

Notes From USD 289

Planning Session

Dr. Doug Moeckel, Leadership Services
Kansas Association of Schools Boards



The USD 289 Board, Superintendent, faculty/staff, and community members met at the Wellsville High School Library for a work session on July 15th to review progress on the current strategic plan. The dialogue began at 6:30 p.m. and was completed at approximately 8:15 p.m. on Wednesday.

Kansas Association of School Boards Leadership Consultant Dr. Doug Moeckel facilitated the session.

- Seven table groups discussed and identified insights and ideas focused on the progress on the districts work on the current strategic plan.
- Each table share thoughts on the needs and desires for student success and reported back to the committee and the board.
- All members identified common themes that occurred as the ideas were compiled.

The group shared ideas and insight listed in the attached document. The ideas focused on the current goal areas that emerged from the planning session in the Fall of 2018. This follow-up will provide the board and administrative team feedback about the progress to this point and provide reinforcement and validation to move forward in the process. These goals will be used by the board to continue to focus on the improvement all of the educational programs, staff, communication, financial resources, and facilities for the students in USD 289.

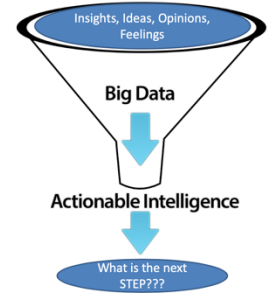
Next Steps

The ideas included in this report need to be discussed, refined and organized into a data points. Critical discussions with the district administrators and building leadership teams will determine a feasible sequence of continued implementation of the defined strategies. This is an important consideration that will impact the success of the desired outcomes. Discussion also must be had surrounding the constant monitoring of the process of the plan as they are being implemented.

As described by the committee's feedback, we are off to a great start, how do we stay focused and keep the plan moving forward.

Sincerely,

Dr. Doug Moeckel
Leadership Services
Kansas Association of School Boards



Current District Goals

Strategic Goal 1: Implement social/emotional and mental health programs and supports that are systemic and integrated throughout the learning program to meet the needs of the Whole Child and allow the student to maximize academic opportunities and demonstrate readiness to enter post-secondary programs and/or careers.

Strategic Goals 2: Ensure teaching and learning programs are delivered with a focus on continuous improvement of student achievement through student engagement, rigorous and relevant content and experiences, and personalized learning.

Strategic Goal 3: Implement an innovative and technological environment that enhances and sustains technology and other tools to serve the individual learner in their everyday experience. All learners (students and teachers) will have the tools, experiences, and creative frameworks necessary so that graduates are prepared to compete in a global society.

Strategic Goal 4: Provide safe and innovative environments for all students with a focus on proactive planning and facility modernization.

Strategic Goal 5: Create effective organizational systems reinforcing equity and excellence.



Observations and insights from the planning session July 17, 2019

Goal	Table 1	Table 2	Table 3	Table 4	Table 5	Table 6	Table 7	Average
1	4	3	3	2	2.5	3.5	3	3
2	3.87	4.5	3.5	4	3	4	3.5	3.77
3	4.5	3	2	2.5	2	2.5	2.5	2.71
4	5	2.5	2.5	3.5	3	3	3.8	3.33
5	4	3	4	3	2.7	3	2	3.1

Comments on each goal:

Goal #1

- Possible learning curve with new staff
- We feel we are in the process of implementing these objectives in the next school year
- We need more community involvement (possibly volunteer)
- People who can get to each students' level
- Community involvement main point
- Gaps in social media, technology etiquette not addressed
- Difficult to teach social skills
- Implementation of many objectives needs to be completed development is completed, next steps need to be started
- Ground work is done
- Just need implementation during school year
- All new counseling staff in all three schools-holding back
- Moving in right direction, plan is place, now need to implement and execute

Goal #2

- We have no implemented instructional strategies that promote student engagement
- Moe onsite dual-enrollment
- Internships, CTE classes, concurrent classes offered
- Tech classes
- Student earning college credits before graduation
- Continued growth in sub-components needs to be implemented/scaffolded for the future
- How is it reviewed
- Working on more pathways
- MTSS at Middle and HS
- A long way in a year
- Need to continue to work on implementing project-based learning for student engagement

Goal #3

- Have technology, but not all teachers know how to use it
- More teachers should utilize technology over a wider range of activities
- Training in tech for teachers and students
- Consistency
- Projector, New TVs, more training, Chromebooks
- More effectively incorporate it, different online programs that are more goal-oriented and better suited to student needs

- Teacher training needs to be implemented
- Trying to implement a technology plan
- Need professional development on relevant technology to be on going/follow up
- Solid foundations-need to work on implementation
- Need to increase professional development

Goal #4

- Facility needs/updates are shared with BOE each year
- Completed the first two, but not the last two
- Security changes (entrance and training of all staff)
- Have student participate in ALICE training
- Communication from students to teachers in admin
- Work on implementing 4.3 and 4.4
- Moving int the right direction with right ideas and stakeholders' input
- 4.3 and 4.4 Planned-scheduled no planning

Goal #5

- Have not made this possible for ALL students
- Need civic engagement
- Classes with credits (college) that transfer to major universities
- Need to increase 5.1 and 5.5
- More options for class and clubs for students
- Continuing to implement objectives
- Started down the path on each of the 5 bullets, need more on the implementation

Feedback Related to Specific Focus Areas:

Students

- Meaningful conversations with parents and students

- Crappy attitude of our students 8-12
 - Accountability strategies, skills development
- Offering students opportunities for mirrors of leaning and windows into the new worlds
- Social media education
 - Consequences, laws
 - Guest Speakers/scared straight
- Safety training
 - Alice Training
- Student involvement in strategic plan
- Add civic engagement
- Tech dual or sign language
- IPS
- Realistic expectations for students

Programs

- Continue to add programs and pathways
- Staff for the programs
- Job skill readiness
- Increase life success for life skills
- More foreign language opportunities
- Programs that are non-athletic, clubs
- Community and school working together
- Public service
 - Soft skills, formal dinners
- Multi-culture lessons
- Civics
- Space for P.E. @ elementary
- Keep working on implementation
 - Review and assessment of the programs

Physical Plant

- Update security measures
- Safety
- Upgrades
- We need facility work
 - Library
 - Bathrooms
 - Outdated
 - More opportunity
- Renewable energy sources
- Look at projected growth in the community for future facility needs
- Auditorium
- Take care of what we have
- Don't wait to fix something until it is cheaper to buy new

Personnel

- Move meaningful evaluations/tool
 - Want to grow as a teacher
- Enhanced training for skills to be able to teach effectively
- Technology training for teachers
- School provide training for technology through technology committee
- Training (curriculum, tech, prof development)
- Technology training

Most important ideas/insights from your conversations:

- Continue with relevant professional development which is ongoing
- Add programs and activities/opportunities for students bring back
- Continue to add opportunities for students to go out in to the community-Community partnerships
- Safety and security
- Technology
- Enhanced learning
- Training so staff is more aware of student emotional needs
- Add more classes and opportunities for students
- Social media Education for student, staff and parents
 - Laws and consequences
- Facility work in necessary, bathroom and unacceptable, room barriers and setup are disruptive
- Tech utilization and consistency
- Communication transparency
- Community and students communication
- Civic Engagement
- Using technology correctly and effectively
- More specific deadlines (months) for improvement
- Continue to identify students that have emotional needs
 - Trauma smart vs. trauma aware
- Interim evaluations
 - Make sure teachers and counselors are comfortable meeting intended new programs and curriculums
- Continued implementations and follow-up
- Assessments-balance between educate students/parents