



OAKLAND-CRAIG PUBLIC SCHOOLS

STRATEGIC PLANNING

Continuous Improvement

Goal: Students will improve reading and language skills in all areas.

AQuESTT Tenet Alignment: Student Achievement and Growth

Nebraska Framework Alignment: Teaching & Learning, Commitment to Continuous Improvement

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
District Continuous Improvement Action Plan				

Climate and Culture

AQuESTT Tenet Alignment: Leadership, Positive Partnerships, Relationships and Success; Student Achievement and Growth

Nebraska Framework Alignment: Vision & Purpose, Governance & Leadership, Teaching & Learning, Resource & Support Systems, Stakeholder Communications & Relationships, Commitment to Continuous Improvement

Objective: To create and sustain a district culture that exemplifies and models consistent expectations for all staff and students and district cohesion while supporting the social, emotional, and mental health of students and staff.

Strategy 2.1: Implement a plan that enables students and staff to connect through a culture that embraces accountability, fairness, diversity, equality, inclusion, respect, inspires pride, and promotes learning to support increased student achievement, social-emotional skills, and positive behavior.

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
2.1(a) Develop student outcome goals and competencies to support social-emotional learning for the purpose of enhancing student decision-making skills, responsible behavior, and a student's independent role personally, at school, and as a community member.	District SEL Committee	<p>Goal Timeline: May 2024</p> <p>Emphasize the importance of personal life skills including work ethic, character, integrity, and personal confidence.</p> <p>Integrate relational skill building characteristics including leadership, communication, conflict resolution, respectfulness, and collaboration through life skills and career/life readiness</p> <p>Study and adopt a bullying prevention and behavior program for the district that includes consistent expectations and accountability.</p> <p>Provide students with opportunities to develop their own capacity to make choices, set individual goals, monitor individual progress, and reflect upon their learning.</p> <p>Integrate social-emotional learning into the academic and extra-curricular activities through consistent curriculum, skills development, service learning, and community service.</p> <p>Implement these skills into project based learning across the curriculum</p>	<p>JAG Nebraska</p> <p>ESSER Funds</p> <p>ESU 2 SEL Data</p>	<p>JAG Nebraska Memorandum of Understanding</p> <p>Social Institute Curriculum for 7th -12th Grade</p> <p>Bi-weekly Mental Health Club for Students</p> <p>Added a day for LMHP</p> <p>Dude, Be Nice presentation</p> <p>Panorama Data Evaluation</p> <p>OCHS Expectation Stations</p>
2.1(b) Grow and sustain a system to support and equip staff with current tools/programs to address social-emotional skills and behavior.	District SEL Committee	<p>Goal Timeline: May 2023</p> <p>CNA Behavior Management System, Tier I SEL Support, Character Education</p>	General Fund Professional Development	<p>Classroom Culture Modules with Mike Feit (2022-2023)</p> <p>Behavior Bites with Mike Feit</p>

		Provide consistent and ongoing professional development to all staff		<p>and Brad Hoffman (2022-203)</p> <p>Poverty Training (Fall 2022)</p> <p>Trauma Informed Care Training for SEL Committee (Spring 2022)</p> <p>Second Step Curriculum at Elementary</p> <p>LMHP Support 1x/Week</p> <p>SAEBRS/Bright Bytes Student SEL Screeners</p> <p>Personalized Professional Development 2022-2023</p> <p>Personalized Professional Development 2023-2024 Elementary Behavior Meeting Agenda 2023-2024</p> <p>Paraprofessional Training - Teacher Feedback Survey Winter 2023</p>
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Strategy 2.2: Provide social-emotional and behavioral supports for all students integrated through the Multi-Tiered System of Supports (MTSS) model throughout the entire district to create a unified student-centered learning initiatives.

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
2.2(a) Intentionally communicate our MTSS model and additional academic, social-emotional, and behavioral supports with OCPS staff and families.	District SEL Committee	<p>CNA Evidence Based Interventions, Transitions, Student Support Implementation, Systems Leadership</p> <p>Goal Timeline: May 2024</p> <p>District</p> <ul style="list-style-type: none"> Develop an “Elevator Speech” to explain MTSS to staff and parents Provide a referral process for students 		<p>Social Media Presentation for Parents/Students August 10, 2023</p> <p>Digital Citizenship Presentation Karen Haase August 23, 2023</p>

		<p>needing additional support</p> <p><u>Jr./Sr. High</u></p> <ul style="list-style-type: none"> Identify Tier 2 Interventions <p>Goal Timeline: May 2025</p> <p><u>Elementary</u></p> <ul style="list-style-type: none"> Monitor the effectiveness of iReady math interventions (Math longitudinal data) <p>Goal Timeline: May 2026</p> <p><u>Jr./Sr. High</u></p> <ul style="list-style-type: none"> Identify a tool to monitor progress Identify decision rules <p>Ongoing</p> <p><u>District</u></p> <ul style="list-style-type: none"> Provide continued training in social-emotional and behavioral supports as the need arises Social Media Presentations for Parents and Students <p><u>Elementary</u></p> <ul style="list-style-type: none"> Train new staff members in LETRS 		<p>Social Institute Curriculum for Jr./Sr. High</p> <p>Student Concerns Action Steps (Elementary)</p> <p>Junior-Senior High Decision Rules</p> <p>MTSS Elevator Speech</p> <p>Student Success Plan Procedures</p> <p>Elementary Staff Discussion on Clarification of MTSS Process - May 10, 2024</p> <p>Secondary Staff Discussion on What is MTSS and Elevator Speech - May 10, 2024</p> <p>OCHS Majors/Minors</p> <p>Reframing Behavior Trainings *9/27/24 *Module Work *4/11/25</p> <p>Implementation of Behavior Data Days at Elementary 9/20/24</p> <p>Elementary May 2025: Student Success Plan Procedures (Elementary - current)</p>
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			<p>Staff Trainings/Grade Level Specific PD</p> <ul style="list-style-type: none">• Staff Development Calendar (Para Training)<ul style="list-style-type: none">◦ Notes from Brad Hoffman◦ January Para Training• Brad Hoffman/Erin Gangwish Assist with Behavior Support As Needed *5th Grade Group <p>Math Longitudinal Data</p> <p>2024-2025 Data Summary</p> <p>Math Decision Rules</p> <p>Math Decision Rules Discussion</p> <p>Math vs. Reading Data</p> <p>High School May 2025:</p> <ul style="list-style-type: none">• Referral Form• Decision Rules• Tiered Interventions
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Student-Centered Learning Environment

AQuESTT Tenet Alignment: Leadership, Educational Opportunities & Access, Student Achievement and Growth
Nebraska Framework Alignment: Governance & Leadership, Teaching & Learning, Resource & Support Systems; Commitment to Continuous Improvement

CIP Goal: Students will improve reading and language skills in all content areas at all levels.

Objective: To enhance academic learning experiences for all students through expanded learning opportunities, college and career readiness, and social-emotional, mental health supports for the well-being of the whole child.

Strategy 1.1: Set high expectations to ensure the integrity, quality, and rigor of the curriculum provided supports diverse learning opportunities for the students at Oakland-Craig Public School

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
1.1(a) Increase elective course offerings and life and career readiness programs, as well as class choice opportunities to enhance the learning experiences for OCPS students (including but not limited to CTE; Vocational Training; Computer Science - Coding, Programming, Robotics; Speech/Public Speaking, and Family Consumer Science).	Jr./Sr. High JAG Instructor	Goal Timeline: May 2025 <ul style="list-style-type: none"> Collaborate with community partners/ post-secondary institutions to explore opportunities for partnering to increase curricular offerings, mentorships, internships, and/or job shadowing for students 	Perkins Plus ESSER United Way	Entrepreneurship Class beginning 24-25 Added Social Institute Sociology Course JAG Program beginning 24-25 Increased course offering for BMIT Early Childhood Fridays at NECC on Friday beginning 24-25 JAG Community Engagement 24-25

Strategy 1.2: Create improvements and increased student achievement opportunities for High-Ability Learners (HAL).

Performance Indicators	Program	Action Plan	Funding	Evidence of Progress
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	Level/Building	(Include Target Dates/Timelines)		(Include Year and Hyperlinks)
1.2(a) Create and implement a pre-assessment of HAL students to lead to targeted curriculum design.	Kristin Johnson, Molly Broekemeier, & Building Principals	Goal Timeline: May 2025		<ul style="list-style-type: none"> • ESU Support Through HAL RESTORE Grant <ul style="list-style-type: none"> ◦ Elementary HAL Students • Acceleration
1.2(b) Implementation of professional development to ensure staff is equipped to instruct students at a variety of levels through higher level thinking skills.	CIP Team	Goal Timeline: May 2026		

Strategy 1.3: Inspire and empower all students in learning experiences to be engaged and active learners who are self-aware, caring, respectful, connected to others, responsible problem-solvers, and academic achievers through a diverse learning environment.				
Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)

1.3(a) Continue to work in partnership proactively and consistently with students, families, and the community to support the needs of students to ensure continued high attendance and graduation rates.	CIP	<p>Goal Timeline: May 2023</p> <p><i>CNA Mobility Plan, Family Collaboration, Attendance Monitoring, Tiered Intervention</i></p> <p><u>District</u></p> <ul style="list-style-type: none"> • Create “Student Ambassador” program to help onboard new students (Student Council/Student Leadership Team) • Develop a checklist to assist with onboarding new students/families <p><u>Jr./Sr. High</u></p> <ul style="list-style-type: none"> • Consider implementation station rotations for campus routines at the beginning of the school year • Consider implementing “Houses” for parents of students going into 7th grade and 9th grade to offer support during those transition years. 	<p>New Student Checklist</p> <p>Student Ambassador Responsibilities</p> <p>Student Ambassador Program</p> <p>QCHS Expectation Stations</p> <p>7th Grade Orientation Schedule</p>
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Curriculum and Instruction
<p>AQuESTT Tenet Alignment:Leadership, Educational Opportunities & Access; Student Achievement & Growth; Postsecondary, Career & Civic Readiness</p> <p>Nebraska Framework Alignment: Vision & Purpose, Governance & Leadership, Teaching & Learning, Resource & Support Systems, Commitment to Continuous Improvement</p>
<p>Objective: To implement a rigorous, relevant curriculum using instructional approaches that address the diverse needs of students, support complex thinking, require active student engagement and value depth of understanding.</p>

Strategy 4.1: Ensure implementation of adopted curriculum in all subject areas to support effective instruction and learning success and that instructional methods are properly, equitable, and consistently implemented from PK-12.

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
4.1(a) Develop and sustain effective, relative, and research-based curriculum in all subject areas.	CIP Team	<p>Goal Timeline:Ongoing</p> <p>CNA Equitable Access, Interventions, Curriculum & Instruction, Instructional Materials, Standards Alignment, Materials Selection Process</p> <p><u>District</u></p> <ul style="list-style-type: none"> Continue to utilize the district curriculum adoption process within the curriculum adoption cycle Align curriculum to state standards both vertically and horizontally Identify essential standards Develop proficiency scales Develop common assessments that align to the rigor of the state standards Assure students understand how they will be graded (rubrics, rating scales, etc.) Develop curriculum maps/scope and sequence documents aligned to state standards Assure curriculum is implemented with fidelity 		<p>2023-2024 Math Curriculum Alignment Documents</p> <p>District Curriculum Folder</p> <p>Math Essential Standards</p> <ul style="list-style-type: none"> Elementary Secondary <p>Math Scope & Sequence Documents</p> <ul style="list-style-type: none"> Elementary Secondary <p>Math Proficiency Scales</p> <p>Math Common Assessments - Elementary Utilizes iReady Assessments Across K-6 Grade Levels</p> <p>Math Common Assessments -Secondary will utilize Big Ideas Assessments Across 7-12 Grade Levels</p> <p>EL Skills Block & LETRS Alignment</p> <p>Science Curriculum Adoption -K-12 Review: 10/17/24 11/1/24 1/6/25 4/4/25 Purchase May 2025</p> <ul style="list-style-type: none"> Science materials

				<ul style="list-style-type: none"> reviewed Science work with ESU2 District Math Curriculum Folder <ul style="list-style-type: none"> September 27 Planning Nov. 1 Jan. 6
4.1(b) Ensure effective use of a variety of instructional strategies, materials, and resources in new and existing courses to equitably support the success of each learning (included but not limited to students with verified needs, low-socioeconomic learners, English Learners, and other individual learner needs.		<p>Goal Timeline: May 2025</p> <ul style="list-style-type: none"> Determine effective homework practices and develop a policy that mirrors effective practices(HS) Collect the data to determine the need for Tier 2 Homework practices (Elem.) <p>Goal Timeline: May 2026</p> <ul style="list-style-type: none"> Provide SPED/504 training, resources, and support to ensure all students are receiving appropriate high-quality accommodations and modifications. Determine if study halls would benefit different groups of students (i.e. high performing, highly involved students) <ul style="list-style-type: none"> Complete OC decision-making model to determine need and possible action steps. 		<p>Back-to-School Staff Meeting (High School Grading Practices)</p> <p>Late Work Data (Elementary)</p> <p>HS Staff Meeting Agenda 8/23/24</p> <p>HS Staff Meeting Agenda Back to School Slides #17 and 18</p>

Strategy 4.2: Commit and maintain the utilization of data to inform decisions at the classroom, building, and district levels.

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and
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				Hyperlinks)
4.2(a) Develop the capacity of staff to effectively use purposeful data to guide instruction, revise school strategies and interventions, assess program effectiveness, and prioritize learning needs through the PLC process.	CIP Team	<p>CNA Data Informed Decision Making, Student Management of Learning, Balanced Assessment System, Professional Learning for Assessment Literacy, Scheduling Assessments & Review of Data, Quality of Assessment Process, Quality of Interim Assessments, Curriculum Alignment to Assessments, Student Assessment Participation, Sharing Assessment Results, Collaboration</p> <p>Goal Timeline: May 2024</p> <p>District</p> <ul style="list-style-type: none">• Budget and allocate resources to support the PLC program.• Provide time for collaboration of best practices and student data• Produce and share integrated, universally designed lessons• Provide clarity for PLC meeting goals (template and accountability)• Identify essential standards using the new math standards• Provide feedback/grading in a timely fashion <p>Elementary</p> <ul style="list-style-type: none">• Assure a common planning time for classroom teachers• Implement PLCs for ELA utilizing the template to analyze and reflect on data <p>Jr./Sr. High</p> <ul style="list-style-type: none">• Prioritize department level PLCs but also allow time for grade level PLCs at least twice annually <p>Goal Timeline: May 2025</p> <p>District</p> <ul style="list-style-type: none">• Provide additional training in EduClimber and developing quality	<p>Collections on EduClimber (Elementary)</p> <p>Progress Report in EduClimber (Elementary)</p> <p>IRIP Collection on EduClimber (Elementary)</p> <p>Back-to-School Staff Meeting (High School Grading Practices)</p> <p>Math Essential Standards</p> <ul style="list-style-type: none">• Elementary• Secondary <p>Elementary PLC Template</p> <p>District Curriculum Folder</p> <p>January 2024 Data Day Agenda/Minutes</p> <p>May 8th Data Day Agenda/Minutes</p> <p>Cole Pomeroy Quarterly Open Office Hours at OC 10/18/24, 11/22/24, 1/17/25, 3/21/25</p> <p>Elementary Proficiency Scales:</p> <ul style="list-style-type: none">• Proficiency Scales• Math Proficiency Scales <p>Professional Devel. 2024-2025:</p> <ul style="list-style-type: none">• September 27 Planning	

		<p>assessments</p> <ul style="list-style-type: none"> • Develop effective and efficient grading and feedback guidelines and protocols <p><u>Jr./Sr. High</u></p> <ul style="list-style-type: none"> • Provide opportunities for CTE teachers to observe similar programs outside the district <p>Goal Timeline: May 2026</p> <p><u>Jr./Sr. High</u></p> <ul style="list-style-type: none"> • Scope and Sequence with ACT Standards (Start at 7th-12th Grade and work down to 4th grade) <p><u>Elementary</u></p> <ul style="list-style-type: none"> • Student participation through goal setting, reflection, and celebration 		<ul style="list-style-type: none"> • November 1 Planning • January 6 Planning <p>Email sent to CTE and Specials teachers with dates/times of ESU 2 offerings for fall 2024 on August 14, 2024 by Mrs. Burton</p>
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District Resources				
<p>AQuESTT Tenet Alignment: Leadership; Educator Effectiveness; Positive Partnerships, Relationships & Success</p> <p>Nebraska Framework Alignment: Vision & Purpose; Governance & Leadership; Teaching & Learning; Documenting & Using Results; Resource & Support Systems; Stakeholder Communication & Relationships; Commitment to Continuous Improvement</p>				
<p>Objective: To sustain effective and efficient use of all resources by providing expansion and support of student learning, quality technology, safe and effective learning facilities, and highly effective staff to support our students.</p>				
<p>Strategy 5.1: Creation of a comprehensive facilities plan to address both short-term and long-term goals including, but not limited to, new construction, renovation, and maintenance of facilities, and acquiring property to meet the future needs of the district.</p>				
Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
5.1(a) Evaluate the overall effectiveness, safety, and security of the district facilities.	Safety Committee	Goal Timeline: May 2024		Parent Survey Fall 2023

		<u>District</u> <ul style="list-style-type: none"> • Complete safety/security audit with trained professional • Finalize the Emergency Operations Plan • Identify Roles/Responsibilities for emergency situations (intruder, tornado, reunification, etc.) • Complete a reunification drill with staff 		Safety Security Audit Fall 2023 Emergency Operations Plan Reunification Parent Participation - Fall 2023 Reunification Training - Fall 2023 Reunification Drill Responsibilities 12/21/23 Reunification Parent Feedback - December 21, 2023
5.1(b) Ensure current facilities are properly maintained.	Superintendent	Goal Timeline: Ongoing <u>District</u> <ul style="list-style-type: none"> • Complete annual inspections of roofs • Review maintenance requests and address within appropriate time frame • Create Summer Prioritization List with Building & Grounds Committee • Complete monthly inspections of facilities and address areas of need within reasonable timeframe <p>*All action steps listed above will be implemented beginning in the 2022-2023 school year and annually thereafter</p>	General Fund General/Special Building Fund General/Special Building Fund General/Special Building Fund	
5.1(c) Evaluate current facility needs, building utilization, and current/projected enrollment to ensure facilities will accommodate the visionary needs of OCPS educational programs and priorities.	Administration	Goal Timeline: May 2024 <u>District</u> <ul style="list-style-type: none"> • Consider existing priorities identified in the strategic plan needs analysis, including but not limited to: 		Capital Replacement Plan

		<ul style="list-style-type: none"> ○ New High School Building ○ Safety & Security ○ Building Maintenance/Updates ○ More Gym Space ○ Functionality of Learning Spaces ○ Building Access & Parking ○ Capacity to Support Growth ● Create a 10 year Capital Replacement Plan to address future facility needs ● Evaluate current facility needs through capital replacement inspections (HVAC, Roofs, etc.) 		
5.1(d) Engage stakeholders to educate and inform patrons of the identified needs and plans for addressing facilities and grounds, maintenance and upkeep, and renovations.	Superintendent	<p>Goal Timeline: Ongoing</p> <p><u>District</u></p> <ul style="list-style-type: none"> ● Provide opportunities for community members to ask questions about facilities ● Implement a Superintendent Advisory Council consisting of parents and community members ● As financial needs arise, engage stakeholders to share input ● Provide updates via newspaper, social media, and community coffee of any facility upgrades 		Community Coffee 9/19/23 Advisory Council

Strategy 5.3: Provide quality technology and business services to optimize operations, communications, and academic results.

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
5.3(a) Revise the technology plan to enhance connections that support learning and creation of a cross departmental team to assess the day-to-day impact technology is having on classrooms and identify needs for	Technology Committee	<p>Goal Timeline: May 2024</p> <ul style="list-style-type: none"> ● Commit and allocate resources to sustain a progressive technology program to support instruction and learning for all students. 	REAP E-Rate General Fund	Technology Replacement Plan

training as well as updated devices and analyze the plan annually.		Goal Timeline: May 2026 <ul style="list-style-type: none"> Assess gaps in current technology availability and training such as computers and handheld devices, technology course offerings, experiences, and learning materials. 	Depreciation Fund	
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Strategy 5.4: Foster a positive working partnership with parents/guardians, employees, and community members to improve and sustain effective and purposeful communication.

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
5.4(a) Identify the most effective methods by which to engage parents/guardians in the education of their child.	CIP Committee	Goal Timeline: Ongoing CNA Family Collaboration - Transitions, Family Engagement <u>District</u> <ul style="list-style-type: none"> Survey parents to identify areas of strength, areas for improvement, and ideas for family engagement Provide family engagement activities 		Parent Survey (Summer/Fall 2023) Parent Survey Results Title Engagement Nights (Family Reading Night, Pumpkin Patch) 7th Grade Orientation Parent Survey Action Steps Elementary <ul style="list-style-type: none"> Open House Literacy Night BINGO Night Popsicles in the Park Pumpkin Patch Gingerbread House High School <ul style="list-style-type: none"> 7th Grade Orientation PT Conferences School Activity Performances School Athletic

				Performances
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Personnel Effectiveness				
AQuESTT Tenet Alignment: Leadership, Positive Partnerships, Relationships & Success; Educator Effectiveness; Student Achievement & Growth Nebraska Framework Alignment: Governance & Leadership, Teaching & Learning, Documenting & Using Results, Resource & Support Systems; Commitment to Continuous Improvement				
Objective: To ensure the district provides educational leadership and highly effective staff to support our students academically, personally, and in their individual social growth, as well as building and sustaining cohesion and unity among the staff.				
Strategy 3.1: Identify and implement a plan for administration and staff members to work cooperatively, to build trust, cohesion, and the capacity to establish relationships to sustain long-term improvements while working together to improve student achievement.				
Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
3.1(a) Build and maintain relationships and engagement between staff amongst one another and administrators through ongoing conversations to determine how the district can best support long-term improvements of academic achievement.	Administration	<u>CNA Student and Staff Culture</u> Goal Timeline: May 2024 <u>District</u> <ul style="list-style-type: none"> Encourage and sustain open dialogue with staff to address any obstacles as they arise Goal Timeline: May 2027 <u>District</u> <ul style="list-style-type: none"> Develop a system to promote positive student and staff culture to address marginalized groups <u>Jr./Sr. High</u> <ul style="list-style-type: none"> Implement consistent grading practices with a goal of equity across courses and instructors with focus on proficiency-based scales to eliminate bias. 		<u>Canvas Course for FAT City</u> Addressing Institutional Biases (Jr./Sr. High) <u>Paraprofessional Training - Teacher Feedback Survey Winter 2023</u> Curriculum Alignment District Wide Rather Than Building Wide Personalized Professional Development with Cross District Groupings Panorama Survey High Ability Learning Pilot Across the District

<p>3.1(b) Work collaboratively to identify areas of growth in the professional development topics and presentations that administration can provide for staff to improve student achievement.</p>	<p>CIP Team</p>	<p>CNA Professional Learning - Assessments, Professional Learning for Instructional Leadership</p> <p>Goal Timeline: May 2024 <u>District</u></p> <ul style="list-style-type: none"> Prioritize time to implement newly learned strategies, etc. <p>Goal Timeline: May 2026 <u>District</u></p> <ul style="list-style-type: none"> Provide training in writing effective formative and summative assessments based on proficiency of standards <p>Goal Timeline: May 2027 <u>District</u></p> <ul style="list-style-type: none"> Provide training in utilizing EduClimber to improve instruction <p>Ongoing</p> <ul style="list-style-type: none"> Provide APL, PLC, Instructional Model, ESU2 Grows, Classroom Culture, curriculum materials, and LETRS (Elementary Only) training to newly hired staff Continue to provide staff opportunities to give their input when developing the annual professional development schedule 		
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Strategy 3.3: Provide the structure and staffing in each building to ensure that every student is personally connected to the school community and supports the development of the students' academic, social-emotional, and mental health well-being.

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
<p>3.3(a) Complete a staff analysis of endorsements of all staffing assignments to benefit learning opportunities.</p>	<p>Administration</p>	<p>Goal Timeline: May 2023 CNA Planning & Prep</p>		<p>Staff Certification List</p>

		<u>District</u> <ul style="list-style-type: none"> Identify a team of certified staff members to complete a document that can be updated annually with a staff analysis of endorsement Survey staff, students, parents, and community members to identify program interests and needs 		Parent Survey
3.3(b) Budget and allocate resources to support staffing needs. Consider existing priorities identified in the strategic plan needs analysis, including but not limited to: <ul style="list-style-type: none"> Paraprofessionals Social-Emotional and Mental Health Well-Being SPED Support Behavioral Specialist Additional Certified and Classified Staffing to Support Programming in All Grades (PK-12) 	Superintendent	CNA Planning & Prep Goal Timeline: May 2023 <u>District</u> <ul style="list-style-type: none"> Monitor inflation of certified and classified staff salaries and wages Develop a "Grow Your Own Program" for Future Teachers (Students, Paras, etc.) Research grant opportunities to fund new programs needed in the district Continue to justify the need for programs and staffing to the BOE when staff leave the district 		Payroll Spreadsheet Pathways 2 Tomorrow Education Pathway ESU2 Grants (Para to Teacher Program, Counselor Program) JAG Nebraska

Strategy 3.4: Encourage and improve open communication internally between district/school administration to staff, and externally between district/school administration/staff to parents/community.

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
3.4(a) Develop a communication plan that supports and keeps teachers and staff informed of the district's efforts to meet its strategic goals.	Administration	Goal Timeline: May 2023 CNA Family Engagement , Community Engagement , Engagement Effectiveness <u>District</u> <ul style="list-style-type: none"> Implement a Superintendent Advisory Council consisting of parents, community members, 		Parent Survey Communication Plan Community Advisory Council Community Coffee 9/19/23 Strategic Plan Update - Fall

		staff, etc. <ul style="list-style-type: none"> • Provide a quarterly update of implementation of strategic plan action steps via social media • Provide an annual update of strategic plan progress in newsletters, the local newspaper, and via social media 		2023
3.4(b) Expand opportunities for active parent/guardian participation and direct communication between parent/guardians with staff.	CIP Team	Goal Timeline: May 2025 *Survey Idea for Staff & Parents- Where are we failing with communication? Is it that we aren't getting you the information or you don't know where to look because there are too many avenues?		<ul style="list-style-type: none"> • Every classroom has Remind • Social Media • Monthly Newsletters

Board Governance				
AQuESTT Tenet Alignment: Leadership Nebraska Framework Alignment: Vision & Purpose, Governance & Leadership				
Strategy 6.1: Demonstrate financial responsibility and accountability.				
Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
6.1(a) Sustain a district budget that addresses short- and long-term planning	Administration Board of Education	Maintain a cash reserve balance with a minimum of three months operating expenses Ensure monthly budget reports include comparison data to monitor budget management and expenditures Pursue avenues for alternative funding sources through local, state, and federal grants Align the budget to the strategic plan priorities		Exceeding 4 months operating expenses in cash reserve Exceeding \$1,500,000 in Building Fund

		<p>Plan for future staffing needs by reviewing endorsements and identifying creative staffing/program options</p> <p>Identify the ideal staffing structure for ideal programs as well as the minimum for the required Rule 10 programs (include enrollment when considering staffing needs)</p> <p>Provide large fundraising opportunities to fund the Activity Account and minimize smaller fundraising needs</p> <p>Assure OCPS Foundation financial goals align to our strategic plan</p>		
6.1(b) Identify financial plans for a new Jr./Sr. High facility		<p>Research options/cost savings for paying off the elementary bond early as well as wrap around solutions to provide funds for a new high school</p> <p>Identify the inefficiencies of the District and determine ways to become more efficient for the future of the District</p> <p>Solicit input from stakeholders regarding facility plans and the finances required for building projects</p>		
6.1(c) Partner with the communities to improve efficiency of taxpayer dollars		<p>Research the need and interest for shared use facilities between the city and school district</p> <p>Partner with the city to expand housing opportunities and grow our tax base</p>		

Strategy 6.2: Provide secure, properly equipped, well-maintained, and updated facilities

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
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6.2(a) Identify plans for a future new Jr./Sr. High facility no later than the fall of 2030	Board of Education	<p>Research options for a new Jr./Sr. High facility to assure a seamless transition following the final elementary bond payment</p> <p>Communicate steps taken to prepare for future facility needs (i.e. land acquisition)</p> <p>Future enrollment and program planning</p> <p>Engage stakeholders to determine interest for facility planning</p>		
6.2(b) Maintain a Special Building Fund balance of no less than \$1,000,000.		Prioritize building projects based on need and the financial state of the District		
6.2(c) Partner with community organizations to maximize shared facility use to build on overall efficiencies		<p>Research funding opportunities for shared use facilities through the Community Center Committee (i.e. gym, library, etc.)</p> <p>Identify available grants and community funds available to support shared use facilities.</p>		

Strategy 6.3: Establish effective communication with stakeholders to build positive working relationships and sustain long-term partnerships that will best serve students and the school district.

Performance Indicators	Program Level/Building	Action Plan (Include Target Dates/Timelines)	Funding	Evidence of Progress (Include Year and Hyperlinks)
6.3(a) Engage stakeholders (i.e. administrators, certified and classified staff, parents, students, community members, board members, and business leaders) to build understanding and support for the school district	<p>Superintendent</p> <p>Board of Education</p>	<p>Articulate the financial situation of the district to stakeholders</p> <p>Community coffee quarterly</p> <p>Community input sessions for facility planning, community partnerships, etc.</p> <p>Implement Community Advisory Council (Identify what information stakeholders are interested in and how to get them the information)</p>		Community Advisory Council Meeting 9/23/24; 4/16/25

6.3(b) Maintain a cohesive communications plan to inform and educate the community on district celebrations and issues.		<p>Identify and address areas of weakness within the Communication Plan (Community Advisory Council)</p> <p>Provide an annual report of progress toward strategic planning, AQuESTT Classifications, and Student Achievement</p> <p>Create a communication plan to utilize in the event of financial distress</p>		<p>Community Advisory Council Meeting 9/23/24; 4/16/25</p> <p>Newsletters</p>
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Strategic Plan Accountability Scale

<p>Accomplished (5) This strategy has been realized and is sustainable.</p>	<p>Progressing (3) Some measurable progress has been made but this strategy has not been fully accomplished.</p>	<p>Developing (1) This strategy has not been initiated.</p>	<p>Unmet (0) This strategy has not been addressed.</p>
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