#### **Priority Area: Effective Teaching and Learning**

SMART Goal #1 The proficiency level of staff implementing Data Based Decision Making (DBDM) will increase by 20% each year as measured by the Self-Assessment Practice Profile (SAPP) and Collaborative Work Implementation Survey (CWIS) by 2025.

**Rationale:** The district leadership team identified DBDM as a priority area of our District Continuous Improvement (DCI). Benefits of DBDM include- Emphasizes using data to improve instruction for all students, not only those who are struggling. Promotes commitment to deep reflection, process, and follow-through. Relies on evidence of learning (data) to guide collaboration. DB2, DB4

Baseline Data: 9% of teachers surveyed on Spring 2022 DBDM SAPP responded as proficient.

Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8	<ul> <li>First Semester</li> <li>District Continuous Improvement (DCI) focus will include implementation strategies for DBDM.Staff will complete DACL and DBDM Self Assessment Practice Profile.</li> <li>Elementary Staff will train with reading consultants on collecting and interpreting data.</li> <li>Second Semester</li> <li>Review and identify high school interim assessments.</li> <li>Review and identify elementary interim assessments in collaboration with reading consultants.</li> <li>Review and identify ELA resources for Tier I and intervention groups aligned to Literacy Plan.</li> <li>Staff will continue to participate with the DCI Coaching Team in developing foundations of DBDM. This includes completing Spring SAPP and CWIS.</li> <li>Review DBDM progress on SAPP.</li> <li>DLT will attend DCI Summit</li> </ul>	Person Responsible  Leadership Team (DLT), Coaching Support Team (CST) Administration Teaching Staff Jill Brown Consulting  Leadership Team (DLT), Coaching Support Team (CST) Teaching Staff  Jill Brown Consulting	Funding Source ESSER III PDC Title I ESSER III PDC Title I Local	Completion Date  Dec 31, 2022  June 30, 2023	Progress  2  2  2  2  2  2  2
Y2.1 Y2.2	Action Steps Year Two 2023-24 School Year	Leadership Team (DLT), Coaching Support Team (CST) Teaching Staff	ESSER III PDC Title I/II Local	Dec 31, 2023	1

Y2.3 Y2.4 Y2.5 Y2.6 Y2.7 Y2.8 Y2.9 Y2.10 Y2.11	<ul> <li>Implement interim assessment across all grade levels. Priority on ELA/Reading.</li> <li>DCI will continue to focus on DBDM facilitated by the CST. Staff and CST will focus on the essential functions of DBDM. A Fall SAPP will be completed.</li> <li>Staff will begin to receive training on interim assessments, progress monitoring, and use of interventions.</li> <li>Second Semester</li> <li>Create Instructional Plans for students based on interim assessment results</li> <li>Data Teams are in place, meet as scheduled, and document review of data.</li> <li>DCI will continue to focus on DBDM facilitated by the CST. Staff and CST will focus on the essential functions of DBDM. A Spring SAPP/CWIS will be completed.</li> <li>Review DBDM progress toward goal.</li> <li>Review framework for RTI in Junior High and High School with reading consultants.</li> <li>DLT DLT will attend DCI Summit</li> </ul>	Administration BOE  Jill Brown Consulting  RPDC  Leadership Team (DLT), Coaching Support Team (CST)  Teaching Staff  Jill Brown Consulting  RPDC	ESSER III PDC Title I/II Local	June 30, 2024	2 2 2 1 2 2 1 2
Y3.1 Y3.2 Y3.3 Y3.4 Y3.5	Action Steps Year Three 2024-25 School Year  First Semester  Create schedules/calendar to support Data Teaming  Data Based Decision Making will be fully implemented at all grade levels with continued use of interim assessment results  Finalize and adopt formal RTI Plan for K-6 ELA.  Align Junior High/High School ELA assessment and data tracking with Elementary.  DLT and CST will evaluate data to determine ongoing support for DBDM and identify new areas for improvement.  Second Semester  Assessment of interim assessment results compared to MAP/EOC results for prior year  Assessment of district DBDM	Leadership Team (DLT), Coaching Support Team (CST) Administration Teaching Staff Reading Consultants RPDC Leadership Team	PDC Local Title I/II	Dec 31, 2024	2 1 1 2

Y3	3.6	processes/schedules/resources  Create Instructional Plans/RTI for students based on data for JH/HS ELA.  Complete Spring SAPP and CWIS  Review DBDM progress of SAPP to goal.  DLT attend DCI Summit	(DLT), Coaching Support Team (CST) Administration Teaching Staff Reading Consultants	Local Title I/II	June 30, 2025	1 2 2 2	
Y3.			RPDC				

1

**Priority Area: Effective Teaching and Learning** 

SMART Goal #2: Students scoring in the Below Basic Category on state assessments will decrease annually by 2-3% as measured by MAP and EOC scores by 2025.

**Rationale:** The district has prioritized having a sustained growth in student achievement. Data shows inconsistent growth as measured by MAP/EOC. <u>TL1, TL6,TL8,AS1,AS2</u>

**Baseline Data:** 2022 District Data - Percent of students below basic on MAP/EOC. ELA 20%. Math 30%. Science 26%. Social Studies 0%.

ETL 2	Action Steps Year One 2022-23 School Year  • First Semester	Person Responsible	Funding Source	Compl etion	Progress
Y1.1	<ul> <li>Review previous year MAP/EOC data to measure toward goal progress.</li> </ul>	Leadership Team	ESSER III	Date	2
Y1.2	part of Bot priority area.	(DLT), Coaching Support Team (CST) Administration	PDC Title I	Dec 31, 2022	2 2 2
Y1.3 Y1.4 Y1.5	<ul> <li>K-5 and reading support teachers will begin LETRS Training.</li> <li>Second Semester</li> </ul>	Teaching Staff RPDC Wilson Language Trainers		2022	2
Y1.6	<ul> <li>Continue to receive training and implement components of DACL as a DCI priority. Complete Spring SAPP/CWIS.</li> <li>K-5 and reading support teachers complete Year 1 LETRS Training.</li> </ul>	Leadership Team (DLT), Coaching	ESSER III PDC Title I/II		2

Y1.7 Y1.8 Y1.9 Y1.1 0 Y1.1	<ul> <li>Review constructed response writing criteria in JH/HS across content areas.</li> <li>Research and identify a new reading series for grades K-6.</li> <li>K-4 teachers complete Yr1 Fundations training</li> <li>Coaching sessions with RPDC Math Consult.</li> </ul>	Support Team (CST) Administration Teaching Staff RPDC Wilson Language Trainers		June 30, 2023	2 2 2 2
ETL 2	Action Steps Year Two 2023-24 School Year  • First Semester	Leadership Team	PDC	Dec	2
	<ul> <li>Review previous year MAP/EOC data to measure toward goal</li> </ul>	(DLT), Coaching	Local	31,	
Y21	progress.  ○ Expand extended learning opportunities for students.	Support Team (CST) Administration	Title I/II ESSER III	2023	2
Y2.2 Y2.3	<ul> <li>Expanding Just Words training to teachers in grades 4-12</li> <li>K-5 and reading support staff will participate in year 2 LETRS</li> </ul>	Teaching Staff RPDC			0
	training ○ Pllot reading series in K-6.	Reading Consultants			2
Y2.4	<ul> <li>Intermediate and high school teachers will receive</li> </ul>				2
Y2.5 Y2.6	professional development on reading across content areas				2
	criteria for constructed response aligned with DACL.				1
Y2.7	standards aligned with DACL practices.  o Implement Math practices such as Numbers Talk and Building				
V2.0	Thinking Classrooms				
Y2.8	Second Semester				
Y2.9	<ul> <li>Continue,research-based training in math classrooms as supported by RPDC.</li> </ul>				
	<ul> <li>K-5 and reading support staff complete year 2 LETRS training</li> </ul>	Leadership Team	PDC		2
V0.4	<ul> <li>Provide PD for staff on curriculum writing/revision to support DACL practices.</li> </ul>	(DLT), Coaching	Local	luna	
Y2.1 0	<ul> <li>Develop curriculum to include course description, objectives, priority standards, and essential units.</li> </ul>	Support Team (CST) Administration	Title I/II ESSER III	June 30,	2
Y2.1	priority startatios, and societal arms.	Teaching Staff RPDC		2024	2

1 Y2.1 2 Y2.1 3 Y2.1 4 Y2.1 5	<ul> <li>JH/HS Teachers will use DBDM process to implement reading/writing across content areas.</li> <li>Research/purchase JH/HS math instructional resources such as Desmos or Illustrative Math.</li> </ul>	Reading Consultants			1 2
ETL 2	<ul> <li>Action Steps Year Three 2024-25 School Year</li> <li>First Semester</li> <li>Review previous year MAP/EOC data to measure toward goal</li> </ul>	Leadership Team (DLT), Coaching	PDC Local	Dec 31,	2
Y3.1	progress.	Support Team (CST)	Title I/II	2024	
Y3.2	<ul> <li>Create an onboarding plan for new staff to receive FUNdations and LETRS training.</li> </ul>	Administration Teaching Staff			2 2
Y3.3	<ul> <li>Adopt a new reading series and receive training for fidelity.</li> <li>Adopt new math instructional resources and receive training</li> </ul>	RPDC Reading Consultants			
Y3.4	for fidelity.  o Develop curriculum to include course description, objectives,	BOE			2
Y3.5	priority standards, essential units, assessment, instructional				1
	resources, and proficiency levels  Continue to implement DACL practices as observed through				2
Y3.6	walkthroughs and DBDM.  o Implement schedule/calendar to support training and data				2
Y3.7	teaming.				
13.7	Second Semester				
	<ul> <li>Assess the effectiveness of the new reading series.</li> <li>Adopt curriculum based on district plan timeline.</li> </ul>				2
	<ul> <li>Adopt curricular based on district plan timeline.</li> <li>Evaluate extended learning opportunities for effectiveness.</li> </ul>	Leadership Team	PDC		2

Y3.8 Y3.9 Y3.1 0	<ul> <li>JH/HS will use DBDM to assess reading/writing across content areas based on district criteria.</li> <li>Review end of year MAP/EOC data to measure toward goal progress.</li> </ul>	(DLT), Coaching Support Team (CST) Administration Teaching Staff	Local Title I/II	June 30, 2025	1
Y3.1 1		RPDC Reading Consultants BOE			
Y3.1 2					

**Priority Area: Effective Teaching and Learning** 

SMART Goal #3:Student scores will increase to 21 on the ACT exam over a 3 year average by 2025.

Rationale: The district believes in providing a high quality education to students that assists students in being college and career ready when they graduate. Improved performance as measured by the ACT will present more options to graduates and offer a better opportunity for success after graduation. <u>EA3, TL10, TL3</u>

Baseline Data: District prior 3 year average was 19.

ETL 3	Action Steps Year One 2022-23 School Year  • First Semester	Person Responsible	Funding Source	Com pletio	Prog
Y1.1	<ul> <li>Form committee to review/revise ACT district incentives such as student recognition and cost reimbursement.</li> </ul>	Administration Counselor Staff	Local ESSER III	n Date Dec	2
Y1.2	<ul> <li>Research and select ACT test prep resources such as On to College.</li> </ul>	BOE STUCO		31, 2022	2
11.2	Second Semester     Implement ACT test prep into schedule for Juniors and				
V4 0	Seniors.  Host informational session for students about the link between	Administration	Local		2
Y1.3	college tuition and ACT score	Counselor Staff			2
Y1.4	<ul> <li>Implement incentive and recognition activities as determined by committee such as newspaper recognition, school</li> </ul>	STUCO		June	2

Y1.5	publications, social media posts, and cost reimbursement.  Review district ACT results from prior spring/fall testing windows. Compare progress to goal.			30, 2023	2
Y1.6					
	Action Steps Year Two 2023-24 School Year  • First Semester	Administration	Local	Dec	2
Y2.1	<ul> <li>Implement ACT prep strategies using selected resources in JH/HS core classes.</li> </ul>	Counselor Staff		31, 2023	2
Y2.2	<ul> <li>Implement ACT prep into the schedule for 10th-12th grade students.</li> </ul>				2
Y2.3	<ul> <li>Host informational session for students about the link between college tuition and ACT score.</li> </ul>				
Y2.4	<ul> <li>Second Semester</li> <li>Implement ACT prep strategies using selected resources in</li> </ul>	Administration Counselor	Local		2
12.4	JH/HS core classes.	Staff		June	2
Y2.5	<ul> <li>Implement ACT prep into the schedule for 10th-12th grade students.</li> </ul>			30, 2024	2
Y2.6	Continue recognition and incentive programs.				2
Y2.7	Provide career exploration/internship opportunities for students				2
Y2.8	<ul> <li>Review district ACT results from prior spring/fall testing windows. Compare progress to goal.</li> </ul>				2
ETL	Action Steps Year Three 2024-25 School Year  • First Semester	Administration	Local	Dec	1
3	<ul> <li>Provide career exploration/internship opportunities for</li> </ul>	Counselor	Local	31,	
Y3.1	students.  o Continue ACT prep and instructional strategies in grades 7-12.	Staff		2024	2
Y3.2	<ul> <li>Second Semester</li> <li>Continue recognition and incentive programs.</li> </ul>				
Y3.3 Y3.4	<ul> <li>Provide career exploration/internship opportunities for students.</li> <li>Review district ACT results from prior spring/fall testing windows. Compare progress to goal.</li> </ul>	Administration Counselor Staff	Local	June 30, 2025	2 1 2

Y3.5	<ul> <li>Review ACT resources and evaluate for effectiveness.</li> <li>Continue ACT prep and instructional strategies in grades 7-12.</li> </ul>		2 2	
Y3.6 Y3.7				

### **Priority Area:Culture and Climate**

SMART Goal #1 Increase the percentage of students who feel physically, socially and emotionally safe at school as measured by the annual student survey by 10% by 2025.

**Rationale:** The district believes that everyone deserves a physically and emotionally safe learning environment that is engaging, equitable and supportive. Students and staff must feel emotionally and physically secure in order to achieve high academic standards. . CC1,CC2,DB3,L10

Baseline Data: Student survey conducted in Fall 2022. 78% of students reported as agree/strongly agree they feel safe at school.

CC1	Action Steps Year One 2022-23 School Year  • First Semester	Person Responsible	Funding Source	Comp	Prog
Y1.1	<ul> <li>Administer student survey to determine a baseline.</li> </ul>	Administration		Date	
Y1.2	<ul> <li>Form student committee to discuss strategies to improve</li> </ul>	Counselor	Local		2
	physical, social, emotional safety.	STUCO	ESSER III	D	1
Y1.3	<ul> <li>Establish relationships with community organizations such as</li> </ul>	Staff			2
	Council Drug Free Youth and Osage County Anti-Drug				_
	Community Action Team.				2
Y1.4	Contract with licensed therapists for students most in need of				
	additional support.				
V4 F	Second Semester	A alaasia ia tara ti a .a	Lasal		
Y1.5	Implement a student support box and establish procedures for	Administration	Local	١.	2
Y1.6	reporting, asking for help, and monitoring.	Counselor STUCO	Local	June	
11.0	Identify methods to increase celebration and recognition of	Staff	Non-profits	30,	2
	student/group accomplishments through social media, print media, and in-person events	OCADCAT		2023	2
Y1.7	<ul> <li>Students participate in Missouri Student Survey and OCADCAT</li> </ul>	OCADCAI			-
1 1.7	local survey. District will review results in the spring.				2
	Increase awareness of Courage 2 Report and how to use the				-
Y1.8	hotline.				
	Tiotimo.				
CC1	Action Steps Year Two 2023-24 School Year				
	First Semester				2
Y2.1	<ul> <li>Administer annual student survey and review results.</li> </ul>	Administration	PDC	Decr	
Y2.2	<ul> <li>Implement new speakers/awareness programs aligned to social</li> </ul>	Counselor	Local	31,	2
	and emotional learning for students. with collaboration through	STUCO	Local	2023	
	community non-profits.	Staff	Non-profits		2
Y2.3	<ul> <li>Intruder training for staff and students facilitated by law</li> </ul>	OCADCAT	ESSER III		
	enforcement or certified providers.	CDFY	SRSA		
Y2.4		RPDC			

	Plan safety and wellness simulations/programs for all students	CMCA			2
Y2.5	such as DWI simulations, safety awareness, empathy programs, life simulations.  o Contract with licensed therapists for students most in need of additional support.				2
Y2.6	<ul> <li>Second Semester</li> <li>Students participate in the Missouri Student Survey and</li> </ul>	Administration Counselor	PDC Local	June	2
Y2.7	<ul> <li>OCADCAT local survey. District will review results in the spring.</li> <li>Continue with safety and wellness simulations.</li> </ul>	STUCO Staff	Local Non-profits	30, 2024	2
Y2.8	<ul> <li>Review use of the student support box and evaluate impact and</li> </ul>	OCADCAT	ESSER III	202	
Y2.9	benefit.	CDFY RPDC CMCA Advisory Council	SRSA		1
CC1	Action Steps Year Three 2024-25 School Year  • First Semester				
Y3.1	<ul> <li>First Semester</li> <li>Administer annual student survey and review results as compared to goal.</li> </ul>	Administration Counselor	PDC Local	Dec 31,	2
Y3.2	<ul> <li>Student advisory council continue to focus social/emotional/physical wellness.</li> </ul>	STUCO Staff	Local Non-profits	2024	1
Y3.3	<ul> <li>Members of advisory council/STUCO participate in Red Ribbon Week conference with OCADCAT.</li> </ul>	OCADCAT CDFY	SRSA		2
Y3.4	<ul> <li>Plan safety and wellness simulations/programs for all students such as DWI simulations, safety awareness, empathy programs, life simulations.</li> </ul>	CMCA Advisory Council PDC			2
Y35	<ul> <li>Continue to implement methods to increase celebration and recognition of student/group accomplishments through social</li> </ul>				2
Y3.6	<ul> <li>media, print media, and in-person events</li> <li>Staff will receive training to increase awareness of student drug/alcohol/other substances, and how to maintain a safe environment.</li> </ul>				1
\\(\alpha\)	Second Semester				
Y3.7	<ul> <li>Students participate in the Missouri Student Survey and OCADCAT local survey. District will review results in the spring.</li> </ul>	Administration Counselor	PDC Local	June	2 2
Y3.8	<ul> <li>Review methods used to increase celebration and recognition of student/group accomplishments through social media, print media, and in-person events</li> </ul>	STUCO Staff OCADCAT	Local Non-profits SRSA	30, 2025	2
Y3.9	<ul> <li>Review safety and wellness simulations/programs and discuss impact.</li> </ul>	CDFY CMCA	311071		

Advisory Council		
RPDC		
PDC		

**Priority Area: Culture and Climate** 

SMART Goal #2: Increase student survey results regarding "Teachers, principals and ALL staff members are respectful to students" to 90% by 2025.

Rationale: The district believes that positive climate, culture, and relationships are necessary to establish a successful learning environment.

CC1, CC2, CC4

Baseline Data: Student survey conducted in Fall 2022. 86% of students reported as agree/strongly agree with the statement.

<b>CC2</b> Y1.1	Action Steps Year One 2022-23 School Year  ● First Semester  ○ Include NEE Indicator 5.3b on teacher evaluation.	Person Responsible	Funding Source	Comp letion Date	Prog
Y1.2	<ul> <li>Review with staff what the criteria and look for's are for indicator 5.3b.</li> </ul>	Administration Staff	Local PDC	Dec 31,	2
Y1.3 Y1.4 Y1.5	<ul> <li>Second Semester</li> <li>Review family engagement policies/plans for elementary and high school. Include plans for engagement as related to Title I plans.</li> <li>Continue NEE evaluations containing indicator 5.3b.</li> <li>Review trend data on indicator 5.3b with staff and discuss strategies for improvement.</li> </ul>	Administration Staff Title I Team STUCO	Local PDC Title I	June 30, 2023	2 2 2
Y1.6	<ul> <li>Implement a student campaign to increase school spirit and student participation in activities.</li> </ul>				2
CC2	Action Steps Year Two 2023-24 School Year  ● First Semester  ○ Staff receive training on SEL strategies from RPDC to implement				2
Y2.1	in the classroom.  ○ Continue NEE evaluations containing indicator 5.3b.	RPDC Administration	Local PDC	Dec 31,	2
Y2.2 Y2.3	<ul> <li>Staff will use NEE training resources to better understand indicator 5.3b and how to implement strategies.</li> <li>Administer student survey and review results as related to goal.</li> </ul>	PDC Staff STUCO or other	Title I	2023	2
Y2.4 Y2.5	<ul> <li>Implement family engagement practices that were identified in the engagement plan.</li> <li>Implement strategies of student campaign to increase school spirit and student participation in activities.</li> </ul>	student committees			2 2

Y2.6	<ul> <li>Administer parent/community survey in the fall and share data with staff and BOE.</li> </ul>				2
Y2.7 Y2.8 Y2.9 Y2.1 0 Y2.11	<ul> <li>Second Semester</li> <li>Increase staff performance on NEE indicators aligned with teacher/student interaction (5.3b).</li> <li>Review trend data on indicator 5.3b with staff and discuss strategies for improvement.</li> <li>Staff implement SEL strategies from training in the first semester.</li> <li>Continue to implement family engagement practices as identified, and review/revise plan in the spring. Include feedback from Title I review of engagement activities.</li> </ul>	RPDC Administration PDC Staff STUCO or other student committees Title I Team	Local PDC Title I	June 30, 2024	2 2 2 1
CC2	Action Steps Year Three 2024-25 School Year  • First Semester	RPDC	Local	Dec	
Y3.1	<ul> <li>Staff receive training on SEL strategies from RPDC to implement in the classroom.</li> </ul>	Administration PDC	PDC Title I	31, 2024	1
Y3.2	<ul> <li>Administer student survey and review results as related to goals.</li> <li>Continue NEE evaluations containing indicator 5.3b.</li> </ul>	Staff STUCO or other			2 2
Y3.3 Y3.4	<ul> <li>Implement strategies of student campaign to increase school</li> </ul>	student committees			2
	spirit and student participation in activities.     Administer parent/community survey in the fall and share data				2
Y3.5	with staff and BOE.				
Y3.6	Second Semester     Review implementation of SEL strategies in the classroom and discuss next level of implementation with RPDC.	RPDC	Local PDC		1
Y3.7	<ul> <li>Continue to implement family engagement practices as identified, and review/revise plan in the spring. Include feedback from Title I review of engagement activities.</li> </ul>	Administration PDC Staff	Title I	June 30,	2
	<ul> <li>Review trend data on indicator 5.3b with staff and discuss strategies for improvement.</li> </ul>	STUCO or other student committees		2025	
Y3.8	<ul> <li>Review effectiveness of student campaign to increase school spirit and student participation.</li> </ul>	Title I Team			2
Y3.9					

#### **Priority Area: Culture and Climate**

SMART Goal #3:Teacher survey results will increase by 2-3% in strongly agree, agree categories in culture and climate questions on an annual basis by 2025.

Rationale: The district believes in creating a diverse and inclusive culture where everyone is open-minded. DB3, CC2

**Baseline Data:** Survey administered to staff in Fall 2022. 68% of responses answered agree/strongly agreed on questions related to culture and climate.

ССЗ	Action Steps Year One 2022-23 School Year  • First Semester	Person Responsible	Funding Source	Comp	Prog
Y1.1 Y1.2	<ul> <li>Administer staff survey.</li> <li>Assign a committee to research strategies for staff</li> </ul>	Administration DLT	Local Title II	<b>Date</b> Dec	2
	appreciation and culture improvement.  • Second Semester	СТА	ESSER	31, 2022	2
Y1.3	<ul> <li>Implement monthly staff appreciation. (Jean day, snack day, soda, donut, teacher highlight)</li> </ul>	Administration DLT	Local Title II		2
Y1.4	<ul> <li>Utilize CTA to recognize staff, birthdays, fun activities w/incentives.</li> </ul>	CTA Ed Rising Chapter	ESSER GYO	June	2
Y1.5	<ul> <li>Educator Rising to assist with staff recognition activities to promote the profession.</li> </ul>	3 - 1		30,20	2
Y1.6	<ul> <li>Utilize DLT and CTA to develop school calendar that meets educational, collaborative, and culture needs of district.</li> </ul>				2
Y1.7	<ul> <li>DLT will share and disseminate survey results to staff and BOE.</li> </ul>				2
ССЗ	Action Steps Year Two 2023-24 School Year  • First Semester				
Y2.1	<ul> <li>Administer staff survey and review results as compared to goal.</li> </ul>	Administration DLT	Local Title II	Dec 31,	2 2
Y2.2	<ul> <li>Implement monthly staff appreciation. (Jean day, snack day, soda, donut, teacher highlight)</li> </ul>	CTA Ed Rising Chapter	ESSER GYO	2023	2
Y2.3	<ul> <li>Utilize CTA to recognize staff, birthdays, fun activities w/incentives.</li> </ul>	La Maing Onaptol	010		_

_							
	Y2.4	0	Educator Rising to assist with staff recognition activities to promote the profession.				2
	Y2.5	0	DLT will share and disseminate survey results to staff and BOE.				2
		Secon	nd Semester				
	Y2.6	0	Utilize CTA to recognize staff, birthdays, fun activities	Administration	Local		2
	\/O.7		w/incentives.	DLT	Title II		
	Y2.7	0	Educator Rising to assist with staff recognition activities to promote the profession.	CTA Ed Rising Chapter	ESSER GYO	June 30,20	2
	Y2.8	0	Utilize DLT and CTA to develop school calendar that meets	La rabing chapter	010	24	2
Ļ			educational, collaborative, and culture needs of district.				
	CC3		s Year Three 2024-25 School Year				
	\ (O_4		Semester				
	Y3.1	0	Administer staff survey and review results as compared to goal.	Administration DLT	Local Title II	Dec 31,	2
	Y3.2	0	Implement monthly staff appreciation. (Jean day, snack day,	CTA	Tide II	2024	2
			soda, donut, teacher highlight)	Ed Rising Chapter			
	Y3.3	0	Utilize CTA to recognize staff, birthdays, fun activities w/incentives.				2
	Y3.4	0	Educator Rising to assist with staff recognition activities to				2
			promote the profession.				_
	Y3.5	0	DLT will share and disseminate survey results to staff and BOE.				2
		Seco	nd Semester				
	Y3.6		Utilize CTA to recognize staff, birthdays, fun activities	Administration	Local		2
	Y3.7	0	w/incentives.  Educator Rising to assist with staff recognition activities to	DLT CTA	Title II	June	2 2
	13.7		promote the profession.	Ed Rising Chapter		30,20	2
	Y3.8	0	Utilize DLT and CTA to develop school calendar that meets			25	1
			educational, collaborative, and culture needs of district.				
	Y3.9	0	Conduct a spring staff survey to collect final data on culture and climate progress.				
						I	1

## **Priority Area: Leadership**

SMART Goal #1 Maintain 38%fund balance by end of the 2025 Fiscal Year.

**Rationale:** The district believes in high expectations and accountability through the use of goal setting and appropriate data. The district used the DESE fund balance analysis tool to guide the target of 38%. The district, in conjunction with this goal, intends to increase the Fund 4 balance. <u>L4</u>

Baseline Data: Fund balance at end of 2022 FY was 57%.

<b>L1</b> Y1.1 Y1.2	Action Steps Year One 2022-23 School Year  ● First Semester  ○ Amend budget to increase revenue placement in Fund 4 and account for updated revenue and expenditure data.  ○ Review ASBR with the school board to set future fund balance goals.	Person Responsible  Administration Finance Staff BOE	Funding Source Local	Completion Date  Dec 31, 2022	Prog 2 2
Y1.3 Y1.4 Y1.5 Y1.6 Y1.7	Second Semester     Review current investments and increase investing district funds     Implement Zero Based Budgeting Process for the budget to reflect what is needed to carry out goals of the district.     Transfer maximum \$162,326 or 7%xSATxWADA each year.     Transfer maximum Transportation Transfer each year.     Review facility goals/plans with BOE to prioritize projects for the next year.	Administration Finance Staff BOE	Local	June 30, 2023	2 1 2 2 2
L1	Action Steps Year Two 2023-24 School Year				
Y2.1	First Semester     Develop investment schedule, and commit funds to allowable investments	Administration Finance Staff BOE	Local	Dec 31, 2023	2
Y2.2	<ul> <li>Consult annually with financial advisors on district financial status, tax levy, capital project funding</li> </ul>				2
Y2.3	<ul> <li>Amend budget to increase revenue placement in Fund 4 and account for updated revenue and expenditure data.</li> </ul>				2
Y2.4	<ul> <li>Review ASBR with the school board to set future fund balance goals.</li> <li>Consult with district architect on status of facility plans.</li> </ul>				2

Y2.5 Y2.6 Y2.7 Y2.8 Y2.9	Second Semester     Implement Zero Based Budgeting Process for the budget to reflect what is needed to carry out goals of the district.     Transfer maximum \$162,326 or 7%xSATxWADA each year.     Transfer maximum Transportation Transfer each year.     Review facility goals/plans with BOE to prioritize projects for the next year.	Administration Finance Staff BOE	Local	June 30, 2024	1 2 2 2
<b>L1</b> Y3.1	Action Steps Year Three 2024-25 School Year  • First Semester  • Develop investment schedule, and commit funds to allowable investments	Administration Finance Staff	Local	Dec 31, 2024	2
Y3.2 Y3.3	<ul> <li>Consult annually with financial advisors on district financial status, tax levy, capital project funding</li> <li>Amend budget to increase revenue placement in Fund 4 and account for updated revenue and expenditure data.</li> <li>Review ASBR with the school board to set future fund</li> </ul>	BOE			2 2
Y3.4 Y3.5	balance goals. <ul> <li>Consult with district architect on status of facility plans.</li> </ul> <li>Second Semester</li>				2
Y3.6	<ul> <li>Implement Zero Based Budgeting Process for the budget to reflect what is needed to carry out goals of the district.</li> <li>Transfer maximum \$162,326 or 7%xSATxWADA each year.</li> <li>Transfer maximum Transportation Transfer each year.</li> <li>Review facility goals/plans with BOE to prioritize projects for</li> </ul>	Administration Finance Staff BOE	Local	June 30, 2025	1 2 2 2
Y3.7	the next year.				
Y3.8 Y3.9					
13.9					

# **Priority Area: Leadership**

SMART Goal #2 Annually retain 96% of certified staff who are offered reemployment by 2025.

**Rationale:** We believe in recruiting, developing and retaining a high quality staff that equips students with the tools necessary to be successful. <u>L9,L7</u>

Baseline Data: District retained 87% of certified staff at the end of 2022 academic year.

Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9	<ul> <li>Action Steps Year One 2022-23 School Year</li> <li>First Semester</li> <li>○ PDC will review and revise mentoring plan for new staff.</li> <li>○ Ensure new teachers participate in beginning teacher assistance programs, including district mentoring.</li> <li>Second Semester</li> <li>○ Annually revise district PD Plan and Mentoring Handbook to meet current needs.</li> <li>○ Systematically increase staff salary and benefit packages.</li> <li>○ Implement recruitment strategies:         <ul> <li>■ Grown Your Own Program</li> <li>■ Showcase district at career fairs</li> </ul> </li> <li>○ PDC/Mentors will participate in mentor training delivered by RPDC.</li> <li>○ Survey first and second year teachers on experiences in the district.</li> <li>○ Review retention data as compared to goal.</li> <li>○ Principal will implement and review PD plans with all 1st and 2nd year teachers using NEE.</li> </ul>	Person Responsible  Administration PDC Staff  Administration PDC Staff Ed Rising BOE RPDC	Funding Source  Local PDC Title II  State Local PDC Title II ESSER Teacher Baseline Grant	Completion Date  Dec 31, 2022  June 30, 2023	Prog 2 2 2 1 2 2 1 1
L2	Action Steps Year Two 2023-24 School Year  • First Semester	Administration	Local	Dec	1
Y2.1	<ul> <li>Implement mentor training for teachers serving as mentors to new staff</li> </ul>	PDC Staff	PDC Title II	31, 2023	2
Y2.2	<ul> <li>Provide beginning teacher assistance programs, including district mentoring.</li> </ul>	Ed Rising RPDC	ESSER		2
Y2.3	<ul> <li>Implement retention strategies:</li> <li>Support for continuing education</li> <li>Recognition of staff accomplishments</li> </ul>				

				<u> </u>	
	<ul> <li>Offer leadership opportunities to staff serving on</li> </ul>				2
	committees and DLT				
	Second Semester				
Y2.4	<ul> <li>Survey first and second year teachers on experiences in the</li> </ul>	Administration	State		2
	district.	PDC	Local	June	
Y2.5	<ul> <li>Annually revise district PD Plan and Mentoring Handbook to</li> </ul>	Staff	PDC	30,	2
	meet current needs.	Ed Rising	Title II	2024	
Y2.6	<ul> <li>Systematically increase staff salary and benefit packages.</li> </ul>	BOE	ESSER		2
\ \(\alpha\)	Implement recruitment strategies:	RPDC	Teacher		_
Y2.7	■ Grown Your Own Program		Baseline		2
	Showcase district at career fairs  Parisus retarting data as a second of the second seco		Grant		
V2 0	Review retention data as compared to goal.				2
Y2.8 Y2.9	<ul> <li>Principal will implement and review PD plans with all 1st and 2nd year teachers using NEE.</li> </ul>				
12.9	Zhu year teachers using NEE.				1
L2	Action Steps Year Three 2024-25 School Year				
	First Semester				
Y3.1	<ul> <li>Implement mentor training for teachers serving as mentors to</li> </ul>	Administration	Local	Dec	1
	new staff	PDC	PDC	31,	
Y3.2	<ul> <li>Provide beginning teacher assistance programs, including</li> </ul>	Staff	Title II	2024	2
	district mentoring.	Ed Rising			
Y3.3	<ul> <li>Implement retention strategies:</li> </ul>	RPDC			2
	<ul><li>Support for continuing education</li></ul>				
	■ Recognition of staff accomplishments				
	<ul><li>Offer leadership opportunities to staff serving on</li></ul>				
	committees and DLT				
	0				
	Second Semester				
	<ul> <li>Survey first and second year teachers on experiences in the</li> </ul>				
Y3.4	district.	Administration	State	1.	
\/O_5	Annually revise district PD Plan and Mentoring Handbook to	PDC	Local	June	
Y3.5	meet current needs.	Staff	PDC	30,	
V2.0	Systematically increase staff salary and benefit packages.	Ed Rising	Title II	2025	
Y3.6	Implement recruitment strategies:  - Crown Your Own Program	BOE	Teacher		
V2.7	■ Grown Your Own Program	RPDC	Baseline		
Y3.7	Showcase district at career fairs      Povious retention data as compared to goal.		Grant		
	Review retention data as compared to goal.      Principal will implement and review RD plans with all 1st and				
V2 0	Principal will implement and review PD plans with all 1st and  2nd year teachers using NEE				
Y3.8	2nd year teachers using NEE.				
Y3.9					

## **Priority Area: Leadership**

SMART Goal #3 Effective district leadership communication will increase by 5% by June 2025, as measured by an annual staff survey.

**Rationale:** The district believes in leading by example, and that all students and staff can be leaders and learners in the school community. As such, district leadership has identified increased communication as a priority goal. <u>L3,L8</u>

**Baseline:** Staff survey conducted Fall 2022. 87% responded as agree/strongly agree with the statement that leadership communicates

effectively.

Y1.1 Y1.2 Y1.3 Y1.4 Y1.5	<ul> <li>Action Steps Year One 2022-23 School Year</li> <li>First Semester         <ul> <li>Administer staff survey and review results.</li> <li>Include Board Report summary in monthly staff meetings.</li> <li>Include monthly reports from CTA, STUCO to BOE.</li> </ul> </li> <li>Second Semester         <ul> <li>Review process for community engagement with the Board of Education.</li> <li>Develop BOE schedule to systematically review CSIP all all district programs to increase appropriate staff communication with the BOE.</li> <li>Make publicly available policy for community engagement with BOE and program review schedule.</li> </ul> </li> </ul>	Person Responsible  BOE Administration CTA STUCO Staff  BOE Administration Staff	Funding Source Loca	Completion Date  Dec 31, 2022  June 30, 2023	Prog 2 2 2 2 2
Y2.1 Y2.2 Y2.3 Y2.4 Y2.5	Action Steps Year Two 2023-24 School Year	BOE Administration Staff	Local	Dec 31, 2023	2 2 2 2 2 2

Y2.7 Y2.8	meetings.   BOE participates in leadership/communication training.	Administration Staff		June 30, 2024	2
Y3.1 Y3.2 Y3.3 Y3.4	Action Steps Year Three 2024-25 School Year	BOE Administration Staff	Local	Dec 31, 2024	2 2 2 1
Y3.5 Y3.6 Y3.7	<ul> <li>Second Semester</li> <li>Continue to implement BOE program review schedule</li> <li>Continue to implement Board reports at monthly staff meetings.</li> <li>BOE participates in leadership/communication training.</li> </ul>	BOE Administration Staff	Local	June 30, 2025	2 2 1