



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 2021-2022**

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 2022-23 school year (Relationships)					
FS	Rose	Action steps	Timeline	Staff	Progress
1	1,4,7	Identified staff will receive continued LETRS (grades PreK-5) and literacy (grades 6-12) professional development in phonics, structured reading, and secondary literacy instruction.	2021-2022 School Year	Hite, Kelly	
1	1,4,7	Use various assessments of student performance in reading and math, as well as social-emotional well-being, K-12. This is necessary to monitor data, as a mitigation component of student learning loss, due to circumstances related to the previous school year.	2021-2022 School Year	Hite, Kelly	
1	1,4,7	Assess current academic levels for all students and develop plans to decrease student learning loss in the previous school year.	2021-2022 School Year	Hite, Hanson, Kelly	
1	1,4,6,7	Full implementation of the MTSS Handbook will be honored with fidelity at all buildings.	2021-2022 School Year	Hite, Hanson, Kelly	
1	1,4,7	Identify Behavior Tier resources for grades 9-12.	2021-2022 School Year	Kelly, Hanson	
1	1,4,7	Complete MTSS Social-Emotional Behavior Tier 2 and 3 Protocols for grade levels 9-12.	First Semester of 2021-2022 School Year	Hanson	
1	1,7	Collaborate with building leadership teams to determine any needed changes to MTSS protocols in the 2022-2023 MTSS Handbook.	Spring, 2022	Hite, Hanson, Kelly	

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Strategy #2 Fully implement Individual Plans of Study and revised CTE Pathways by the 2022-23 school year (Relevance)					
FS	Rose	Action steps	Timeline	Staff	Progress
2,4,8	6,7	Formulate a 3-Year Real-World Learning Strategic Plan.	April 2022	Kelly, Hite	
2,4	1,6,7	Analyze and evaluate the implementation of Project-Based Learning in secondary schools.	May 2022	Kelly	
2,4,8	6,7	Analyze and evaluate the implementation of Real-World Learning and Market Value Assets at the high school level.	December 2021	Kelly	
2,8	6,7	Review Middle School IPS products and incorporate changes/improvements to provide consistent and functional IPS for use in High Schools	Fall 2021	Kelly	
2,8	6,7	Incorporate established student IPS into High School learning opportunities and course selection.	2021-2022 School Year	Kelly	
2,4,8	6,7	Increase Work-Based/Real-World Learning opportunities for secondary students by continuing to work with staff and stakeholder groups.	2021-2022 School Year	Kelly	
8	6,7	Expand career awareness opportunities for elementary students.	2021-2022 School Year	Kelly, Hite	

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Strategy #3 Establish reset and update of Professional Learning Communities (PLCs), Pre-K-12, in the 2021-22 school year. (Relevance)					
FS	Rose	Action steps	Timeline	Staff	Progress
1,2,4,6,8	1,6,7	Provide PLC PD for all administration using Solution Tree presenters and materials.	August 2021	Kelly, Hite	
1,2,4,6,8	1,6,7	Provide "PLC Overview" PD to all certified staff to reset understanding of philosophy and purpose, through Solution Tree's Workshop (secondary) and Customized Workshop (elementary).	October 2021	Kelly, Hite	
1,2,4,6,8	1,6,7	Provide all certified staff, Pre-K-12, <u>Learning by Doing</u> by DuFour et al, as a resource for PLC reset work.	August 2021	Kelly, Hite	
1,2,4,6,8	1,6,7	Secondary buildings will hold twelve (12) hours of PLC observation, by Solution Tree, with the purpose of gathering feedback for structure and development planning.	November 2021-March 2022	Kelly	
1,2,4,6,8	1,6,7	Pre-K and elementary buildings will collaborate and build plans around PLC structure expectations for the upcoming school year.	April, 2022	Hite	
1,2,4,6,8	1,6,7	Provide secondary certified staff and administration with PLC follow-up workshop with Solution Tree.	April 2022	Kelly	
1,2,4,6,8	1,6,7	Provide administrator work session to collaborate and prepare for PLC work in the upcoming school year.	May 2022	Kelly, Hite	

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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
DHS Performing Arts Center and Renovations	March 2021 – August 2022	Deghand	
Starside Cafeteria Expansion, DHS/MVHS Fieldhouses and The Bridge renovation	August 2020	Deghand	
DHS Stadium and Soccer Projects, DHS and MVHS Baseball and Softball	November 2020-September 2021	Deghand	
2018 Bond Summary and Additional Planning	2021-2022 School Year	Deghand	
Provide information to keep the community up to date on the progress of the 2018 Bond	2021-2022 School Year	Cater	

Strategy #5 Budgets plans based on the Kansas Legislatures school funding plan through the 2022-23 school year.			
Action steps	Timeline	Staff	Progress
Monitor the use of ESSER funds	2021-2022 School Year	Stucky	
Use projected enrollment to estimate future General Fund Resources	November 2021	Stucky	
Monitor state revenue shortfalls related to COVID-19 and plan for impacts to the USD 232 budget.	2021-2022 School Year	Stucky	
Plan for school funding at the conclusion of the Gannon and ESSER funding	2021-2022 School Year	Stucky	
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		Engage with the community to gather input regarding the creation of new District Goals for the next accreditation cycle.	Throughout 2021-22	Cater, Hite	
2,4		Continue the Student Well-Being Series providing opportunities for parents to learn more about issues facing their students.	Throughout 2021-22	Cater	
2,4		Expand the involvement of the newly formed USD 232 Education Foundation.	Throughout 2021-22	Cater	

Strategy #7 Improve racial and ethnic equity and inclusion throughout the district. (Relationships)					
FS	Rose	Action steps	Timeline	Staff	Progress
2,4		Continue work with the Kaufman Foundation's Equity in Schools Cohort.	Throughout 2021-22	Cater	
2, 4		Complete the Equity Work plan and report to the Board of Education.	November 2021		
2,4		Identify professional learning opportunities for staff to increase their knowledge and understanding of racial inequities and biases in schools.	Throughout 2021-22	Cater, Kelly	
2, 4		Develop additional steps as determined by the Equity Work Plan.	TBD	Cater	