

SPARTA R-III SCHOOL DISTRICT



STRATEGIC PLAN 2024-2028

Board approved: June 19, 2023

Mission	Vision
Sparta R-III is committed to: <i>Partnering with all stakeholders to inspire excellence in teaching and learning!</i>	<i>Building a tradition of excellence!</i>

Sparta R-III School District ~ Strategic Plan 2024 - 2028

VALUES	DISTRICT STRATEGIC GOALS
<ol style="list-style-type: none"> 1. We believe in a learning environment that supports the well-being of the whole child. 2. We believe all students, staff, and community members should have access to a safe environment. 3. We believe effective communication is vital to the educational process. 4. We believe in collaborative decision-making that involves all stakeholders to ensure student needs come first. 5. We believe in recruiting, retaining, and growing team members committed to helping all students succeed. 6. We believe in using early interventions and best practices to allow all students to reach their highest potential. 7. We believe in allocating resources to ensure equitable learning opportunities to develop life-ready students. 8. We believe in creating partnerships between our students, families, and community to promote pride and ownership in our district. 	<p>Leadership</p> <ul style="list-style-type: none"> • Goal 1: Sparta R-III will recruit, hire, and retain highly qualified staff, utilizing rigorous hiring practices and valuable evaluation feedback for all employees. • Goal 2: Sparta R-III will monitor and adjust to efficiently allocate resources that benefit the best interest of the district. <p>Collaborative Culture and Climate</p> <ul style="list-style-type: none"> • Goal 3: Sparta R-III will be diligent in providing an adequate, positive, safe environment in which to work and learn. • Goal 4: Sparta R-III, will prioritize early learning, community partnerships, and expectations for academics, attendance, and behavior with regular communication to the district population. <p>Data-Based Decision Making</p> <ul style="list-style-type: none"> • Goal 5: Sparta R-III will be timely in the submission and review of data, by various teams, shaping the decision-making process for growth and improvement. <p>Effective Teaching and Learning</p> <ul style="list-style-type: none"> • Goal 6: Sparta R-III Curriculum will be written with rigor and relevance, establishing high expectations for using evidence-based instructional practices and feedback to encourage excellence in teaching and learning, to meet the needs of the whole child.

Focus areas over the 5 Years

2023-24	2024-25	2025-26	2026-27
<p>Goal 1</p> <ul style="list-style-type: none"> • Superintendent Eval. / Instructor Feedback <p>Goal 2</p> <ul style="list-style-type: none"> • Budget Alignment to CSIP • Audit • Staffing <p>Goal 3</p> <ul style="list-style-type: none"> • Safety Plan • Site Assessment • Drills • Violence Reporting Hotline Accessible • Attendance <p>Goal 4</p> <ul style="list-style-type: none"> • Quarterly Communication to Stakeholders • Progress Reports • Business Partnerships <p>Goal 5</p> <ul style="list-style-type: none"> • BSIP • CSIP Implementation Checklist • Handbooks • Data Reporting • Program Review Calendar • Data Collection and Reflection • SST <p>Goal 6</p> <ul style="list-style-type: none"> • Core Curriculum Focus • Literacy Instruction • Collaborative Lesson Study • Leveled Assessment • At-Risk • Mentor/Mentee • Collaborative Process • Counseling Program 	<p>Goal 1</p> <ul style="list-style-type: none"> • Growth Targets for Staff • Review Hiring Practices <p>Goal 2</p> <ul style="list-style-type: none"> • Facilities Long-Range Planning <p>Goal 3</p> <ul style="list-style-type: none"> • Cybersecurity Plan • Suicide Awareness/Prevention • Class Size • Behavior <p>Goal 4</p> <ul style="list-style-type: none"> • Methods of Communication • Grade Cards • Internships/Shadowing • Organization Partnerships <p>Goal 5</p> <ul style="list-style-type: none"> • PDP • BOE Strength and Weakness • Program Review • Early Learning <p>Goal 6</p> <ul style="list-style-type: none"> • Practical Arts Curriculum Focus • CTE Focus • Career Awareness • Post-secondary Readiness • Gifted/Enrichment • Ensure Written curriculum is taught and assessed 	<p>Goal 1</p> <ul style="list-style-type: none"> • Alignment of Essential Principles of Effective Evaluation • Align Hiring Practices to Professional Educator Standards <p>Goal 2</p> <ul style="list-style-type: none"> • Financial Long-Range Planning <p>Goal 3</p> <ul style="list-style-type: none"> • Emergency/Crisis Plan • Site Assessment • Attendance <p>Goal 4</p> <ul style="list-style-type: none"> • Child Development • Industry Partnerships <p>Goal 5</p> <ul style="list-style-type: none"> • Assessment Plan <p>Goal 6</p> <ul style="list-style-type: none"> • Fine Arts Curriculum Focus • Community Service • Employability Skills • SEL • Technology Infrastructure • Library Media Services 	<p>Goal 2</p> <ul style="list-style-type: none"> • Fund Balance Focus • Infrastructure Long-Range Planning <p>Goal 3</p> <ul style="list-style-type: none"> • Violence Reporting Hotline Accessible • Suicide Awareness/Prevention • Behavior <p>Goal 4</p> <ul style="list-style-type: none"> • Parenting Skills • Postsecondary institution Partnerships <p>Goal 6</p> <ul style="list-style-type: none"> • PE/Health Curriculum Focus • Career Awareness • Collaborative Problem Solving
			<p>2027-28</p> <p>Goal 3</p> <ul style="list-style-type: none"> • Site Assessment • Class Size <p>Goal 4</p> <ul style="list-style-type: none"> • Barriers to Learning Communicated to families <p>Goal 5</p> <ul style="list-style-type: none"> • Review CSIP/Adjust

			Goal 6 • Curriculum Review Process
--	--	--	---------------------------------------

Leadership

Goal #1: Sparta R-III will recruit, hire, and retain highly qualified staff, utilizing rigorous hiring practices and valuable evaluation feedback for all employees.

MSIP 6 Alignment	Action Step	Measurable Outcomes	Timeline	Champions	Funding Source	Evidence
Superintendent Evaluation						
L6B L6D	The BOE will conduct an adequate evaluation of the Superintendent.	<ul style="list-style-type: none"> Targets Feedback Salary Determination 	July-January Annually	BOE	Funds 1 & 2	Supt Review Board Retreat Minutes
Performance Evaluation						
L6C L7B L7C TL5B	All staff will receive performance-based evaluations that are aligned to MO statute and Essential Principles of Effective Evaluation	<ul style="list-style-type: none"> Growth Targets Feedback Alignment to Essential Principles of Effective Evaluation 	<p>2024-25 Growth Targets for Staff</p> <p>Train and create PDP please for all staff.</p> <p>2025-26 Alignment to Essential Principles of Effective Evaluation</p> <p>Create an alignment document ensuring our evaluations are effective and using research based practices.</p>	<p>BOE</p> <p>Superintendent</p> <p>Dir. of Learning</p> <p>Building Principals</p>	Fund 1	<p>NEE Reports September December March June</p> <p>Alignment of Essential Educator Standards for Effective Evaluation</p>
Recruitment/Retention						
L7F TL5A	Sparta R-III will use professional educator standards when making decisions about employing, evaluating, and retaining instructional staff and administrators.	<ul style="list-style-type: none"> Review Hiring Practices Align Hiring Practices to professional educator standards 	<p>2024-25 Review Hiring Practices</p> <p>(Clear process, alignments, & implementation accountability)</p> <p>2025-26 Align Hiring Practices to professional educator standards</p> <p>Create an alignment document ensuring our evaluations are effective and using research based practices.</p>	<p>BOE</p> <p>Superintendent</p> <p>Dir. of Learning</p> <p>Building Principals</p>	Fund 1	<p>Hiring Practices</p> <p>Alignment of Hiring Practices to professional educator standards</p>

Goal 2: Sparta R-III will monitor and adjust to efficiently allocate resources that benefit the best interest of the district.

MSIP 6 Alignment	Action Step	Measurable Outcomes	Timeline	Champions	Funding Source	Evidence
Budget Alignment						
L4A	Budget developed	<ul style="list-style-type: none"> Alignment to CSIP 	2023-24	BOE	Fund 1	203-2028

L4C L4D	through a transparent process that complies with the law and is approved by the board.	<ul style="list-style-type: none"> • Minimum Fund Balance • Audit 	Budget Alignment to CSIP (March to June - Annually) Audit (Annually - June/July) 2026-27 Fund Balance Focus Assess the current reality of the fund balance and what needs could be met with excess or ways to save to increase the balance.	Superintendent		Strategic Plan Fund Balance Reports Audit Results
L4B	The district will be intentional regarding long-range planning to meet the needs of the district in all areas.	<ul style="list-style-type: none"> • Financial <ul style="list-style-type: none"> ◦ Staffing ◦ Resources • Facilities • Infrastructure 	2024-25 Facilities Long Range Planning (Quarterly Review) 2025-26 Financial Long Range Planning (Quarterly Review) 2026-27 Infrastructure Long Range Planning (Quarterly Review)	BOE Superintendent Directors Building Principals	Funds 1,2,3,&4	Long Range Planning Documents 5-Year Capital Projects Plan
Staffing						
L9A L9B L9C EA4A	Student learning needs are met with sufficient staffing.	<ul style="list-style-type: none"> • Professional <ul style="list-style-type: none"> ◦ Highly Qualified ◦ Superintendent Ratio ◦ Principal Ratio • Support Staff 	2023-24 Staffing (Quarterly Review and Projection)	BOE Superintendent Directors Building Principals	Funds 1 & 2 Federal Programs Special Education	Staffing Ratios <ul style="list-style-type: none"> • HQ Staff • SUPT • Principal • Counselor • Teacher/ Student Support Staff Needs and fill rate
Integrity of Business Transactions						
L4E	The local board and administration follow sound financial practices and follow all laws and regulations.	<ul style="list-style-type: none"> • Audits • Bids • Contracts • Purchases 	2023-24 Audit (Annually - June/July)	BOE Superintendent	Fund 1	Audit Reports Procedures for Bids and Purchases

Collaborative Climate and Culture

Goal #3: Sparta R-III will be diligent in providing an adequate positive, safe environment in which to work and learn.						
MSIP 6 Alignment	Action Step	Measurable Outcomes	Timeline	Champions	Funding Source	Evidence
School Safety						
L10A L10 E	Emergency Operation plan addressing prevention, preparation, operations, and follow-up	<ul style="list-style-type: none"> • Safety Plan • Cybersecurity Plan • Emergency/Crisis Plan 	2023-24 Safety Plan (Created and In place by the 2024 School Year) 2024-25 Cybersecurity Plan (Created and in place by the 2025 school year)	BOE Superintendent Safety Coordinator SRO Technology	Fund 1	Safety Plan Cybersecurity Plan Emergency/ Crisis Plan

			2025-26 Emergency Crisis Plan (Created and in place by the 2026 school year) 2026-27 2027-28	Director		
L10B L10C L10D L10F CC1E	Establish a Safety Coordinator to coordinate safety and violence prevention strategies.	<ul style="list-style-type: none"> Site Assessment Drills Violence Reporting Hotline Accessible Safety and Violence Prevention Training 	2023-24 Site Assessment (Completed 1st quarter, reviewed semesterly) Drills Procedures Reviewed and Implemented by Spring of 2023-24; reviewed and practiced annually Violence Reporting Hotline Accessible (Posted and monitored on the website, Google Classroom, visible throughout the school by the start of 2023-24 school year. 2025-26 Site Assessment (Completed 1st quarter, reviewed semesterly) 2026-27 Review these Safety and violence prevention strategies in place and make necessary changes. 2027-28 Update Site Assessment	BOE Superintendent Safety Coordinator SRO	Fund 1 Federal Programs (SRO)	Site Assessment Reports Drill Data Documentation of Training Completion
CC1A	Trauma-Informed Methodologies will be immersed through Professional Learning and awareness.	<ul style="list-style-type: none"> Suicide Awareness/Prevention 	2024-25 Training of Staff on behaviors to look for	Counselors	Fund 1 (PDC Funds)	Trauma-Informed Resources for Staff
Positive Environment						
TL12A TL12B TL12C	The district will ensure effective class sizes are maintained to encourage student success.	<ul style="list-style-type: none"> Preschool Reg Ed Specials Classes 	2024-25 Focus on Adequate class sizes considering the size of the room, behaviors, etc. 2027-28 Monitor Class Sizes in all buildings	BOE Superintendent Directors Building Principals	Funds 1 & 2 Federal Programs Special Education	Class Size Ratios
CC2A CC2B CC4D DB3B	The district will work to strive for a Positive Learning environment for students and staff.	<ul style="list-style-type: none"> Behavior Attendance Welcoming Collaborative Conversations 	2023-24 Attendance Monitoring and Addressing attendance every 3 weeks 2024-25 Behavior School Wide Behavior Focus (Identifying what needs we have and	Building Principals Faculty & Staff	N/A	Attendance Report Behavior Reports Climate/Culture Survey Data

			<p>researching programs to meet those needs)</p> <p>2025-26 Review Attendance Procedures</p> <p>Adjust to ensure attendance is an expectation at all buildings.</p>			
--	--	--	--	--	--	--

Goal 4: Sparta R-III, will prioritize early learning, community partnerships, and expectations for academics, attendance, and behavior with regular communication with the district population.

MSIP 6 Alignment	Action Step	Measurable Outcomes	Timeline	Champions	Funding Source	Evidence
Communication						
L8A AS2G	An effective communication plan will be utilized to inform all stakeholders of progress regarding CSIP, student success, and areas for growth.	<ul style="list-style-type: none"> Quarterly Update on progress to stakeholders Methods of communication Grade Cards Progress Reports 	<p>2023-24 Quarterly Update on progress to Stakeholders</p> <p>(Created and Started by end of 1st Quarter, maintained thereafter each quarter)</p> <p>Progress Reports (Communicated every 3 weeks to parents)</p> <p>2024-25 Methods of communication</p> <p>Fully implement Parent Square, Remind, Seesaw, etc)</p> <p>Grade Cards</p> <p>(Ensure adequate reporting to parents and students with the grade cards we are sharing with parents.)</p>	<p>BOE Superintendent</p> <p>Directors</p> <p>Building Principals</p>	Fund 1	
TL7E CC4A CC4C	Information and Resources will be provided to families to encourage involvement and consistency between school and home.	<ul style="list-style-type: none"> Barriers Child Development Parenting Skills 	<p>2023-24</p> <p>2024-25</p> <p>2025-26 Child Development</p> <p>Begin training community members and families about appropriate development.</p> <p>2026-27 Parenting Skills</p> <p>Partner with organizations to provide parenting classes for increased support at home.</p> <p>2027-28 Barriers to Learning</p> <p>Communicate the types of barriers to learning to stakeholders to increase awareness of and the importance of early access.</p>	<p>Directors</p> <p>Building Principals</p> <p>Faculty & Staff</p>	Fund 1	

Partnerships						
TL3B	The district will allow for career connections to be made for students entering the college and career stage of life.	<ul style="list-style-type: none"> • Internship • Shadowing 	<p>2024-25 Internships/ Shadowing</p> <p>Using the ICAP, student surveys identify areas for student's interest, begin identifying stakeholders that we could partner with.)</p>	<p>Building Principals</p> <p>Counselors</p>	Funds 1 & 2	
CC3A CC3B EA4C	The district will work to develop and maintain reciprocal partnerships to better the school and the community.	<ul style="list-style-type: none"> • Postsecondary institutions • Businesses • Industry • Organizations 	<p>2023-24 Business Partnerships</p> <p>(Identify business in Semester 1; reach out and establish partnership semester 2)</p> <p>2024-25 Organization Partnerships</p> <p>(Identify organizations in Semester 1; reach out and establish partnership semester 2)</p> <p>2025-26 Industry Partnerships</p> <p>(Identify industries in Semester 1; reach out and establish partnership semester 2)</p> <p>2026-27 Post Secondary Partnerships</p> <p>(Identify Post Secondary locations in Semester 1; reach out and establish partnership semester 2)</p>	<p>Building Principals</p> <p>Counselors</p>	Fund 2	

Data-Based Decision Making

Goal 5: Sparta R-III will be **timely in the submission and review of data**, by various teams, shaping the **decision-making process for growth and improvement**.

MSIP 6 Alignment	Action Step	Measurable Outcomes	Timeline	Champions	Funding Source	Evidence
CSIP						
L1A L3C L3E L7E	The district will establish a CSIP containing elements for effective practice and will be used to guide the development of other plans	<ul style="list-style-type: none"> • Mission • Vision • Goals/Objectives • Action Steps/Strategies • Timelines • Responsibilities • Funding Sources • BSIP • PGP Plans • Facilities Plans 	<p>2023-24 BSIP</p> <p>Created by the Admin team and DLT prior to the 2023-24 school year beginning</p> <p>2024-25 PDP Plans</p> <p>(Training Semester 1, writing the plan Semester 2)</p> <p>2027-28 Review CSIP and Adjust for the next 5 year cycle.</p>	<p>BOE</p> <p>Superintendent</p> <p>Directors</p> <p>Building Admin</p> <p>District Leadership Team</p>	Funds 1,2,3,&4	<p>2024 - 2028 Strategic Plan</p> <p>BSIP</p> <p>PGP Plan</p> <p>Facilities Plan</p>

L3D	The district strategic plan will be monitored and reviewed for effective implementation.	<ul style="list-style-type: none"> Implementation Checklist and Updates 	2023-24 Quarterly Sept/Dec/ March/June	BOE Superintendent Directors Building Admin District Leadership Team	N/A	Quarterly Updates 2023-24 September December March June
L3A L3B	The district strategic plan will adjust when needed, following a needs assessment, completed by all stakeholders.		2023-24 Yearly June	BOE Superintendent Directors Building Admin District Leadership Team	N/A	Yearly Update 2023-24 2024-25 2025-26 2026-27 2027-28
Policy						
L2A L2B L2C L5A L5C EA4B	Develop and implement a systematic process for establishing, adopting, and revising policies.	<ul style="list-style-type: none"> A process is developed. Consistent implementation of the process. 	Develop 2023-24 Implement 2024-2028	BOE Superintendent	Fund 1	Process Board Agendas/ Minutes
L5B L5D CC1B CC1C CC1D	Policies are communicated and enforced when conducting school system business	<ul style="list-style-type: none"> Handbooks 	2023-24 Reviewed and Updated Yearly in June	BOE Superintendent Directors Building Admin	N/A	
Timely Submission of Data						
L1B DB1A DB1B DB1C DB1D DB1E	The district will work collaboratively to ensure all data is submitted in a timely manner.	<ul style="list-style-type: none"> BOE training Completed Tax rate calculation Audit MOSIS Reporting ASBR 	2023-24 Review and monitor each upload cycle.	BOE Superintendent Directors Building Admin Counselors	Fund 1	
Data Review						
L1D L7A	The district will work to ensure data is effectively gathered, analyzed, and used to inform future decisions at the Board Level.	<ul style="list-style-type: none"> Governance team strengths and weaknesses 	2024-25 BOE Strengths and Weaknesses Identify areas of growth and things that are going well; set up training for the growth areas	BOE Superintendent	N/A	
L7A L7D TL3F TL7B CC2C DB2A DB2B DB3A	The district will work to ensure data is effectively gathered, analyzed, and used to inform future decisions at the District Administrative Level.	<ul style="list-style-type: none"> Program Reviews Violence Climate/Culture Substance Abuse Assessment Plan Data////////// Teams 	2023-24 Program Review (Establish and begin cycle 2nd semester of 2023-24 school year) 2024-25 Program Review	Directors Building Admin	Fund 1	

AS2B AS2C EA1A EA1C			Begin Implementation of the review timeline. 2025-26 Assessment Plan Review and revise the assessment plan to encompass all new assessment criteria identified by DESE.			
L7A TL1C TL1G TL1 J TL3 E TL7A TL7C TL7D DB2A DB2B DB2D DB4C DB4D DB4E DB4G AS2A AS2D AS2E EA1B EA2A	The district will work to ensure data is effectively gathered, analyzed, and used to inform future decisions at the Building/Grade Level.	<ul style="list-style-type: none"> • Early Learning • SST • BSIP • KEA • Attendance • MAP • EOC Proficiency • CTSO Participation • ICAP • Graduation Rate • Data Team Meetings • Collaborative Reflection • Review Student Work 	2023-24 Data Reporting Data Collection and Reflection (Monthly in preparation for Data Teams) SST Refine program, and begin collecting data in Semester 1 of 2023-24 2024-25 Early Learning (Review our opportunities for Early Learning using a SWOT analysis.)	Building Admin Faculty & Staff	Funds 1 and 2 Federal Programs	

Effective Teaching and Learning

Goal 6: Sparta R-III Curriculum will be written with **rigor and relevance**, establishing **high expectations** for using **evidence-based instructional practices** and **feedback to encourage excellence** in teaching and learning, meeting the needs of the whole child.

MSIP 6 Alignment	Action Step	Measurable Outcomes	Timeline	Champions	Funding Source	Evidence
Early Access						
TL1A TL2D	The district will measure the effectiveness of early learning experiences provided throughout the district.	<ul style="list-style-type: none"> • KEA • Screenings • Environment Rating Scale • Classroom Assessment Scoring System • PAT National Center Quality Endorsement and Improvement Process 	2023-24 Data Reporting Data Collection and Reflection (Monthly in preparation for Data Teams)	BOE Superintendent Directors Building Admin Faculty & Staff	Funds 1 & 2 Federal Programs	KEA Data
TL2A TL2B TL2C CC4B	The district will communicate the importance of early learning to all stakeholders and provide opportunities to expand the reach of our Early Childhood programs.	<ul style="list-style-type: none"> • PAT • Preschool • Parent/Guardian Education 	2023-24 Include in Quarterly Update	BOE Superintendent Directors Building Admin Faculty & Staff	Funds 1 & 2 Federal Programs	
Curriculum Alignment and Support						
TL3D AS1C AS1D TL9C	The district will ensure a written curriculum for all areas of instruction	<ul style="list-style-type: none"> • Written Curriculum • Leadership • Competency • Personal Learning 	2023-24 Written Curriculum (Core content focus)	BOE Superintendent	Funds 1 & 2	

	with an intense focus on the CTE areas.	<ul style="list-style-type: none"> Assessment of Technical Skill Virtual Learning 	2024-25 Written Curriculum (Practical Arts) 2025-26 Written Curriculum (Fine Arts) 2026-27 Written Curriculum (PE/Health) 2027-28 Curriculum Review Process Reviewed and Updated	Directors Building Admin Faculty & Staff		
TL6A AS1A	The district will ensure literacy instruction is embedded in each course and is aligned to MLS and vertically among grade levels.	<ul style="list-style-type: none"> Aligned to MLS Aligned between grade levels 	2023-24 Literacy Instruction (Baseline data collected on student literacy abilities - Semester 1; monitoring growth thereafter))	BOE Superintendent Directors Building Admin Faculty & Staff	N/A	
TL6C DB4F DB4G AS1F AS2F AS2H	The district will engage faculty in collaborative curriculum development, lesson design and study and the use of appropriately written assessments to measure effectiveness of Tier 1 Instruction.	<ul style="list-style-type: none"> Collaborative Curriculum Development Collaborative Lesson Design and Study Leveled Assessments Aligned to MLS 	2023-24 Collaborative Structures in Place Will follow structures outlined in DCI for Collaborative Teams. Leveled Assessments (Review and assessment core content assessments; making adjustments where needed)	Directors Building Admin Faculty & Staff		
College and Career Readiness						
TL3C	The district will engage students in career exploration and awareness at all levels.	<ul style="list-style-type: none"> Elementary Middle School MO Connections 	2024-25 Career Awareness (All buildings will review their career programs and make adjustments to provide this information to our students) 2026-27 Career Awareness (All buildings will review their career programs and make adjustments to provide this information to our students)	Building Admin Counselors	Funds 1 & 2	
TL1D TL10B TL10C TL1E TL4B	Encourage students to be connected to the various activities in the school and document them in their ICAP portfolio.	<ul style="list-style-type: none"> Curricular Co-Curricular Extra-Curricular Community Based Service Learning ICAP Creation and Follow UP 	2023-24 Curricular, Extra-Curricular and Co-Curricular Involvement Monitor through Lumen 2024-25 ICAP Creation and Followup Review process for efficiency and follow-through 2025-26	Building Admin Counselors Faculty & Staff	Funds 1,2,&4	

			<p>Community Based Service Learning</p> <p>Engage students of all ages in a community based service learning project.</p>			
TL1F TI 1H TL4A	The district will embed the learning of Employability Skills into their curriculum.	<ul style="list-style-type: none"> CTSO Work Ethic Character Collaborative Problem Solving 	<p>2025-26 Employability Skills</p> <p>Focus on developing work ethic and the importance of character in preparing for the job field.</p>	<p>Building Admin</p> <p>Counselors</p> <p>Faculty & Staff</p>	N/A	
TL1J TL3A EA3A EA3B	The district will monitor Postsecondary Readiness with a variety of measures to ensure all kids are ready to be effective members of society.	<ul style="list-style-type: none"> IRC CTEC OTC ACT ASVAB College Application Employment 	<p>2024-25 CTE Focus</p> <p>Working to ensure we have completers for these programs.</p> <p>Post-Secondary Readiness</p> <p>Identify a means in which to keep accurate track of these students and if they end up following their ICAP goals.</p>	<p>Building Admin</p> <p>Counselors</p> <p>Faculty & Staff</p>	Funds 1 & 2	
Exceptional Child						
TL4C AS1F EA4D	The district will ensure the needs of the whole child are met with a variety of programs and strategies.	<ul style="list-style-type: none"> SEL learning Culturally Responsive Trauma- Informed Gifted Support Enrichment At-Risk SPED Services 	<p>2023-24 At-Risk</p> <p>(Create a process for identifying students that could be considered at-risk and cast a vision for meeting these students' needs)</p> <p>2024-25 Gifted and Enrichment</p> <p>Begin to offer services for students who qualify for gifted instruction.</p> <p>2025-26 SEL Learning</p> <p>Continue to train teachers but also adapt, revise the curriculum to meet the needs of students and provide relevance.</p>	<p>BOE</p> <p>Superintendent</p> <p>Directors</p> <p>Building Admin</p> <p>Counselors</p> <p>Faculty & Staff</p>	<p>Funds 1 & 2</p> <p>Federal Programs</p>	
Resources and Support						
TL6B DB2C AS1B TL5D	The district will provide faculty and staff with effective feedback on instructional strategies.	<ul style="list-style-type: none"> Ensure written, taught, and assessed curriculum are aligned Mentor/Mentee 	<p>2023-24 Mentor/Mentee</p> <p>Continue to refine this program to meet the needs of all staff</p> <p>2024-25 Ensure written curriculum is taught and assessed.</p> <p>Create a tool for accountability to measure the success of the written curriculum when implemented with fidelity.</p>	<p>Superintendent</p> <p>Directors</p> <p>Building Admin</p>	Fund 2	

L7E TL8A TLAB L1C	The district will work with faculty members to support the development of PDP Plans	<ul style="list-style-type: none"> School Board Faculty 	2024-25 POP Plans (Training Semester 1, writing the plan Semester 2)	Building Admin Faculty & Staff	N/A	
TL12D DB4A DB4B	The district will work to establish Collaboration and Plan Time for faculty to work together.	<ul style="list-style-type: none"> Common purposes and goals Group processes 	2023-24 Collaborative Lesson Study (Focus on Process for Collaborative Teams, being proactive rather than reactive)	Directors Building Admin	N/A	
TL9A TL9B	The district will work to continue to improve the technology around the district for innovation and implementation of digital resources.	<ul style="list-style-type: none"> Infrastructure Connectivity Personnel Digital Resources Professional Learning 	2025-26 Technology Infrastructure Review of the currently used platforms and determine need for any change or improvement.	Tech Director Faculty & Staff	Funds 1,2,&4	
TL10A TL10D TL10E TL10F TL10G	The district will provide opportunities for students to receive support outside of the classroom by a variety of resources.	<ul style="list-style-type: none"> Counselors Burrel Nurses Adequate Ratio Care to Learn 	2023-24 Counseling Program (Identify specific roles for counselors in each building and implementation of their programs.	Building Admin Counselors Faculty & Staff	Funds 1 & 2	
TL11A TL11B TL11C	The district will provide opportunities for students to utilize Library Media Services to enhance the learning in the classroom.	<ul style="list-style-type: none"> Support Collaboration Adequate Ratio 	2025-26 Library Media Services Ensure the libraries are developing and growing with the staff, collaborating and supporting the work taking place in the classroom.	Building Admin Counselors Faculty & Staff	Funds 1 & 2	
Attendance						
TL1B	The district will monitor and review attendance for student success.	<ul style="list-style-type: none"> ADA 90/90 	2023-24 Attendance Monitoring and Addressing attendance every 3 weeks	BOE Superintendent Directors Building Admin Counselors Faculty & Staff	Fund 1	Attendance Reports