

Priority 1: Student Achievement

Goal 1					
Annually increase student achievement measured by MSIP 6 performance bands for all required state assessments.					
Objective A					
Each grade level will increase the percent of students performing at the advanced and proficient levels by 3% annually on each required state ELA assessment by 2022		18-19	19-20	20-21	21-22
Action Step 1	Use FastBridge data cycles to support an MTSS which will provide quality and intense interventions to all students				
Action Step 2	Implementation of Units of Study in kindergarten through 10th grade and continue this structure of curriculum and instruction in 11th and 12th grade				
Action Step 3	Provide quality professional development to support the workshop structure as outlined in the Units of Study curriculum				
Action Step 4	Provide quality professional development on formative assessment				
Action Step 5	Provide quality professional development on the use of academic language				
Action Step 6	Provide quality professional development on engagement strategies				
Objective B					
Each grade level will increase the percent of students performing at the advanced and proficient levels by 3% annually on each required state math assessment		18-19	19-20	20-21	21-22
Action Step 1	Use FastBridge data cycles to support an MTSS which will provide quality and intense interventions to all students				
Action Step 2	Implementation of Eureka Math in kindergarten through 10th grade and continue this structure of curriculum and instruction in 11th and 12th grade				
Action Step 3	Provide quality professional development to support the workshop structure as outlined in the Eureka curriculum				
Action Step 4	Provide quality professional development on formative assessment				
Action Step 5	Provide quality professional development on the use of academic language				
Action Step 6	Provide quality professional development on engagement strategies				

Objective C					
The percent of students performing at the advanced and proficient levels will increase by 3% annually on each required state science assessments in 5th, 8th, and Bio I		18-19	19-20	20-21	21-22
Action Step 1	Vertically align science curriculum in kindergarten through high school level courses				
Action Step 2	Continue supporting the implementation of PLTW in the district				
Action Step 3	Create and administer district benchmark assessments at all grade levels				
Action Step 4	Provide quality professional development on formative assessment				
Action Step 5	Provide quality professional development on the use of academic language				
Action Step 6	Provide quality professional development on engagement strategies				
Objective D					
The percent of students performing at the advanced and proficient levels by 3% annually on the required Government state assessment		18-19	19-20	20-21	21-22
Action Step 1	Vertically align social studies curriculum at the secondary grade level				
Action Step 2	Purposefully integrate social studies content into the curriculum in kindergarten through 6th grade				
Action Step 3	Create and administer district benchmark assessments at the secondary grade levels				
Action Step 4	Provide quality professional development on formative assessment				
Action Step 5	Provide quality professional development on the use of academic language				
Action Step 6	Provide quality professional development on engagement strategies				
Objective E					
Graduating cohorts will increase their ACT composite score by .2 points from the previous year		18-19	19-20	20-21	21-22
Action Step 1	Create a specific plan outlining the offerings for student preparation for ACT, including embedded strategies within courses for ACT preparation				
Action Step 2	Create a specific plan outlining professional development for staff members in ways to improve ACT scores through the curricula available at the high school				
Objective F					
Annually increase the achievement (growth) of individual students in the Super Subgroup (Free/Reduced; Special Education; Race/Ethnicity;		18-19	19-20	20-21	21-22

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Key
 X Met
 O Not Met

English Learners) as measured by MSIP 6 performance bands for all state required assessments					
Action Step 1	Actively track progress of each student growth on state assessments				
Action Step 2	Monitor individual growth on FastBridge screeners in reading and math				
Action Step 3	Use FastBridge data cycles to provide quality and intense interventions to all students				
Action Step 4	Monitor individual growth on district benchmarks over the course of each school year				
Action Step 5	Scaffold curriculum to meet the needs of students during core instruction				
Objective G					
Annually more than 90% of all students will have 90% or better attendance		18-19	19-20	20-21	21-22
Action Step 1	Actively track attendance rates of all students, including super subgroup on a regular basis and report out, including the discussion of attendance history with students in relation to achievement on FastBridge and Illuminate				
Action Step 2	Consistently hold data talks with students about FastBridge and Illuminate data in order to educate students about the correlation between attendance and achievement.				
Action Step 3	Professional development in all buildings to improve staff-student relationships				
Action Step 4	Increase parental awareness and notification of attendance				
Action Step 5	Develop and continue to grow relationships with outside agencies to help educate parents and students about the importance of excellent school attendance				

Priority 2: Quality Staff

Goal 1				
Annually attract, recruit and retain quality staff by increasing the number of applicants for posted positions.				
Objective A				
Annually retain at least 90% of employees			18-19	19-20
			20-21	21-22
Action Step 1	Provide competitive salary and benefits package (review annually)			
Action Step 2	Provide programs for staff members new to the district to become immersed within the district culture			
Action Step 3	Establish and promote a positive culture and climate			
Action Step 4	Provide quality professional development for continued professional growth of staff members			

Priority 3: Safe Schools

Goal 1				
Maintain a safe environment in all district facilities by assessing physical safety measures each school year.				
Objective A				
Evaluate and make appropriate modifications to provide safe and secure facilities.			18-19	19-20
			20-21	21-22
Action Step 1	Fire extinguishers, emergency lights, playgrounds inspected monthly			
Action Step 2	District safety meetings will be held 3 times per year			
Action Step 3	Fire department safety inspections conducted annually.			
Action Step 4	Safety drills (fire, tornado, and intruder) will be conducted in all buildings per district schedule.			
Action Step 5	Air quality tested as needed.			
Objective B				
Improve emergency notification and building security systems.			18-19	19-20
			20-21	21-22

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Key
 X Met
 O Not Met

Action Step 1	Complete installation of district-wide emergency notification system				
Action Step 2	Maintain and improve access control system and surveillance system				
Goal 2					
Foster a safe and positive school climate by supporting the wellbeing of students and staff annually.					
Objective A					
Evaluation of perception survey data from parents, students, and staff.		18-19	19-20	20-21	21-22
Action Step 1	Administer perception surveys annually.				
Action Step 2	Analyze the results of perception surveys.				
Action Step 3	Communicate the results of the survey to all stakeholders annually.				
Objective B					
Provide a network infrastructure that is robust, reliable, secure, and supports emerging technologies.		18-19	19-20	20-21	21-22
Action Step 1	Utilize network performance data to develop recommendations to maintain required network performance.				
Action Step 2	Evaluate the need to upgrade connection speeds throughout the district.				
Action Step 3	Evaluate and maintain network devices: servers, switches, and access points.				
Action Step 4	Evaluate and maintain content filter and firewall security devices.				
Action Step 5	Maintain and update the District Technology Handbook with current technology trends.				
Objective C					
Provide staff training to support students' wellbeing (mental, physical, emotional).		18-19	19-20	20-21	21-22
Action Step 1	Implement Trauma Informed Care training for all staff.				
Action Step 2	Implement Signs of Suicide training at appropriate levels.				
Action Step 3	Implement frequent training for staff to support students' behavioral needs.				

Priority 4: Financial Stability

Goal 1					
Maintain financial stability in accordance with board policy and regulations set forth by the Department of Elementary and Secondary Education					
Objective A					
The district will maintain a minimum reserve balance of 20% or higher annually.		18-19	19-20	20-21	21-22
Action Step 1	Admin work collaboratively to review recurring expenses, one-time expenditures, etc. annually.				
Action Step 2	Review and maintain a 3 year capital expenditure plan.				
Action Step 3	Develop, implement, and maintain appropriate internal audit controls and procedures.				
Goal 2					
The district will dedicate resources and support to directly and indirectly advance student achievement as measured by required state assessments.					
Objective A					
Make a conscious effort to fund our priorities		18-19	19-20	20-21	21-22
Action Step 1	Utilize transparency of district spending.				
Action Step 2	Create a replacement cycle for district technology needs, including both instructional and infrastructure needs, to be supported by district budget.				
Action Step 3	Maintain a competitive tax levy to provide quality educational services.				