Tonganoxie USD 464

Strategic Plan

2017-2022

BACKGROUND
In February 2017, a dedicated group of 31 community members, parents, Board of Education members, teachers, students, and administrators participated in Day 1 of our Strategic Plan workshop. Small groups were formed and rotated through different rooms with information on the Kansas Education Systems Accreditation (KESA), the 4 R's of KESA, and different examples of strategic plans. The groups came back together as a large group for a discussion on what they wanted in a strategic plan and its components.

Day 2 of the Strategic Plan workshop was held in March 2017. The groups divided into target areas that were selected at the last Strategic Plan Day 1 workshop. The groups developed possible action steps, timeline, responsibilities, and evaluation. The draft documents that were completed in these groups and were then reviewed by a group of administrators who made corrections and put everything together into a Strategic Plan final draft. This draft was presented to the Board for review at the May 2017 Board of Education meeting, with final approval in July 2017.

KANSAS VISION FOR EDUCATION
Kansans are demanding higher standards in academic skills, as well as employability and citizenship skills, and the need to move away from a "one-size-fits-all" system that relies exclusively on state assessments. This new vision for education calls for a more student-focused system that provides support and resources for individual success and will require everyone to work together to make it a reality. Together, Kansans Can.

VISION
Kansas leads the world in the success of each student.

OUTCOMES TO BE MEASURED
- Social/emotional growth measured locally
- Kindergarten readiness
- Individual Plan of Study focused on career interest
- High school graduation rates
- Postsecondary completion/attendance

DEFINING SUCCESS
A successful Kansas high school graduate has the academic preparation, cognitive preparation, technical skills, employability skills and civic engagement to be successful in postsecondary education, in the attainment of an industry recognized certification or in the workforce, without the need for remediation.

KANSAS EDUCATION SYSTEMS ACCREDITATION (KESA)

The Kansas Education Systems Accreditation (KESA) is the new model for accreditation for our Kansas school districts. Supporting this model is the rich research base of systems theory, which resoundingly shows that sustained improvement of a system requires viewing the system as a whole—analyzing each part's impact on the system. Any change to one part of the system affects (positively or negatively) other parts of the system and, therefore, the system as a whole. Kansas's proposed new accreditation model uses the 21st Century themes of Relationships, Relevance, Responsive Culture, Results and Rigor ("The Five Rs") as a framework within which to focus on the quality characteristics of an educational system.

GATHERING INPUT

As part of the new KESA model, Kansas Vision for Education, and the Strategic Plan development, Tonganoxie USD 464 also sought input from its staff. All staff members were given surveys during the 2016-17 school year representing the 4 R's. The surveys revealed the district's strengths and weaknesses, and we were able to glean valuable information and select 2 R's for our goals:

- Relevance
- Relationships

The survey data determined that there were several areas of focus in the Relevance and Relationships rubrics that would promote growth and improvement in Tonganoxie USD 464. We will focus on the Relevance and Relationships goals for this accreditation cycle. A third R, Results, is required for all school districts, so we will focus on the three R's.

Mission

The Mission of Tonganoxie Public Schools is to provide each student with a positive and personalized educational experience which empowers them to achieve high levels of success in all endeavors, make responsible choices, and become positive contributors to society.

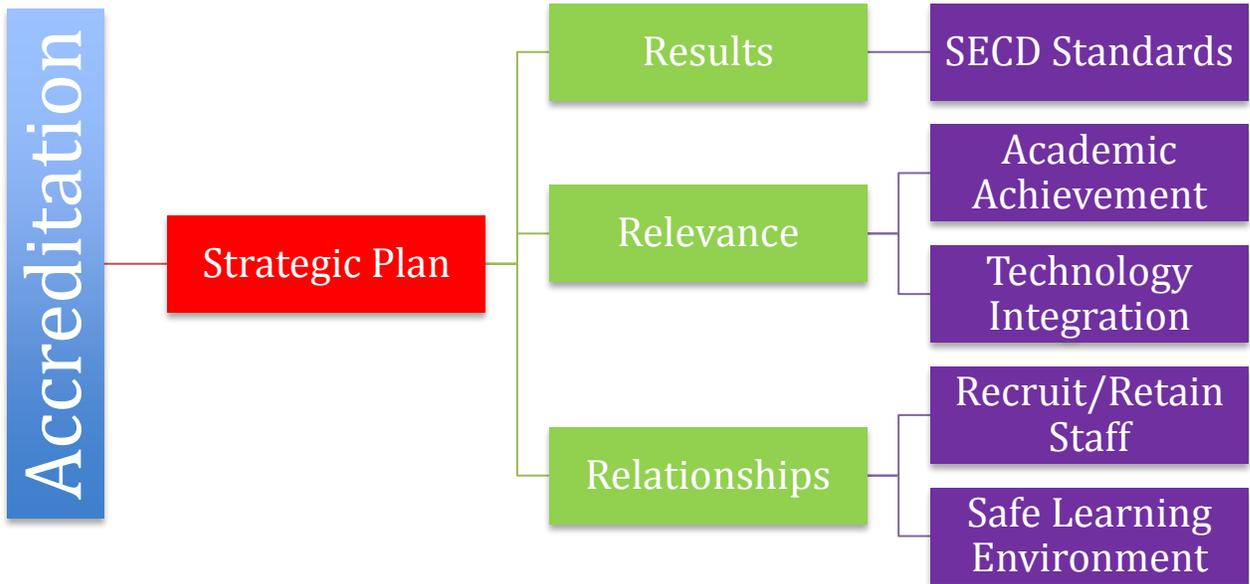**We want to be a strong educational community which…**
- Has a shared vision, clear goals, and a commitment to continuous improvement.
- Expects and promotes an attitude of excellence and high achievement in everyone.
- Emphasizes meaningful staff and student learning, frequently assesses performance, and takes action based upon that assessment to provide systemic support.
- Is actively engaged, involved, cooperative, and collaborative with all stakeholders.
- Develops and maintains personal connections and positive relationships among students, staff, parents, families, and the community.
- Is financially responsible, always seeing to effectively and efficiently utilize all of its available resources for the sake of student achievement.

Strategic Priorities

- **Increase Academic Achievement and Engagement**
- **Recruit, Retain, and Train a Highly Qualified Staff**
- **Provide a Safe Learning Environment for All Students**
- **Increase Access to Integrated Classroom Technology**
- **Provide Social/Emotional Support for All Students**

TYING IT ALL TOGETHER
The infographic represents how all of these areas tie together to work toward accreditation.

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Accreditation ── Strategic Plan ─┬─ Results ──── SECD Standards
                                 │
                                 ├─ Relevance ─┬─ Academic Achievement
                                 │             └─ Technology Integration
                                 │
                                 └─ Relationships ─┬─ Recruit/Retain Staff
                                                   └─ Safe Learning Environment
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Target Area:

Increase Academic Achievement and Engagement

<div style="background-color:red; color:white; text-align:center; font-weight:bold;">Goal Indicator and Status</div>

	Completed	In Process	Not Yet Started
Ensure the district curriculum is mapped and aligned K-12	☐	☐	☐
Research and select a district normed referenced screener and progress monitoring assessment	☐	☐	☐
Implement adopted curricular resources with fidelity	☐	☐	☐
Building schedules will be designed to prioritize academics, allow for team collaboration, and support all students	☐	☐	☐
Reinforce importance and establish high expectations of student success including achievement on any district or state measure (i.e. District assessments, State Assessments, ACT)	☐	☐	☐
Students are fully prepared for life after school in college or career	☐	☐	☐
Ensure quality college and career opportunities are available for all students	☐	☐	☐

Target Area:

Recruit, Retain, and Train a Highly Qualified Staff

<div style="background-color:red; color:white; text-align:center;">Goal Indicator and Status</div>

	Completed	In Process	Not Yet Started
Fund competitive salary and benefits for all staff	☐	☐	☐
Develop and implement annual exit and stay/climate surveys for all staff.	☐	☐	☐
Provide positive public recognition of students, faculty and staff.	☐	☐	☐
Utilize teacher input to develop a professional development plan based on district, building, and teacher needs.	☐	☐	☐
Partner with local universities to promote our district and community to potential educators.	☐	☐	☐
Provide district and building level social activities.	☐	☐	☐
Utilize and promote a mentorship program for new teachers	☐	☐	☐

Target Area:

Provide a Safe Learning Environment for All Students

<table>
<tr><td style="background-color:red; color:white">Goal Indicator and Status</td></tr>
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	Completed	In Process	Not Yet Started
Determine appropriate personnel to oversee district safety and security	☐	☐	☐
Provide annual safety and crisis drill training for all district staff.	☐	☐	☐
Develop a plan to improve safety for the entire school district.	☐	☐	☐
Provide annual training for students in digital citizenship.	☐	☐	☐
Continue to look for excellent outside resources to help students understand bullying behaviors.	☐	☐	☐

Target Area:

Increase Access to Integrated Classroom Technology

	Goal Indicator and Status		

	Completed	In Process	Not Yet Started
Provide Professional Development for Staff and add continuous support	☐	☐	☐
Provide Parent training and support opportunities	☐	☐	☐
Encourage Buy-in from Teachers and ensure tech is being used in the classrooms	☐	☐	☐
Provide Hardware, Software, and tech support	☐	☐	☐
Ensure Student training and support plus digital citizenship	☐	☐	☐
Begin the 1:1 rollout	☐	☐	☐
Develop a digital curriculum, lesson planning, flipped classrooms, and projects	☐	☐	☐
Consider hiring a tech integration coach	☐	☐	☐

July 2017

Target Area:

Provide Social/Emotional Support for All Students

<table>
<tr><td colspan="4" style="background-color:red; color:white; text-align:center">Goal Indicator and Status</td></tr>
<tr><td></td><td>Completed</td><td>In Process</td><td>Not Yet Started</td></tr>
<tr><td>Create awareness for digital citizenship</td><td>☐</td><td>☐</td><td>☐</td></tr>
<tr><td>Develop and implement a plan to teach soft skills, teamwork, character education, anti-bullying, etc.</td><td>☐</td><td>☐</td><td>☐</td></tr>
<tr><td>Develop and implement drug and alcohol awareness program K-12</td><td>☐</td><td>☐</td><td>☐</td></tr>
<tr><td>Partner with the community in providing, immediate/essential needs, social and emotional well-being for all students</td><td>☐</td><td>☐</td><td>☐</td></tr>
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