

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 (Include Target Dates/Timelines) Funding 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.

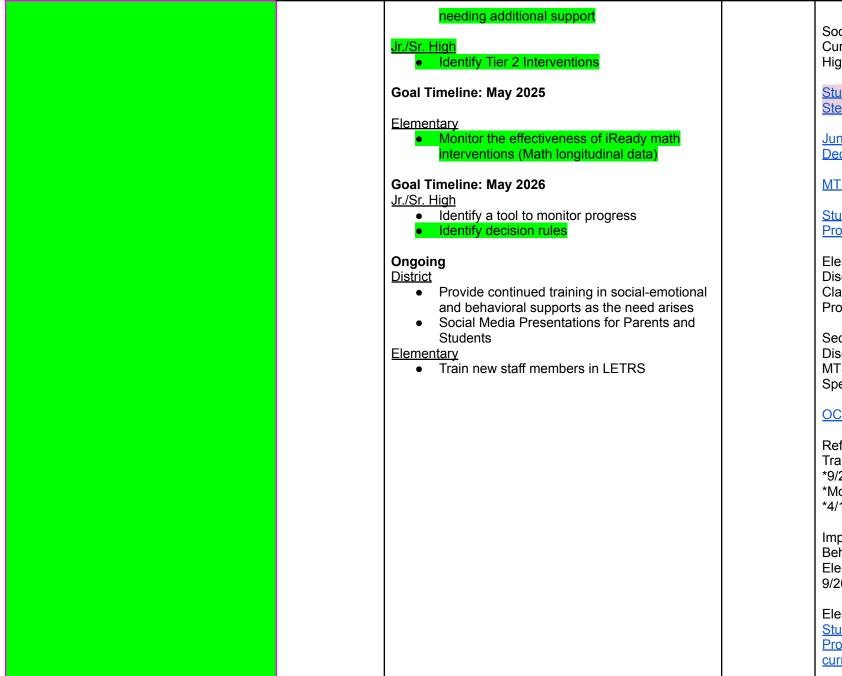
Strategy 2.1: Implement a plan that enables students and staff to connect through a culture that embraces accountability, fairness, diversity, equality, inclusion, respect, inspires pride, and promotes learning to support increased student achievement, social-emotional skills, and positive behavior.

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	Emphasize the importance of personal life skills including work ethic, character, integrity, and personal confidence. Integrate relational skill building characteristics including leadership, communication, conflict resolution, respectfulness, and collaboration through life skills and career/life readiness Study and adopt a bullying prevention and behavior program for the district that includes consistent expectations and accountability. Provide students with opportunities to develop their own capacity to make choices, set individual goals, monitor individual progress, and reflect upon their learning. Integrate social-emotional learning into the academic and extra-curricular activities through consistent curriculum, skills development, service learning, and community service. Implement these skills into project based learning across the curriculum	JAG Nebraska ESSER Funds ESU 2 SEL Data	JAG Nebraska Memorandum of Understanding Social Institute Curriculum for 7th -12th Grade Bi-weekly Mental Health Club for Students Added a day for LMHP Dude, Be Nice, presentation Panorama Data Evaluation OCHS Expectation Stations
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	Goal Timeline: May 2023 CNA Behavior Management System, Tier I SEL Support, Character Education	General Fund Professional Development	Classroom Culture Modules with Mike Feit (2022-2023) Behavior Bites with Mike Feit

	Provide consistent and ongoing professional development to all staff	and Brad Hoffman (2022-203) Poverty Training (Fall 2022)
		Trauma Informed Care Training for SEL Committee (Spring 2022)
		Second Step Curriculum at Elementary
		LMHP Support 1x/Week
		SAEBRS/Bright Bytes Student SEL Screeners
		Personalized Professional Development 2022-2023
		Personalized Professional Development 2023-2024 Elementary Behavior Meeting Agenda 2023-2024
		Paraprofessional Training - Teacher Feedback Survey Winter 2023

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	CNA Evidence Based Interventions, Transitions, Student Support Implementation, Systems Leadership Goal Timeline: May 2024 District Develop an "Elevator Speech" to explain MTSS to staff and parents Provide a referral process for students		Social Media Presentation for Parents/Students August 10, 2023 Digital Citizenship Presentation Karen Haase August 23, 2023



Social Institute Curriculum for Jr./Sr. High

Student Concerns Action Steps (Elementary)

Junior-Senior High Decision Rules

MTSS Elevator Speech

Student Success Plan Procedures

Elementary Staff Discussion on Clarification of MTSS Process - May 10, 2024

Secondary Staff Discussion on What is MTSS and Elevator Speech - May 10, 2024

OCHS Majors/Minors

Reframing Behavior Trainings *9/27/24 *Module Work *4/11/25

Implementation of Behavior Data Days at Elementary 9/20/24

Elementary May 2025: Student Success Plan Procedures (Elementary current)

		Staff Trainings/Grade Level Specific PD Staff Development Calendar (Para Training)
		o Notes from Brad Hoffman January Para Training
		Brad Hoffman/Erin Gangwish Assist with Behavior Support As Needed *5th Grade Group Math Longitudinal Data
		2024-2025 Data Summary Math Decision Rules
		Math Decision Rules Discussion
		Math vs. Reading Data High School May 2025:
		 Referral Form Decision Rules Tiered Interventions

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	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	

	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	ESU Support Through HAL RESTORE Grant 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		Goal Timeline: May 2023 CNA Mobility Plan, Family Collaboration, Attendance Monitoring, Tiered Intervention	New Student Checklist Student Ambassador Responsibilities
attendance and graduation rates.	CIP	 District Create "Student Ambassador" program to help onboard new students (Student Council/Student Leadership Team) Develop a checklist to assist with onboarding new students/families 	Student Ambassador Program OCHS Expectation Stations 7th Grade Orientation Schedule
		 Jr./Sr. High 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. 	

Curriculum and Instruction

AQUESTT Tenet Alignment:Leadership, Educational Opportunities & Access; Student Achievement & Growth; Postsecondary, Career & Civic Readiness

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

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.

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.

instructional methods are property, equitable, and consistently implemented from FR-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	CNA Equitable Access, Interventions, Curriculum & Instruction, Instructional Materials, Standards Alignment, Materials Selection Process District 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		2023-2024 Math Curriculum Alignment Documents District Curriculum Folder Math Essential Standards Elementary Secondary Math Scope & Sequence Documents Elementary Secondary Math Proficiency Scales Math Common Assessments Elementary Utilizes iReady Assessments Across K-6 Grade Levels Math Common Assessments Secondary will utilize Big Ideas Assessments Across 7-12 Grade Levels EL Skills Block & LETRS Alignment Science Curriculum Adoption -K-12 Review: 10/17/24 11/1/24 1/6/25 4/4/25 Purchase May 2025 Science materials	

		reviewed Science work with ESU2 District Math Curriculum Folder 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.	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.) Goal Timeline: May 2026 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) Complete OC decision-making model to determine need and possible action steps.	Back-to-School Staff Meeting (High School Grading Practices) Late Work Data (Elementary) HS Staff Meeting Agenda 8/23/24 HS Staff Meeting Agenda Back to School Slides #17 and 18

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

			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.		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 Goal Timeline: May 2024 District Budget and allocate resources to support the PLC program. Provide time for collaboration of best practices and student data	Collections on EduClimber (Elementary) Progress Report in EduClimber (Elementary) IRIP Collection on EduClimber (Elementary) Back-to-School Staff Meeting (High School Grading Practices) Math Essential Standards Elementary Secondary
	CIP Team	 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 Elementary	District Curriculum Folder January 2024 Data Day Agenda/Minutes May 8th Data Day Agenda/Minutes
		 Assure a common planning time for classroom teachers Implement PLCs for ELA utilizing the template to analyze and reflect on data Jr./Sr. High Prioritize department level PLCS but also allow time for grade level PLCs at least twice annually 	Cole Pomeroy Quarterly Open Office Hours at OC 10/18/24, 11/22/24, 1/17/25, 3/21/25 Elementary Proficiency Scales: • Proficiency Scales • Math Proficiency Scales
		Goal Timeline: May 2025 District Provide additional training in EduClimber and developing quality	Professional Devel. 2024-2025: • September 27 Planning

assessments Develop effective and efficient grading and feedback guidelines and protocols Jr./Sr. High Provide opportunities for CTE teachers to observe similar programs outside the district	 November 1 Planning January 6 Planning Email sent to CTE and Specials teachers with dates/times of ESU 2 offerings for fall 2024 on August 14, 2024 by Mrs. Burton
Goal Timeline: May 2026 Jr./Sr. High Scope and Sequence with ACT Standards (Start at 7th-12th Grade and work down to 4th grade) Elementary Student participation through goal	

District Resources

AQUESTT Tenet Alignment:Leadership; Educator Effectiveness; Positive Partnerships, Relationships & Success

Nebraska Framework Alignment: Vision & Purpose; Governance & Leadership; Teaching & Learning; Documenting & Using Results; Resource & Support Systems; Stakeholder Communication & Relationships; Commitment to Continuous Improvement

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.

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.

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

		 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	District 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 *All action steps listed above will be implemented beginning in the 2022-2023 school year and annually thereafter	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 District Consider existing priorities identified in the strategic plan needs analysis, including but not limited to:		Capital Replacement Plan

		 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	District 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 Program Level/Building Action Plan Funding Fundi					
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	Goal Timeline: May 2024 ■ 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 • Assess gaps in current technology availability and training such as computers and handheld devices, technology course offerings, experiences, and learning materials.	Depreciation Fund	
--	--	-------------------	--

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 District 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 Open House Literacy Night BINGO Night Popsicles in the Park Pumpkin Patch Gingerbread House High School Tth Grade Orientation PT Conferences School Activity Performances School Athletic

		Performances

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.		CNA Student and Staff Culture Goal Timeline: May 2024 District Encourage and sustain open dialogue with staff to address any obstacles as they arise		Canvas Course for FAT City Addressing Institutional Biases (Jr./Sr. High) Paraprofessional Training - Teacher Feedback Survey Winter 2023
	Administration	Goal Timeline: May 2027 District Develop a system to promote positive student and staff culture to address marginalized groups Jr./Sr. High Implement consistent grading practices with a goal of equity across courses and instructors with focus on proficiency-based scales to eliminate bias.		Curriculum Alignment District Wide Rather Than Building Wide Personalized Professional Development with Cross District Groupings Panorama Survey High Ability Learning Pilot Across the District

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		CNA <u>Professional Learning -</u> <u>Assessments, Professional Learning for Instructional Leadership</u>	
achievement.		Goal Timeline: May 2024 District Prioritize time to implement newly learned strategies, etc.	
		Goal Timeline: May 2026 District Provide training in writing effective formative and summative assessments based on proficiency of standards	
	CIP Team	Goal Timeline: May 2027 District Provide training in utilizing EduClimber to improve instruction	
		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	

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)
3.3(a) Complete a staff analysis of endorsements of all staffing assignments to	Administration	Goal Timeline: May 2023		Staff Certification List
benefit learning opportunities.		CNA <u>Planning & Prep</u>		

		District 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: 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 District 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 District 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. 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	 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 Plan for future staffing needs by reviewing endorsements and identifying creative staffing/program options		Exceeding 4 months operating expenses in cash reserve Exceeding \$1,500,000 in Building Fund

	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) Provide large fundraising opportunities to fund the Activity Account and minimize smaller fundraising needs Assure OCPS Foundation financial goals align to our strategic plan	
6.1(b) Identify financial plans for a new Jr./Sr. High facility	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	
	Identify the inefficiencies of the District and determine ways to become more efficient for the future of the District	
	Solicit input from stakeholders regarding facility plans and the finances required for building projects	
6.1(c) Partner with the communities to improve efficiency of taxpayer dollars	Research the need and interest for shared use facilities between the city and school district	
	Partner with the city to expand housing opportunities and grow our tax base	

Strategy 6.2: Provide secure, properly equipped, well-maintained, and updated facilities				
Performance Indicators Program Level/Building Action Plan Funding Funding (Include Target Dates/Timelines) Funding Fun				
6.2(a) Identify plans for a future new Jr./Sr. High facility no later than the fall of 2030	Board of Education	Research options for a new Jr./Sr. High facility to assure a seamless transition following the final elementary bond		

	payment	
	Communicate steps taken to prepare for future facility needs (i.e. land acquisition)	
	Future enrollment and program planning	
	Engage stakeholders to determine interest for facility planning	
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	Research funding opportunities for shared use facilities through the Community Center Committee (i.e. gym, library, etc.)	
	Identify available grants and community funds available to support shared use facilities.	

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 Funding (Include Target Dates/Timelines)		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	Superintendent Board of Education	Articulate the financial situation of the district to stakeholders Community coffee quarterly Community input sessions for facility planning, community partnerships, etc. Implement Community Advisory Council (Identify what information stakeholders are interested in and how to get them the		Community Advisory Council Meeting 9/23/24; 4/16/25
		information)		
6.3(b) Maintain a cohesive communications plan to inform and		Identify and address areas of weakness within the Communication Plan		Community Advisory Council Meeting 9/23/24; 4/16/25

educate the community on district celebrations and issues.	C	(Community Advisory Council) Provide an annual report of progress toward strategic planning, AQuESTT Classifications, and Student Achievement	Newsletters
		Create a communication plan to utilize in the event of financial distress	

Strategic Plan Accountability Scale						
Accomplished (5) This strategy has been realized and is sustainable.	Progressing (3) Some measurable progress has been made but this strategy has not been fully accomplished.	Developing (1) This strategy has not been initiated.	Unmet (0) This strategy has not been addressed.			