

**USD 434 Santa Fe Trail
2021-2022
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 SIS.	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 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.
1.3 Communicate through a variety of media.	All Administration & Staff	Update the school website	Use the website as the placeholder for all school communications. Supplement communication with -School Messenger -School Newsletters -Social Media	Use all modes of communication to streamline school and district information

1.4 Evaluate the effectiveness of school communication.	All Administration, Staff & District Leadership Team	Survey stakeholders and analyze data to spur continuous growth and improvement.	Compare internal and external data to calibrate effectiveness	Evaluate yearly growth and effectiveness
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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 and blended Before and after school activities.	STREAM Program Job Shadowing Internships Community Mentors CTE Pathways Increase off-campus opportunities	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.	Focus on: Academic Activities Athletic Activities Fine Arts Activities Family Nights Community Partnerships	Develop a process to access stakeholder satisfaction
2.3 Develop and implement a plan to address student learning loss and social emotional needs due to the pandemic	All Administration & Staff	Provide Math and Reading interventions, SEL embedded teaching practices and monitor attendance	75% of Students at or above grade level in reading and math based on criterion referenced assessments. Refer struggling students to counselors and/or social	95% of students at or above grade level in core subjects.

			worker.	
2.4 Analyze and improve current student achievement levels	All Administration and Staff	Identify and remove barriers to success Provide effective teacher mentoring for all students. Provide academic intervention practices K-12	The majority of Students scoring at level 3 or 4 on State Assessments. 75% of Students at or above grade level in reading and math based on criterion referenced assessments.	65% of Students scoring 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 scope and sequence for all core subjects K-12	District and Building Administration	Align Reading and Math curricula K-5 Develop an adoption and review cycle for resources to support curriculum.	Adopt resources to support curriculum alignment and best practices Training and coaching to support staff Walk Throughs to determine effectiveness and fidelity - review comprehensive walk-through data to design PD by buildings	All grades and content areas publish an aligned curriculum/standards. 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 and school opportunities to meet their path to post-secondary success	All students are preparing for college and/or the career of their choice.	All graduates have a postsecondary plan.
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. 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, wants and expectations regarding participation, win/loss, and facilities.	Maintain or increase numbers 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	95% of the student body will be involved in at least one activity or sport. Effectively evaluate all coaches, sponsors and programs yearly.

			coming year	
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 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	Survey 1st and 2nd year teachers each year. Analysis feedback for improvement Retain 95% of new 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	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	Create opportunities for all staff to have voice in finding solutions	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 administration.	100% of staff embeds professional learning in their classrooms Instructional leaders use triangulation of data to determine fidelity and effectiveness of instructional practices.
3.6 Recognize and celebrate success.	Board of Education & All Administration	Include Shoutouts in the building and district newsletters. Celebrate at Faculty meetings.	District and building teachers of the month and year. Recognition at Board Meetings. Write articles for the newspaper.	Nominate teachers for State and National Recognition. Kansas Teacher of the Year Horizon Teacher award participation
3.7 Hire and retain highly-qualified classified staff.	District and building administration	Post job vacancies to the district website, local newspaper and to Kansas Teaching Jobs. Develop classified job descriptions	Identify and contact potential candidates Develop an evaluation tool to conduct yearly evaluations. Host onsite or virtual job fairs.	Develop an exit survey and analysis for recruitment, retention and attrition. Identify future openings and potential candidates

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>	All Administration, Staff & District Leadership Team	Mail Newsletter to all residents 4 times per year. Building and District Leadership teams. Site Councils.	<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>
4.2 Improve district enrolment through PowerSchool.	District administration and technology.	Develop and Implement a seamless Online Enrollment Process.	Online Enrolment opens April 1 through August 31.	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	Meet 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 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.
6.0 School Safety and Security	Responsible Parties	Threshold	Target	Maximum

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