



*We Believe . . .*

Student success comes first.



*We Believe . . .*

Learning is enhanced in a safe and caring environment.



## 2014 – 2020 Strategic Plan Update

**Mission:** The relentless pursuit of excellence

**Vision:** To equip learners with 21<sup>st</sup> Century Skills to achieve excellence in a continually-changing world

October 2015



*We Believe . . .*

Exploration, collaboration, and innovation are essential.



*We Believe . . .*

Students need a rigorous, relevant, and world-class curriculum.

# Strategic Goal Area 1: Student Learning and Success

**Goal Statement:** Support staff through the systematic development and implementation of instructional tools, practices, and technologies to ensure student learning.

**Goal Facilitators:** Teresa Tosh, Lisa Cundiff, Penny Schuckman, Jennifer Reed, Angie Estell

## Critical Strategies and Action Steps 2015-2016

**Critical Strategy - Curriculum:** Build and implement a guaranteed and viable curriculum for grades PreK-12.

- Align curriculum to the new History Government Social Studies Standards and Science Standards (and BOE adoption)
- Design and implement PreK-12 Study Skills curriculum
- Determine possible curriculum needs based on results from the Kansas State Assessment
- Align grading system PreK through 2<sup>nd</sup> to ease transition between grades

# Strategic Goal Area 1: Student Learning and Success

## Critical Strategies and Action Steps 2015-2016

**Critical Strategy – Instruction:** Design and implement an instructional system to provide engaging instruction utilizing research-based best practices.

- Revise eWalkThrough form to align with Literacy First focus areas
- Continue training for building leadership teams through PL4L
- Provide training on aligning instructional practices to the demands of the new Kansas State Assessment

# Strategic Goal Area 1: Student Learning and Success

## Critical Strategies and Action Steps 2015-2016

**Critical Strategy - Assessment:** Develop an assessment plan and process for collection and interpretation of data to guide curriculum and instruction.

- Provide training on the Kansas State Assessment results and the tie to the Kansas Education Systems Accreditation (KESA)
- Participate in the Listening Session on October 26
- Update the Dynamic Learning Maps training for all SPED staff
- Continue implementation of Examview in grades 6-12
- Create materials to support staff and community in understanding the new KSA results
- Stay current on and disseminate changes in the Kansas State Assessment

# Strategic Goal Area 1: Student Learning and Success

## Critical Strategies and Action Steps 2015-2016

**Critical Strategy – Instructional Technology:** Advance student achievement through increased access to and use of instructional technologies.

- Deployment of additional tablet devices and interactive technologies for students
- Write 2<sup>nd</sup>/5<sup>th</sup>/8<sup>th</sup> Grade Student Technology Proficiency Exams
- Provide ongoing training opportunities for all staff in utilizing Office 365/Windows products
- Continue Instructional Technology Walk Through Audits to provide feedback on technology access and use in buildings
- Draft a new District Technology Plan through the Guiding Coalition Instructional Technology Focus Team

# Strategic Goal Area 1: Student Learning and Success

## Critical Strategies and Action Steps 2015-2016

**Critical Strategy – Professional Development:** Improve capacity of staff to implement district initiatives by providing continuous learning and growth opportunities.

- Align the SMART goal process in evaluation with the Individual Professional Development Plan in MyLearningPlan
- District-wide book study on Energy Leadership
- Refine system of Student Growth Measures for all licensed educators
- Continue to provide a wide assortment of training opportunities to meet the needs of all certified and classified staff
- Implement Infinitec ENGAGE online training for para-educators

# Strategic Goal Area 1: Student Learning and Success

## Critical Strategies and Action Steps 2015-2016

**Critical Strategy – Culture and Climate:** Develop and implement a system of academic, career, and social supports that will positively impact student achievement and district culture and climate.

- Conduct Curriculum Academies for Behavior embedding additional work with Functional Behavior Analysis
- Update Gallup changes on survey administration and data dissemination
- Provide additional sessions of CKH Process Champions Training
- Conduct a CKH review to determine next steps for implementation

# Strategic Goal Area 1: Student Learning and Success

## Critical Strategies and Action Steps 2015-2016

**Critical Strategy – Innovation:** Identify and develop a range of innovative programs to meet the needs for all.

- Continue implementation of PreK-1 Concept in Reading instruction
- Broaden Special Education supports in specific instructional programs to align services across grade levels
- Grant search for HOPE at Freeman/Prairie and SPARK program at HMS/HWMS
- Communicate Grant Proposal First Steps with all district personnel to encourage grant writing



## Strategic Goal Area 2: High Quality Workforce

Goal Statement: To recruit, develop and retain a high quality workforce

Goal Facilitator: Dr. Mike Clagg

### Critical Strategies and Action Steps 2015-2016

**Critical Strategy #1:** Recruit high quality employees by promoting a positive image of the school district.

- Distribute unique district branded giveaways at district in-service, job fairs, and special events throughout the academic year.
- Attend job fairs and teacher interviews at colleges and universities within Kansas and neighboring states.
- Promote unique aspects of USD 261 including: The Learning Center, salary schedule, longevity pay, district and school awards, elite programs, our negotiated agreement, and the bond project.

## Strategic Goal Area 2: High Quality Workforce

### Critical Strategies and Action Steps 2015-2016

**Critical Strategy #1:** Recruit high quality employees by promoting a positive image of the school district.

- Highlight the success our students, staff and programs have earned at state, regional and national levels.
- Identify areas of collaboration with the city of Haysville that result in an improved quality of life.
- Update multimedia marketing and recruitment strategies.
- Collaboratively promote the Haysville community with Haysville Forward, the Chamber of Commerce and others.
- Utilize speaking opportunities at colleges and universities.

## Strategic Goal Area 2: High Quality Workforce

### Critical Strategies and Action Steps 2015-2016

**Critical Strategy #2:** Develop employee integration and exit through effective on-boarding and off-boarding.

- Design and implement an effective off-boarding process that meets the needs of employees and USD 261 departments.
- Expand the effective use of online forms, training and communication.
- Complete the off-boarding process and refine the on-boarding process.

## Strategic Goal Area 2: High Quality Workforce

### Critical Strategies and Action Steps 2015-2016

**Critical Strategy #2:** Retain high quality employees through incentives, benefits and training in proven ways.

- Provide tuition re-imbusement for qualified staff.
- Provide financial support for qualified student teaching staff.
- Expand online training in the areas of safety and loss prevention.
- Participate in the negotiations process.
- Support the expansion of employee benefits through collaboration with district departments.
- Continue to refine the employee evaluation process to make it more improvement oriented, relevant, and participatory.

# Strategic Goal Area 3: Facilities and Infrastructure

**Goal Statement:** To create and enhance modern, safe learning facilities to achieve excellence.

**Goal Champions:** B.J. Knudson, David Herbert, Dr. Clint Schutte

**Objective 3.1:** By 2019, Haysville USD 261 will implement and complete a facilities master plan to advance learning for all.

**2015-16 Annual Target:** Acquire Funding for the Facilities Master Plan by June 2015. Advertise for and select Facilities Master Plan Construction Manager by July 2015. Bid and Start Construction of Facilities Master Plan enhancements by January 2016.

**Action 3.1.1:** Assess current facilities and infrastructure capacities and needs.

**Action 3.1.13:** Acquire Funding for the Facilities Master Plan.

**Action 3.1.13:** Advertise for and select Construction Manager At-Risk.

**Action 3.1.15:** Begin design phase of the district's Facilities Master Plan enhancements by project.

**Action 3.1.16:** Begin bi-weekly meeting to inform, discuss, monitor and solve issues that may arise in the design and/or Construction phases of the district's Facilities Master Plan enhancements.

**Action 3.1.17:** Begin BOE monthly meeting updates to inform, discuss, monitor and solve issues that may arise in the design and/or construction phases of the district's Facilities Master Plan enhancements.

**Action 3.1.18:** Begin finalizing architectural Facilities Master Plans/Drawings for selected projects.

**Action 3.1.19:** Begin bid process for the Facilities Master Plan enhancements for selected projects.

**Action 3.1.20:** Begin construction process for the Facilities Master Plan enhancements for selected projects.

## Strategic Goal Area 3: Facilities and Infrastructure

**Objective 3.2: Haysville USD 261 will continue to update and enhance its infrastructure to advance learning for all.**

**2015-16 Annual Target:** Complete infrastructure needs and improvements for the coming school year 2015-16. This includes, but is not limited to, rewire two elementary schools; wire and install new access point systems in two elementary schools; upgrade servers as necessary.

**Action 3.2.1:** Assess current infrastructure capacities and needs.

**Action 3.2.3:** Complete infrastructure needs and improvements for the coming school year 2015-16. This includes, but is not limited to, rewire two elementary schools; wire and install new access point systems in two elementary schools; upgrade servers as necessary.

**Action 3.2.4:** Complete infrastructure needs and improvements for the coming school year 2016-17. This includes, but is not limited to, purchase and configure new teacher laptops; refurbish old teacher laptops; update food service computers; update library computers as needed; upgrade servers as necessary.

## Strategic Goal Area 3: Facilities and Infrastructure

**Objective 3.3: Inform, educate and involve our community to know about district facilities and infrastructure.**

**2015-16 Annual Target:** Inform and educate Superintendent's Leadership Council, the Board of Education, district staff and community stakeholders of the district's Master Plan. Complete a campaign to support the district's Master Plan via an election for funding.

**Action 3.3.2:** Gather data to inform and educate district personal and community stakeholders of the district's needs assessment.

**Action 3.2.3:** Complete infrastructure needs and improvements for the coming school year 2015-16. This includes, but is not limited to, rewire two elementary schools; wire and install new access point systems in two elementary schools; upgrade servers as necessary.

**Action 3.3.3:** Position campaign that supports the district's Master Plan via an election for funding.

## Strategic Goal Area 4: District Engagement

**Goal Statement:** Build and enhance partnerships with District families/guardians, the City of Haysville, Haysville organizations and local businesses to showcase District excellence.

**Goal Facilitators:** Debbie Coleman, Liz Hames, Susan Walston

### Critical Strategies and Action Steps 2015-2016

#### Critical Strategy: Build a partnership with District families

Develop and enhance two-way partnerships with the families/guardians of our students.

- ❖ Encourage District families/guardians to volunteer in our schools with a “Volunteer of the Month” certificate from the principal and recognition in the school newsletter.
- ❖ Promote Parent/Teacher Conferences and Parent Nights as a way for parents to build relationships in their child’s school and teacher.
- ❖ Publicize the opportunity for membership on school site councils.
- ❖ Promote readership through email messages and social media postings for school and district newsletters to keep families/guardians informed.



# Strategic Goal Area 4: District Engagement

## Critical Strategies and Action Steps 2015-2016

### Critical Strategy: Communication Framework

Communication and marketing activities will showcase the District's excellence in teaching and learning and achievements to internal and external stakeholders.

- ❖ District communications and marketing will speak with one clear voice about District achievement.
- ❖ Encourage staff to be ambassadors for the District.
- ❖ Print brochures for elementary, middle, high schools and District to highlight quality & services.
- ❖ Publish newsletters to distribute to parents, staff and general public about District activities and achievements.
- ❖ Utilize District website, Facebook, Twitter, email, District news site and the local media to communicate news, announcements and success stories about students and staff.
- ❖ Utilize Haysville's Channel 7 to promote district events and to publish links to the District's newsletter.
- ❖ Maintain a positive relationship with the local media.
- ❖ Publish annually a Report Card of the District's assessment scores.
- ❖ Publish Annual Report of the District's achievements.
- ❖ Publish annually Back-To-School newsletter to inform current and new families of important information about upcoming school year.

# Strategic Goal Area 4: District Engagement

## Critical Strategies and Action Steps 2015-2016

### Critical Strategy: Community Connections

Develop and enhance two-way community partnerships.

- ❖ Maintain and encourage partnerships with the City of Haysville, Haysville organizations and local businesses.
- ❖ Encourage the community to volunteer in our schools and at events and recognize their participation with a “Community Volunteer of The Month” certificate from our principals.
- ❖ BOE will host community meeting once a year in partnership with the City of Haysville.
- ❖ Communicate importance of senior citizen involvement in the District through the distribution of Gold Card passes to District and school events.
- ❖ Highlight on District website philanthropic activities of our schools.
- ❖ Encourage staff to participation with the Haysville Chamber of Commerce, Haysville Pride and City of Haysville committees.

# \$trategic Goal Area 5: Financial

**Goal Statement:** To Pursue and develop the financial resources to support the goals of the district

**Goal Facilitator:** Dr. Clint Schutte

## Critical Strategies and Action Steps 2015-2016

### Objective 5.1: Identify growth (population) potential for Haysville USD 261.

Actions/Activities	District Person(s) Responsible	Measurement to Track Progress	Resources Required (Money, People and Time)	Completion Date
<b>Action 5.1.1:</b> Write a comprehensive population growth analysis for Haysville USD 261 projecting the growth for 10 years into the future.	Assistant Superintendent for Business & Finance	Consolidated report on Haysville USD population growth.	Working with KASB researcher to identify data and write the report.	August 2014
<b>Action 5.1.2</b> Review District Building Boundaries	District Leadership Team, Director of Transportation, Director of Facilities, District Cabinet Members	Report presented to the Board of Education	Current District Boundaries, Enrollment Numbers and projected growth areas.	On-Going

# \$trategic Goal Area 5: Financial

## Critical Strategies and Action Steps 2015-2016

### Objective 5.2: Aggressively market programs & opportunities for Haysville USD 261.

Actions/Activities	District Person(s) Responsible	Measurement to Track Progress	Resources Required (Money, People and Time)	Completion Date
<b>Action 5.2.1:</b> Assess current marketing programs, capacities and needs	District Leadership Team, Director of Transportation, Director of Facilities, District Cabinet Members	Consolidated report on capacities and needs completed.	Meetings with the district leadership team, department chairs, and district media specialist.	On-Going
<b>Action 5.2.2:</b> Monitor marketing programs, capacities and needs based on data collection and infrastructure changes	District Leadership Team, Director of Transportation, Director of Facilities, District Cabinet Members	Check list(s), surveys, and staff reviews to determine the effectiveness and benefit of marketing programs.	Meetings with the district leadership team, department chairs, and district media specialist. Develop report on programs and effectiveness.	On-Going
<b>Action 5.2.3:</b> Evaluate and adopt business software that allows for the accurate and efficient tracking of district finances as well as employee benefits.	District Leadership Team, Business Office staff, Personnel Staff	Implementation of software that allows for a seamless transition from fiscal year to fiscal year with zero errors.	Meetings with staff members that utilize business office software. Evaluation of software options, purchase and transition to software and ongoing maintenance agreements.	June 2016

# \$trategic Goal Area 5: Financial

## Critical Strategies and Action Steps 2015-2016

### Objective 5.3: Lobby and advocate for public education funding.

Actions/Activities	District Person(s) Responsible	Measurement to Track Progress	Resources Required (Money, People and Time)	Completion Date
<b>Action 5.3.1:</b> Meet with state legislators and share the impact of legislation on Haysville USD 261.	Assistant Superintendent of Business and Finance, Board of Education, Superintendent of Schools, All Staff	Changes in legislation that have a positive impact on Haysville USD 261	Time, information	On-Going
<b>Action 5.3.2:</b> Meet with area business officers and develop recommendations for a new finance formula	Assistant Superintendent of Business and Finance	Recommendations developed and sent to area legislators	Use of 259 service center and area business officers.	Spring 2015

# \$trategic Goal Area 5: Financial

## Critical Strategies and Action Steps 2015-2016

### Objective 5.4: Identify financing options.

Actions/Activities	District Person(s) Responsible	Measurement to Track Progress	Resources Required (Money, People and Time)	Completion Date
<b>Action 5.4.1:</b> Develop a Bond campaign and form a Bond Committee	Assistant Superintendent of Business and Finance, Board of Education, Superintendent of Schools, All Staff	Committee formed and funds raised to be used on the campaign	Staff members, Board of Education, Community Support, Time	Spring 2015
<b>Action 5.4.2:</b> Hold a Bond Election	Assistant Superintendent of Business and Finance, Board of Education, Superintendent of Schools, All Staff	Election	Staff members, Board of Education, Community Support, Time.	June 2015
<b>Action 5.4.3</b> Issue Bonds and Create a trust account for the proceeds.	Assistant Superintendent of Business and Finance, Board of Education, Superintendent of Schools, All Staff	Account created and interest being earned on proceeds of Bond sale	Staff members, Board of Education, Community Support, Time.	August 2015
<b>Action 5.4.4</b> Identify grants, gifts and alternative financing for Haysville USD 261 programs	Assistant Superintendent of Business and Finance, Board of Education, Superintendent of Schools, All Staff	<ul style="list-style-type: none"> <li>• Grant amounts increased</li> <li>• Funds available for additional programs</li> <li>• Increase in the number of gifts received by the BOE</li> </ul>	Staff members, Board of Education, Community Support, Time.	On Going



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**Thank you for your ongoing support in helping us to achieve our Mission, Vision, and Strategic Plan Initiatives!**

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