemic.</p>	<p>All Administration & Staff</p>	<p>Provide Math and Reading interventions, SEL embedded teaching practices, and monitor Attendance</p> <p>Review current Drug policies and drug testing</p> <p>Provide access to Drug and Alcohol Services</p>	<p>75% of Students at or above grade level in reading and math based on criterion-referenced assessments.</p> <p>Communicating with families about our services in this area</p> <p>Refer struggling students to counselors and/or social workers.</p>	<p>95% of students at or above grade level in core subjects.</p>
<p>2.4 Analyze and improve current student achievement levels</p>	<p>All Administration and Staff</p>	<ul style="list-style-type: none"> -Identify and remove barriers to success -Provide effective teacher mentoring for all students. -Provide academic intervention practices. K-12. -Create a culture around the importance of learning -Create Celebrations of Learning at all levels. -Focus on Learning GROWTH. 	<p>-The majority of students scoring at level 3 or 4 on State Assessments.</p> <p>-75% of Students at or above grade level in reading and math based on criterion-referenced assessments.</p>	<p>-65% of students scoring at level 3 or 4 on State Assessments</p> <p>-95% of Students at or above grade level in reading and math based on criterion-referenced assessments.</p> <p>BE THE SCHOOL THAT PEOPLE WANT TO COME TO</p>
<p>2.5 Develop and align an effective scope and sequence for all core subjects K-12</p>	<p>District and Building Administration</p>	<p>Align Reading and Math curricula K-5</p> <p>Develop an adoption and review cycle for resources to support the curriculum.</p>	<p>Adopt resources to support curriculum alignment and best practices</p> <p>Training and coaching to support staff</p>	<p>All grades and content areas publish an aligned curriculum/standards.</p> <p>All teachers work within the curriculum to determine effectiveness</p>

			Walk-Throughs to determine effectiveness and fidelity - review comprehensive walk-through data to design PD by buildings	Students show growth in Math and Reading over next 3 years
2.6 Continue to implement the Four Principles of Redesign.	Building Administration and Staff	All buildings are actively involved in the redesign process.	Students in all buildings have new opportunities for learning within the redesign principles -Real World Projects -Personalized Learning -Civic Engagement -SEL	Post Secondary Success Rate improves by 5% over 3 years due to more student opportunities for learning.
2.7 Analyze and improve practices to prepare for postsecondary success	All Administration & Staff	Students have an individual plan and school opportunities to meet their path to post-secondary success Work with students to define success.	All students are preparing for college and/or the career of their choice.	All graduates have a postsecondary plan. All graduates have employability skills.
2.8 Develop an effective alumni tracking system to improve postsecondary success	High School and District Administration	Develop and administer an exit survey for all Seniors.	Create an Alumni Portal on the district website. Survey alumni two years out.	Survey alumni five years out. Do they feel successful? Alumni are employed in a career of their choice.

2.9 Review and analysis of all student activity and athletic programs and facilities.	District and Building Administration. Athletic Directors and Coaches.	Survey students and parents regarding needs and wants and expectations regarding participation, win/loss, and facilities.	Maintain or increase the number of students involved in activities and athletics. Develop job descriptions and create clear and measurable expectations for all coaches and sponsors. Hold post-season meetings with coaches to plan for the coming year	80% of the student body will be involved in at least one activity or sport. (k-12) Effectively evaluate all coaches, sponsors, and programs yearly.
3. Recruit and retain highly qualified staff	Responsible Party	Threshold	Target	Maximum
3.1 Partner with local universities for recruitment	District and building administration	Post job vacancies to the district website and to Kansas Teaching Jobs. Develop recruitment brochures	Identify and contact potential candidates Attend on sight and virtual job fairs. Develop a Future Teacher Pathway and encourage students to enroll.	Develop an exit survey and analysis of recruitment, retention, and attrition. Identify future openings and potential candidates
3.2 Continue to provide high-quality mentoring for new teaching and administrative staff	District and building administration. Highly qualified mentors.	Train and support high-quality mentors Carefully match mentors and mentees Provide a stipend for high-quality mentors.	Provide ongoing support for 1st and 2nd-year teachers and administrators. Administer Retention Surveys.	Survey 1st and 2nd-year teachers each year. Analyze feedback for improvement (Entry and EXIT INTERVIEWS) Employ Instructional Coaches as soon as possible.

				Retain Quality staff
3.3 Provide highly competitive salary/benefits.	Board of Education, Teachers Association, Negotiation Teams.	Work with SFTEA to review salary schedules and options. Make base salary and benefit package competitive. Sign-on bonuses Consider Increasing the early retirement bonus.	Negotiate a very competitive salary schedule and benefit package.	Establish recruitment and retention bonuses. Increase early retirement bonus.
3.4 Improve the district and building climate and culture.	All Administration & Staff	Address social and emotional needs of staff. Provide opportunity for staff to express concerns, Listen, and encourage collaborative decision making.	Create opportunities for all staff to have a voice in finding solutions. Celebrate Learning	All staff feel valued and respected. Measured by ?
3.5 Provide research based professional learning and resources.	All Administration & Staff	Personalized professional learning opportunities for staff are provided and incentivized during the summer and school year.	50% of staff embeds professional learning in their classrooms and assigned positions as indicated by classroom walkthroughs from the administration.	100% of staff embeds professional learning in their classrooms Instructional leaders use triangulation of data to determine fidelity and effectiveness of

				<p>instructional practices.</p> <p>HOST SYMPOSIUM in the district for PD</p>
<p>3.6 Recognize and celebrate success.</p>	<p>Board of Education & All Administration</p>	<p>Include shoutouts in the building and district newsletters.</p> <p>Celebrate at Faculty meetings.</p>	<p>District and building teachers of the month and year.</p> <p>Recognition at Board Meetings.</p> <p>Write articles for the newspaper.</p>	<p>Nominate teachers for State and National Recognition.</p> <p>Kansas Teacher of the Year</p> <p>Horizon Teacher award participation</p>
<p>3.7 Hires and retains highly-qualified classified staff.</p>	<p>District and building administration</p>	<p>Post job vacancies to the district website, local newspaper and to Kansas Teaching Jobs.</p> <p>Develop classified job descriptions</p>	<p>Identify and contact potential candidates</p> <p>Develop an evaluation tool to conduct yearly evaluations.</p> <p>Host onsite or virtual job fairs.</p>	<p>Develop an exit survey and analysis for recruitment, retention, and attrition.</p> <p>Identify future openings and potential candidates</p>

4. Community Involvement	Responsible Party	Threshold	Target	Maximum
<p>4.1 Build trust with the community and staff through effective communication.</p> <p>Improve transparency.</p>	<p>All Administration, Staff & District Leadership Team</p>	<p>Mail Newsletter to all residents 4 times per year.</p> <p>Building and District Leadership teams.</p> <p>Increase site councils' participation.</p> <p>Site Councils' report to the board twice per year</p>	<p>Hold a Town Hall meeting in each community each year.</p> <p>District administration meets with each building staff at least once per year.</p>	<p>Meet with and build partnerships with community leaders.</p> <p>Publicly recognize staff for outstanding achievement.</p>
<p>4.2 Improve district enrollment through PowerSchool.</p>	<p>District administration and technology.</p>	<p>Develop and Implement a seamless Online Enrollment Process.</p>	<p>Online Enrollment opens July 8 through August 31.</p>	<p>District Enrollment Process Meets the Needs of all Parents and Students.</p>
<p>4.3 Partner with City Parks and Recreation directors and other athletic leaders in our communities.</p>	<p>Board of Education District and Building Administration and Staff</p>	<p>Meet with City Parks and Recreation Directors and other community athletic leaders to identify areas of need and cooperation.</p>	<p>Review and amend board policy as deemed appropriate</p>	<p>Establish ongoing review and assessment process to review effectiveness.</p>

5.0 Budget and Facilities	Responsible Parties	Threshold	Target	Maximum
5.1 Continue to monitor and effectively prioritize the use of district funds.	Board of Education and Superintendent	Fund and effectively maintain all existing programs.	Prioritize the use of all local, state and federal funds and increase reserves	Effectively plan for and prepare the district for potential decreases in state funding.
5.2 Continue to Improve the existing facilities through the effective use of capital outlay funds.	Board of Education, district and building administration.	Prioritize projects to be funded through capital outlay funds.	Develop and implement a capital outlay plan.	Develop a three to five-year capital outlay plan for all district facilities.
5.3 Monitor and review all existing contracts and agreements with outside companies.	District and building administration.	Review contracts and agreements for food service, electrical, HVAC and technology.	Develop a 3 to 5-year review and bid cycle. Make recommendations to the BOE	Adopt and implement the new review and bid cycle.
5.4 Review the existing grade configuration in our district facilities	Board of Education, administration, district leadership team and building site councils.	Research and determine the most effective grade configuration for delivery of instruction.	Survey the staff and community regarding facility use and configuration.	Make recommendations to the Board of Education about the best use of our facilities for education

6.0 School Safety and Security	Responsible Parties	Threshold	Target	Maximum
6.1 Provide a safe and secure learning environment in all district facilities.	Board of Education, Administration, and all district staff.	<p>Review all district crisis plans and practice drills in all buildings.</p> <p>ALICE training for all staff w/ yearly review Building evaluations for safety improvements</p> <p>Research and implement practices to keep schools safe.</p>	Develop consistently and easily understood crisis plans in all buildings.	Review crisis plans annually and effectively train all staff and students in safety protocols.
6.2 Review and revise current crisis plans to provide proactive readiness in case of an emergency	All Administration, Staff Committees	<p>Develop a simple and usable crisis response plan for use by the majority of staff.</p> <p>Develop a detailed and universal crisis plan for use by the crisis team.</p>	Surveyed staff report back that 90% feel very prepared in case of an emergency.	Surveyed staff report back that 100% feel very prepared in case of an emergency.