



Vision

Maximize each student's potential, through inspiration and discovery, challenging all students to become self-sufficient and positive contributors to society.

Mission

USD 232 will prepare all students for their future through excellent, innovative learning opportunities with caring, dedicated and passionate staff in a safe and secure environment.

District Goals for 2017-2022

Achievement

Improve student achievement for all students while reducing the achievement disparities of various disaggregated groups.

Buildings & Budgets

Maximize district resources and provide high quality facilities to enhance educational programs.

Community Engagement

Work proactively with the community to improve educational programs.

Specific strategies and action steps have been developed for each of the three goals

**USD 232 Board of Education
Proposed District Action Steps for 2020-2021**

Achievement

Improve achievement for all students while reducing the achievement disparities of various disaggregated groups
Objective A1: USD 232's Five Year Effectiveness Rate for Post-Secondary Success will exceed 72% by 2022 reporting year. Objective A2: Sixty percent or more of all USD 232 students will perform in the College and Career Ready category on the Kansas State Assessments or the ACT by the 2022 assessment period.

Strategy #1 Fully Implement the Multi-Tiered System of Supports by the 2021-22 school year (Relationships)					
FS	Rose	Action steps	Timeline	Staff	Progress
1	1,4,7	Identified Reading Specialists will receive LETRS certification to provide direct professional development, for all teacher K-5 and ELA teacher 6-12 on phonics instruction for student literacy development as required by KSDE	2020-2021 School Year	Hite	
1	1,4,7	Use various assessments to monitor student performance in reading and math as well as social-emotional well-being K-12, this is especially important considering the school closures due to COVID-19	2020-2021 School Year	Hite	
1	1,4,7	Assess current academic levels for all students and develop plans to make up for learning loss due to COVID-19 related school facility closures.	2020-2021 School Year	Hite, Hanson, Kelly	
1	1,4,6,7	Full implementation of the MTSS Handbook will be honored with fidelity at all buildings.	2020-2021 School Year	Hite, Hanson, Kelly	
1	1,4,7	Identify behavior Tier resources for grades 9-12	2020-2021 School Year	Hite, Hanson	
1	1,4,7	Complete MTSS Social/Emotional and Behavior Tier 2 and 3 Protocols for all grade levels.	First Semester of 2020 School Year	Hite, Hanson	
1	1,7	Collaborate with building leadership teams to determine any needed changes to MTSS protocols in the 2021-2022 MTSS Handbook.	2020-2021 School Year	Hite, Hanson, Kelly	

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Strategy #2 Fully Implement Individual Plans of Study and revised CTE Pathways by the 2021-22 school year (Relevance)					
FS	Rose	Action steps	Timeline	Staff	Progress
2,4,8	6,7	Finalize plans for the implementation of career pathways, including courses to be offered at Cedar Trails Exploration Center	December 2020	Kelly	
6,8	4,6,7	Incorporate established student IPS into CTE Pathway participation, course selection and other learning opportunities.	2020-2021 School Year	Kelly	
8	6,7	Develop contacts and protocols for increased Work Based Learning opportunities for secondary students.	2020-2021 School Year	Kelly	
8	6,7	Expand career exploration opportunities for elementary students.	2020-2021 School Year	Kelly	
2,4,8	6,7	Continue to work with stakeholder groups to update career pathways and provide more Real World Learning opportunities.	2020-2021 School Year	Kelly	

Strategy #3 Fully Implement One-Device per Learner Program and improve Technology Integration by the 2021-22 school year (Relevance)					
FS	Rose	Action steps	Timeline	Staff	Progress
8	7	Present iPad Initiatives Policies & Procedures to the Board of Education for approval	July 2020	Cater	
8	7	Provide continued Apple and Canvas training for all staff and specific training for elementary staff incorporating the One-Device per Learner initiative.	August 2020 with follow-up though out the year.	Kelly	
8	7	Monitor One-Device per Learner initiative and recommend changes as needed	August 2020 – July 2023	Kelly, Riffel	

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Buildings & Budgets

Maximize district resources and provide high quality facilities to enhance educational programs
Objective B1: Completion of 2018 Bond Project by 2023
Objective B2: Implementation of Multi-Year General Fund Budget Process through 2023

Strategy #4 2018 Bond projects fully implemented by August of 2022			
Action steps	Timeline	Staff	Progress
Cedar Trails Exploration Center	March 2020-August 2021	Deghand	
Mill Valley Stadium and Soccer Projects DHS Parking and Access Road	March 2020-September 2020	Deghand	
DHS Stadium and Soccer Projects	March 2020-February 2021	Deghand	
Board approval of Phase 3 Construction Contracts	February, 2020	Deghand	
Board approval for the Phase 3 Bond Sale	April & June, 2021	Larsen	
2018 Bond Summary and Additional Planning	Spring 2020	Deghand	
Provide information to keep the community up to date on the progress of the 2018 Bond	2020-2021 School Year	Cater	

Strategy #5 Budget plans based on the Kansas Legislatures school funding plan through the 2021-22 school year			
Action steps	Timeline	Staff	Progress
Plan for Staffing and Budget needs for Cedar Trails Exploration Center	February 2021	Handy, Schwanz, Larsen	
Use projected enrollment to estimate future General Fund Resources	November 2020	Larsen	
Monitor state revenues shortfalls related to COVID-19 and plan for impacts to the USD 232 budget	2020-2021 School Year	Larsen	
Present recommendations to the board as appropriate	TBD		

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Community Engagement

Work proactively with the community to improve educational programs					
Objective C1: Increase family and community engagement with schools.					
Objective C2: Increase community awareness of USD 232					

Strategy #6 Increase parent and community engagement. (Relationships)					
FS	Rose	Action steps	Timeline	Staff	Progress
2,4		Provide parent and community sessions about the implementation the Elementary One Device per Learner initiative.	August-November 2020	Kelly, Riffel	
2,4		Continue to develop and Expand the Student Well-Being Series.	Throughout 2019-20	Cater	
2,4		Expand the involvement of the newly formed USD 232 Education Foundation	2020-2021 School Year	Cater	

Strategy #7 Improve racial and ethnic equity and inclusion throughout the district. (Relationships)					
FS	Rose	Action steps	Timeline	Staff	Progress
2,4		Analyze existing data to identify racial and ethnic achievement and opportunity gaps.	November 2020	Hite	
2,4		Identify professional learning opportunities for staff to increase their knowledge and understanding of racial inequities and biases in schools.	November 2020	Cater, Kelly	
2, 4		Create a Parent Advisory Committee to provide input about the state of the district's equity and inclusion initiatives. Propose and initiate equity and inclusion programming as appropriate.	September 2020	Cater	