

USD 109 Republic County Schools

District Mission Statement

USD 109 shall provide a safe environment for all students in which they have the opportunity to develop and maximize their individual abilities so that upon graduation they are adequately prepared to live as responsible citizens whether they go on to college, vocational training, enter the workforce, or take other paths in local and global communities.

STRATEGIC PLAN 2022-2023

Established through KASB goal setting exercise July 2013, revised August 2015, July 2016, July 2017, August 2018, November 2020, September 2021 and November 2022.

(All goals are seen as equal in importance)

GOAL A

STUDENT INSTRUCTION

Hold high expectations district wide by ensuring that means to achieve these expectations are available through an enriched curriculum, various technology opportunities, quality extracurricular activities, and other modes of student instruction.

Action Plan:

- Study and Evaluate the Rose Standards and apply them throughout the district as recommended by D'Silt and district administration.
- Analyze data from state assessments to ensure we meet the expectations of KSDE while still holding to the philosophy that the ACT test results present equally valuable data.
- Assess and adjust instructional practices according to data garnered from Fast Bridge, State Assessments, and ACT testing.
- Evaluate current technology resources and staff development to ensure that technology impacts student learning as well as the district's college and career ready goals.
- Implement and use an evaluation tool created in collaboration between Republic County PreK-12 teachers and administration. The evaluation system was designed to ensure that professional-growth goals are communicated to all parties leading to professional growth by all.
- Provide opportunities for students to recognize their potential and ensure that they are guided to reach for their highest success as both a student and a citizen.
- Continue to implement KESA (KSDE's Accreditation Process).
- District leaders will engage with both students and parents to introduce them to the various pathways the child can pursue as an adult as they graduate and become a productive member of society. Individual paths will be created for each student grades 6-12 and opportunities will be made available to students to experience first-hand jobs they have interest in.
- Create and allow an innovative and flexible curriculum options for all the students
- Ensure that the Social Emotional Character Development needs of all students are being met.

GOAL B FACILITIES

Develop facility improvement and maintenance plans and other capital projects ideas.

Action Plan:

- Ensure proper maintenance of facilities to protect their integrity as quality learning environments for students and staff.
- Continue to improve facilities to garner student health and safety.
- Ensure that the USD 109 Crisis Plan can be implemented effectively based on characteristics common to current attendance centers.
- Meet the need to update furniture and classroom design, bringing a fresh and productive learning atmosphere for both student and teacher.
- Protect the voters' best interest by overseeing all aspects of the bond.
- Continue to address maintaining a depreciation schedule for all aspects of capital equipment and facilities.
- Manage the district's budget keeping an eye out for the future needs of the district while also keeping the capital mills at the lowest responsible level.
- Continue an ongoing study to make sure all kids have a quality learning environment and teachers have a quality environment in which to share their skills.
- Consider the contents of a long-term facilities strategic plan to include a replacement schedule for potential replacement of large ticket items.

GOAL C CLEAR COMMUNICATION

Use clear communication to develop and maintain the public's support in the school board and district administration to assure that there is strong support for essential and progressive district endeavors.

Action Plan:

- Utilize patron and business tax dollars in a transparent fashion resulting with evidence of tangible projects that meet the following criteria: sustainable, efficient, and justifiable.
- Communicate clearly to parents the changes in the American Education System and effectively assist parents by helping their children to become crafters of their futures versus being ones who might simply accept the path society forces their way.
- Continue to strengthen USD 109's collaborative relationship with local businesses and with institutions of higher learning.
- Show evidence of openly receiving input from advocacy groups such as: Site Council, PTO, Student Council, Civic Organizations, and the Religious Community.
- Focus on the basics of clear communication in all aspects of school management.
- Inform the public on facility needs and long-range plans for facilities.

GOAL D

PARENT COMMUNICATION AND ENGAGEMENT

Promote meaningful parent and community engagement.

Action Plan:

- Communicate openly with parents and patrons.
- Communicate through newsletters to parents and patrons.
- Partner with parent groups to accomplish common goals for students and the district.
- Continue periodic surveys of parents and students that offer a broad overview of the general services the school district offers.
- Maintain a focus to engage parents of all students.
- Continue focus upon maintaining strong parental turnout at parent teacher conferences.
- Use social media and website to communicate with the public.
- The district app and parent PowerSchool portal will be introduced and shared with parents during enrollment each year.

GOAL E

STAFF RECRUITMENT AND RETENTION

Recruit and Retain Highly Qualified Staff

Action Plan:

- Provide administration the tools needed for innovative recruitment.
- Ability to attend career fairs.
- Create and distribute materials for recruitment.
- Maintain a competitive salary and benefit package above the average of the neighboring districts.
- Continue to provide professional development opportunities for individual growth.