

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

Evidence	Partial Evidence	No Evidence
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1. District Communication Improve Communication to all Stakeholders	Responsible Party	Threshold	Target	Maximum
1.1 Increase parent participation in communications	All Administration & Staff	<p style="background-color: #FF0000; color: white;">Communicate with parents about the importance of accurate data (including email addresses for both parents) in the Student Information system. (PowerSchool)</p> <p style="background-color: #FFFF00;">Use reporting system to verify information</p>	<p style="background-color: #FF0000; color: white;">95% of parents' data in SIS is accurate and up to date</p>	<p style="background-color: #FF0000; color: white;">All parents are up to date in SIS and signed up for all modes of communication</p>
1.2 Educate parents and patrons on how to use our communications	Technology Department. All Administration	<p style="background-color: #FFFF00;">All parents know how to access the district calendar</p>	<p style="background-color: #FFFF00;">All parents know how to sign up for school messenger emails and texts</p>	<p style="background-color: #FFFF00;">All parents know how to access all modes of communication for USD 434</p>
1.3 Communicate with families regarding classroom instruction, curriculum, and activities	All Administration & Staff	<p style="background-color: #00FF00; color: white;">District offers Meet the Teacher opportunities in all schools</p> <p style="background-color: #FFFF00;">Parent/Teacher conferences are offered in-person and virtually</p>	<p style="background-color: #FFFF00;">90% of parents are taking part in Individual Plans of Study conferences with students and</p>	<p style="background-color: #FFFF00;">All parents are involved in their students individual plan of study to ensure their success</p>

		<p>Parent meetings before each activity season</p> <p>7-12th Grade is implementing IPS for all students.</p>	school	
1.4 Communicate through a variety of modes	All Administration & Staff	Update and organize the school website to ensure usability, appeal, and access for all stakeholder needs	<p>The website is the placeholder for all school communications</p> <p>Supplement communication with, School Messenger, School Newsletters, Social Media, and other applications</p>	Use all modes of communication to streamline school and district information efficiently and effectively for all stakeholders
1.5 Evaluate the effectiveness of school communication	All Administration, Staff & District Leadership Team	Survey stakeholders and analyze data to drive growth and improvement; including how they prefer to receive communication and barriers to effective communication	Compare internal and external data to calibrate effectiveness	Evaluate yearly growth and effectiveness to drive continued improvements in communication

2. Student Achievement Improve teaching and learning through research based strategies that support students postsecondary success	Responsible Party	Threshold	Target	Maximum
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<p>2.1 Increase student learning opportunities</p>	<p>All Administration & Staff</p>	<p>All schools will offer in-person, blended, and online opportunities to learn.</p> <p>Provide before and after school activities in all schools</p> <p>Celebrate learning in all schools and for all students (classroom, building and district level)</p>	<p>Provide enrichment opportunities on campus for all students in all schools</p> <p>Increase off-campus opportunities and experiences for students (internships, job shadowing, field trips etc)</p>	<p>Provide learning opportunities that meet the needs of all students.</p>
<p>2.2 Increase stakeholder engagement in student learning</p>	<p>All Administration & Staff</p>	<p>Survey stakeholders regarding community needs and employability skills for high school graduates</p>	<p>Partner with stakeholders to enhance learning opportunities for students in all areas:</p> <ul style="list-style-type: none"> -Academic -Athletic/Activity -Fine Arts -Family engagement -Business Partnerships -Economic Development -CTE 	<p>Students graduate with certificates and employability skills</p> <p>Develop a process to determine stakeholder satisfaction over time</p>
<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 to make adjustments and support students</p>	<p>75% of Students at or above grade level in reading and math based on criterion-referenced assessments.</p> <p>Communicate with and educate families about support services in and out of school</p>	<p>95% of students are at or above grade level in all core subjects</p>

		Provide access to Drug and Alcohol Services	Refer struggling students to counselors and/or social workers for Tier 3 and 4 support	
2.4 Analyze and improve current student achievement levels	All Administration and Staff	Identify and remove barriers to success Provide effective mentoring for all students Provide academic intervention programs K-12 Create a culture around the importance of learning Celebrations of Learning and growth at all levels for all students	The majority of students will score at level 3 or 4 on State Assessments 75% of Students will be at or above grade level in reading and math based on criterion-referenced assessments.	65% of students are at level 3 or 4 on State Assessments 95% of Students at or above grade level in reading and math based on criterion-referenced assessments.
2.5 Develop and align an effective curriculum for all core subjects K-12	District and Building Administration	Align Reading and Math curricula K-12 Develop an adoption and review cycle for resources to support the curriculum	Adopt resources to support curriculum alignment Provide effective and on-going training, coaching, and collaborations for all teachers Use walk-Through Data to determine the effectiveness and fidelity of the curriculum	All grades and content areas publish an aligned curriculum map All teachers work within the curriculum to determine effectiveness 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 of study and school opportunities to meet their path to post-secondary success Work with students to define success	All students are preparing for post-secondary schooling 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 to determine if they feel successful Alumni are employed in a career of their choice
2.9 Review and analyze 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	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

			with coaches to plan for the coming years	
3. Recruit and retain highly qualified staff	Responsible Party	Threshold	Target	Maximum
3.1 Partner with universities for recruitment	District and building administration	<p>Post job vacancies to the district website and to Kansas Teaching Jobs</p> <p>Develop recruitment brochures</p>	<p>Identify and contact potential candidates</p> <p>Attend on-site and virtual job fairs</p> <p>Develop a Future Teacher Pathway and encourage students to enroll</p>	<p>Develop an exit survey and analysis of recruitment, retention, and attrition</p> <p>Identify future openings and secure candidates</p>
3.2 Continue to provide high-quality mentoring for new teaching and administrative staff	<p>District and building administration</p> <p>Highly qualified mentors</p>	<p>Train and support high-quality mentors</p> <p>Carefully match mentors and mentees</p> <p>Provide a stipend for high-quality mentors</p>	<p>Provide ongoing support for 1st and 2nd-year teachers and administrators</p> <p>Administer Retention Surveys</p>	<p>Survey 1st and 2nd-year teachers each year</p> <p>Analyze feedback for improvement (Entry and exit interviews)</p> <p>Employ Instructional Coaches as soon as possible</p> <p>Retain Quality Staff</p>

<p>3.3 Provide competitive salary/benefits</p>	<p>Board of Education, Teachers Association, Negotiation Teams</p>	<p>Work with SFTEA to review salary schedules and options.</p> <p>Make base salary and benefits package competitive</p> <p>Provide sign-on bonuses for early hires</p> <p>Consider Increasing the early retirement bonus</p>	<p>Negotiate a very competitive salary schedule and benefits package</p>	<p>Establish recruitment and retention bonuses</p> <p>Increase early retirement bonus</p>
<p>3.4 Improve the district and building climate and culture</p>	<p>All Administration & Staff</p>	<p>Address social and emotional needs of staff.</p> <p>Provide opportunities for staff to express concerns</p> <p>Listen and encourage collaborative decision-making</p>	<p>Create opportunities for all staff to have a voice in finding solutions</p> <p>Celebrate Learning</p>	<p>All staff feels valued and respected</p> <p>All staff wants to continue working at USD 434</p>
<p>3.5 Provide evidence-based professional learning and resources</p>	<p>All Administration & Staff</p>	<p>Personalized professional learning opportunities for staff are provided and incentivized during the summer and school year</p>	<p>50% of staff embeds professional learning in their classrooms and assigned positions as indicated by classroom walkthroughs from the administration</p>	<p>100% of staff embeds professional learning in their classrooms</p> <p>Instructional leaders use triangulation of data to determine the fidelity and effectiveness of instructional practices</p> <p>Host summer symposiums in district</p>

<p>3.6 Recognize and celebrate success.</p>	<p>Board of Education & All Administration</p>	<p>Recognize staff through shoutouts in building and district newsletters</p> <p>Celebrate staff at faculty meetings</p>	<p>Recognize district and building teachers of the month and year</p> <p>Recognize staff at Board Meetings</p> <p>Write articles for the newspaper about staff success</p>	<p>Nominate teachers for State and National Recognition</p> <p>Standardize Kansas Teacher of the Year for nominated district teachers</p> <p>Nominate staff to 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 recruit 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>
<p>4. Community Involvement</p>	<p>Responsible Party</p>	<p>Threshold</p>	<p>Target</p>	<p>Maximum</p>
<p>4.1 Build trust with the community and staff through effective communication and improved transparency</p>	<p>All Administration, Staff & District Leadership Team</p>	<p>Use County newspapers as a host for district newsletter to communities</p> <p>Develop and sustain Building and District Leadership teams with various stakeholders</p> <p>Increase site councils' participation</p>	<p>Host Town Hall meetings in each community each year</p> <p>District administration meet with each building staff at least once per year</p>	<p>Meet with and build partnerships with community leaders</p> <p>Publicly recognize staff and community members for outstanding achievement</p>

		Develop a Site Council report to the board twice per year		
4.2 Improve district enrollment through online PowerSchool processes and procedures	District administration and technology department	Develop and implement a seamless online enrollment process	Open online enrollment in early summer each year. Projected before July 1	District enrollment process meets the needs of all parents and students
4.3 Partner with City Parks and recreation directors and other athletic leaders in our communities	Board of Education District and Building Administration and Staff	Meets with City Parks and Recreation Directors and other community athletic leaders to identify areas of need and cooperation	Review and amend board policy as deemed appropriate	Establish ongoing review and assessment process to review effectiveness
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 level 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.	Schedule and perform all emergency drills in buildings with staff and students Provide ALICE training for all staff w/ yearly reviews	Do yearly research and implement updated emergency procedures to keep schools safe. Conduct building evaluations for safety improvements	100% of staff and students feel prepared about emergency procedures

		Review Safe Defend with staff every year		
6.2 Use Effective crisis plans to provide proactive readiness in case of an emergency	All Administration, and Staff Committees	<p>Review all district crisis plans yearly</p> <p>Develop a detailed and universal crisis plan for use by the crisis team</p> <p>Develop a simple and usable crisis response plan for use by the majority of staff</p>	Develop aligned and easily understood crisis plans across the district to maintain consistency	100% of staff feel very prepared and knowledgeable in case of an emergency

Adopted July 13, 2022