

Communication Goal

Identify and implement ways to improve communication at all levels while providing regular and timely feedback to board.

Action Plan #1:

The students and staff will provide personalized invitations to parents for parent-teacher conferences to improve attendance.

Indicator of Success:

Principals will provide the board of education reports after conferences in the spring and fall indicating if the attendance percentage has improved from the previous school year.

Action Plan #2:

The superintendent will develop policies for the board of education to approve to utilize social media for communications.

Indicator of Success:

Policies will be written for and approved by the board of education by January 2012

Action Plan #3:

The principals will provide at least one upcoming activity, announcement, achievement or reminder to the superintendent and alternative school supervisor weekly to be distributed via district social media. The superintendent and the alternative school supervisor will administer the communications with the general public.

Indicator of Success:

Emails will be sent by each principal to the superintendent and alternative school supervisor on a weekly basis: The superintendent and alternative school supervisor will provide at least one post per week and will respond to any inquiries within 24 hours during the work week. The goal will be to achieve 100 followers by the end of the 2011-2012 school year.

Action Plan #4:

The building administration will facilitate building leadership team and faculty meetings on a monthly basis.

Indicator of Success:

Principals will anonymously poll teachers at the end of the academic year to indicate any needed changes needed to improve communication.

Action Plan #5:

The superintendent will facilitate district leadership meetings on a bi-weekly basis.

Indicator of Success:

The superintendent will anonymously poll leadership at the end of the year to indicate any needed changes needed with regard to communication.

Action Plan #6:

To develop a formal policy or procedure approved by the board of education on how to handle inquiries and complaints.

Indicator of Success:

The board of education and administration will work together to approve a formal policy or procedure by March 2012.*

*Note: When completed, this action plan can be changed to address how many inquiries were received and how they were transmitted.

Finance Goal

Maintain a fiscally responsible budget considerate of all district resources.

Action Plan #1:

The superintendent will work with the principals to provide an annual report to the board of education indicating program and personnel needs and how those needs will impact the short term needs of the budget.

Indicator of Success:

A report will be produced each February board meeting which factors the needs of students, staff and the financial climate of the district and state.

Action Plan #2:

The school board will be advised at board meetings at least twice a year on whether the school budget should run a deficit or a surplus.*

Indicator of Success:

The school board will receive a cash balance report and be advised about running either a surplus or a deficit at board meetings in the months of July and March.

*A deficit in general indicates that state funding is not adequate and the district is attempting to protect programs for a temporary amount of time, as cash balances do not get replaced when they are spent. A surplus in general indicates that funding is adequate and that programs can be expanded or that cash balances need to increase to have sufficient cash flow.

School finance for an individual school district is constantly changing over the course of a school year. With the budget set in August, funding is not determined until September and the state government can make changes in laws or allocations at any time during the course of the school year, making it difficult to pin point how to plan and spend the budget. A change of less than 1% can make the difference between running a surplus and running a deficit.

Personnel Goal

The district will recruit and retain quality staff.

Action Plan #1:

The board of education will strive to maintain keeping salaries of all personnel in the top 25% in the state of Kansas for licensed staff/administration and at the top 25% of the schools belonging to the special education COOP for classified wages.

Indicator of Success:

A report will be presented by each March indicating how Prairie View salaries compare with the state of Kansas. Specifically, the average starting wage per hour for classified positions, 20 year earnings for teachers and salary/fringe comparisons with appropriate school administrators.

Action Plan #2:

The administration will identify teacher leaders who will participate in the Greenbush mentoring program. These teachers will provide mentoring to teachers new to the profession.

Indicator of Success:

Journals reflecting the mentoring process will be produced by the mentor teachers and will be turned in to the building principals each May and shared with the board of education each June.

Action Plan #3:

The principals and department heads will develop goals and action plans which are tied to their evaluations.

Indicator of Success:

Goals and action plans will be developed and submitted to the superintendent by January 2012 and for each school year thereafter by September annually. Employees will receive reviews on meeting their goals annually in May.

Facilities Goal

Develop a facilities plan that addresses district needs and maintenance requirements while focusing on long-term educational needs.

Action Plan #1:

The facilities director, in coordination with the superintendent, will produce a list indicating repairs, renovations or replacements needed for the district facilities. In collaboration with the board of education, a plan will be established.

Indicator of Success:

A plan of action will be developed by the board of education annually each January to address the needs and plans of the district facilities.

Action Plan #2:

The superintendent will facilitate a process to determine if the majority of projects which exceed \$100,000 can be addressed in large scale and in a short time period.

Indicator of Success:

The board of education will receive recommendations from a citizen committee by December 2011 with recommendations on how to address such projects.

Curriculum Goal

Develop and implement a plan to create individualized learning opportunities while encouraging instruction that promotes higher levels of learning.

Action Plan #1:

The building principals, curriculum coordinator and teachers will administer diagnostic tests for students in grades K-12 in the areas of reading and math three times a year and progress-monitor students monthly using various diagnostic instruments.

Indicator of Success:

The curriculum coordinator will produce an aggregate report indicating the progress Tier 2 and 3 students have made in closing the achievement gap by comparing pre-test and post-test results. The report will be presented to the board of education annually each June.

Action Plan #2:

The building principals will conduct classroom walkthrough observations twice a month with each teacher and share the resulting data with building leadership teams to develop strategies to improve cognitive learning levels.

Indicator of Success:

A report will be developed annually each June by each building principal indicating how strategies and cognitive learning levels of students have changed. The frequency of researched based strategies, as determined by *Classroom Instruction That Works*, and higher levels of cognition which occur in the classroom should increase.

Action Plan #3:

The district curriculum will be aligned to the Common Core Standards.

Indicator of Success:

The district curriculum co-directors will present the curriculum alignment for grades K-5 to the board of education for approval by June 2012. Grades 6-12 curriculum alignment will be presented for approval by December 2012.

Action Plan #4:

The curriculum director, in coordination with the administration and technology director, will develop a state technology plan which considers learning goals for students in the 21st century.

Indicator of Success:

The curriculum coordinator will present the board of education with a state technology plan to be approved by April of 2012.