



## **Community Engagement Report**

### **Presented to Raymore-Peculiar Strategic Planning Committee Nov. 7, 2017**

As part of its strategic planning initiative, the Raymore-Peculiar School District engaged the University of Kansas Public Management Center to conduct the community engagement portion of the process. Through an in-person “Community Conversation” forum and an online survey, community input was sought regarding the initial work done through the Strategic Planning Committee. This report summarizes the results of these two public engagement efforts, but key findings are:

Forum and survey respondents identified three of the same top four priorities for each of the focus areas. They are:

#### Success Ready Students

1. Expand STEAM opportunities for all students;
2. Expand mental health supports for students and staff; and
3. Promote soft skill development.

The fourth one identified by forum participants as one of their top four priorities for student success was: Expand college and career transition opportunities. The fourth one identified by survey respondents was: Incorporate more real-world, hands-on learning opportunities.

#### High Quality Staff:

1. Establish a market competitive salary and benefit plan;
2. Ensure appropriate class sizes and caseloads; and
3. Support the ongoing pursuit of advanced degrees and job-related training.

The fourth one identified by forum participants as one of their top four priorities for high quality staff was: Enhance mentoring opportunities to support staff development and retention. The fourth one identified by survey respondents was: Increase workplace satisfaction and feeling of value among staff.

#### Financial Responsibility

1. Maintain healthy operational fund balances;
2. Identify community partners to support schools and programs; and
3. Invest additional resources in ongoing facility maintenance and upkeep.

The fourth one identified by forum participants as one of their top four priorities for financial responsibility was: Expand community engagement in district planning. The fourth one identified by survey respondents was: Compare Ray-Pec to other districts on key measures.

While there was not significant variation among forum and survey respondents in prioritizing within each focus area, the level of variation was greater in comparing the responses from the forum and from the survey when asked to prioritize the top six strategies across all of those identified. Three of the six were the same. They were:

1. Establish a market-competitive salary and benefit plan;
2. Expand STEAM opportunities for all students; and
3. Expand mental health supports for students and staff.

The forum participants identified: Expand college and career transition opportunities; maintain healthy operational fund balances; and invest additional resources in ongoing facility maintenance and upkeep as their other three. The survey respondents identified: Ensure appropriate class sizes and caseloads; incorporate more real-world, hands-on learning opportunities; and promote soft skill development at their other three.

The remainder of this memo will provide more detail about the results from the forum and survey, as well as the comparison of results.

## **Community Conversation – October 26, 2017**

As part of its strategic planning initiative, the Raymore-Peculiar School District hosted a public forum – a “Community Conversation” – to seek feedback on initial strategies in three focus areas as identified by the Strategic Planning Committee. The forum took place on October 26 at the Raymore-Peculiar High School. About 75 school district patrons participated in the event. The purpose of this memorandum is to summarize the results of the forum.

After a welcome by Board of Education Chair Kim Bailey and an overview of the district’s strategic planning history by Superintendent Kari Monsees, representatives of the University of Kansas Public Management Center facilitated a discussion designed to:

- Reflect on the original list of strategies in three focus areas: Success Ready Students, High Quality Staff and Financial Responsibility.
- Identify additional strategies within each of the focus areas.
- Prioritize the strategies within each focus area.
- Prioritize the strategies across the focus areas.

Each table had one sheet for each of the three focus areas that listed the original strategies. For each focus area, participants first discussed what surprised them about the list of strategies and then identified other strategies for consideration. Participants then were given four green dots to indicate their personal priorities within each focus area. After each of the three focus areas and companion strategies were discussed, participants were given six red dots to identify their top priorities among all of the strategies identified.

It should be noted that none of the additional strategies were ultimately identified as top priorities either within or across the focus group areas; these additions only were discussed at the tables at which they were identified and not presented to all forum participants. Many of them could be considered as specific action steps with the prioritized strategies.

Complete results of the table discussions can be found in the attachments, beginning on page 13.

### **Community Conversation Priorities within Focus Areas**

#### Success Ready Students

The Strategic Planning Committee identified 11 strategies for consideration at the forum. Participants added another 21 strategies. The following strategies were identified as the top four priorities for Raymore-Peculiar students to be success ready.

- Expand STEAM opportunities for all students (39)
- Expand college and career transition opportunities for students (36)
- Expand mental health supports for students and staff (35)
- Promote soft skill development (26)

#### High Quality Staff

The Strategic Planning Committee identified 10 strategies for consideration at the forum. Participants added another 12 strategies.

The following strategies are identified as the top four priorities for the district's high-quality staff.

- Establish a market competitive salary and benefit plan. (It is worth noting that of the 30 total original strategies identified, this one was the top single priority with 67 people identifying it as such. In comparison, the top priority for success ready students had 39 dots and top one in financial responsibility had 44.)
- Ensure appropriate class sizes and caseloads (39)
- Enhance mentoring opportunities to support staff development and retention (26)
- Support the ongoing pursuit of advanced degrees and job-related training (24)

#### Financial Responsibility

The Strategic Planning Committee identified nine strategies for consideration at the forum. Participants added another four strategies.

The following strategies are identified as the top four priorities for the district's financial responsibility.

- Maintain healthy operational fund balances (44)
- Identify community partners to support schools and programs (40)
- Invest additional resources in ongoing facility maintenance and upkeep (37)
- Expand community engagement in district planning (23)

## Community Conversation Priorities Across Focus Areas

After prioritizing strategies within each of the focus areas, forum participants were asked to consider what their priorities would be from the universe strategies listed.

As it was within the high-quality staff focus area, the strategy to establish a market-competitive salary and benefit plan was the highest priority across focus areas, receiving 54 red dots.

The complete list of the top six priorities across all strategies is:

- Establish a market-competitive salary and benefit plan (54)
- Expand STEAM opportunities for all students (31)
- Expand mental health supports for students and staff (26)
- Expand college and career transition opportunities for students (22)
- Maintain healthy operational fund balances (20)
- Invest additional resources in ongoing facility maintenance and upkeep (19)

## Survey of School District Patrons

As part of the process of gathering community input, a survey was developed to send out to school district patrons. The survey was designed to mirror the questions asked at the in-person Community Conversation. Specifically, for each of the three focus areas, respondents were asked to identify their top four priorities. For each focus area, the respondents were also given the chance to suggest additional priorities that might be missing. Respondents also had the opportunity to select their top six overall priorities, as well as to identify any of the missing priorities that they believed should be included within the top six priorities. The survey was open from Friday, October 26 through November 6. There were a total of 685 respondents to the survey, including the following demographic breakdowns:

Identity of Respondent	Percentage	Number
Parent/Guardian of Current Ray-Pec Student	51.18%	433
Parent/Guardian of Former Ray-Pec Student	13.59%	115
Parent/Guardian of Future Ray-Pec Student	3.78%	32
Current Ray-Pec Student	1.89%	16
Non-parent Patron	2.84%	24
Certified Staff Member in the Raymore-Peculiar District	18.56%	157
Classified Staff Member in the Raymore Peculiar District	8.16%	69
Total	100.00%	846

Age of Respondent	Percentage	Number
0 – 17 Years	2.92%	26
18 – 34 Years	16.20%	111
35 – 54 Years	66.42%	455
55 – 69 Years	13.43%	92
70 Years and Above	1.02%	7

Total	100.00%	685
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### **Survey Priorities within Focus Areas**

#### Success Ready Students

The Strategic Planning Committee identified 11 strategies for consideration that were included within the survey. The following strategies were identified as the top four priorities from the survey for Raymore-Peculiar students to be success ready.

- Incorporate more real-world, hands-on learning opportunities (415)
- Expand STEAM opportunities for all students (375)
- Promote soft skill development (296)
- Expand mental health supports for students and staff (265)

#### High Quality Staff

The Strategic Planning Committee identified 10 strategies that were included within the survey. The following strategies were identified as the top four priorities for the district's high-quality staff by the survey respondents.

- Establish a market competitive salary and benefit plan (569) (It is worth noting that of the 30 total original strategies identified, this one was the top single priority with 569 people identifying it as such. In comparison, the highest ranked priority for success ready students had 415 votes and the top one in financial responsibility had 487.)
- Ensure appropriate class sizes and caseloads (540)
- Increase workplace satisfaction and feeling of value among staff (373)
- Support the ongoing pursuit of advanced degrees and job-related training (259)

#### Financial Responsibility

The Strategic Planning Committee identified nine strategies for consideration at the forum. The following strategies were identified as the top four priorities for the district's financial responsibility by the survey respondents.

- Maintain healthy operational fund balances (487)
- Identify community partners to support schools and programs (410)
- Invest additional resources in ongoing facility maintenance and upkeep (356)
- Compare Ray-Pec to other districts on key measures (342)

### **Survey Priorities Across Focus Areas**

After prioritizing strategies within each of the focus areas, survey respondents were asked to consider what their priorities would be from the universe of strategies listed.

As it was within the high-quality staff focus area, the strategy to establish a market-competitive salary and benefit plan was the highest priority across focus areas, receiving 395 votes.

The complete list of the top six priorities from survey respondents across all strategies is:

- Establish a market-competitive salary and benefit plan (395)
- Ensure appropriate class sizes and caseloads (369)
- Expand STEAM opportunities for all students (294)
- Incorporate more real-world, hands-on learning opportunities (290)
- Expand mental health supports for students and staff (223)
- Promote soft skill development (217)

It should be noted that there were only six strategies that received more than 200 votes.

### **Filtering the Survey Results by Respondent Type**

The survey results were also examined by filtering the responses to assess whether different groups of respondents had different interests. Specifically, the results were reviewed with staff excluded to examine whether public respondents who were not staff members had different priorities.

#### Success Ready Students

The top four priorities for Success Ready Students, with staff excluded were:

- Incorporate more real-world hands-on learning opportunities (also #1 among all respondents)
- Expand STEAM opportunities for all students (also #2 among all respondents)
- Expand college and career transition opportunities for students (not in Top 4 for all respondents)
- Promote soft skill development (#3 among all survey respondents)

The expansion of mental health supports for students and staff, which was the 4<sup>th</sup> highest priority for all survey respondents in the area of student success, ranked 6<sup>th</sup> among non-staff survey respondents.

#### High Quality Staff

The top four priorities for High Quality Staff, with staff excluded were:

- Ensure appropriate class sizes and caseloads (#2 for all respondents)
- Establish a market competitive salary and benefit structure (#1 for all respondents)
- Increase workplace satisfaction and feeling of value among staff (#3 for all respondents)
- Support the ongoing pursuit of advanced degrees and job-related training (#4 for all respondents)

These are the same top 4, with ensuring appropriate class sizes edging the market competitive salary slightly.

## Financial Responsibility

The top four priorities for Financial Responsibility, with staff excluded resulted in the same top priorities in the same order.

## Priorities Across Focus Areas

The top six priorities across focus areas, with staff survey responses excluded were:

- Ensure appropriate class sizes and caseloads (#2 across all survey respondents)
- Expand STEAM opportunities for all students (#3 across all survey respondents)
- Establish a market-competitive salary and benefit plan (#1 across all survey respondents)
- Incorporate more real-world, hands-on learning opportunities (also #4 across all respondents)
- Expand college and career transition opportunities (not in top six of all respondents)
- Increase college and career readiness awareness (not in top six of all respondents)

Two of the top six priorities for all respondents – expand mental health supports, and promote soft skills development, fell to 7<sup>th</sup> and 8<sup>th</sup> when staff responses were excluded.

## **Comparing Survey and Forum Priorities**

In comparing forum and survey priorities within focus areas, there was a significant amount of consistency, but some differences in priority that should be noted. The tables below list the top four priorities within each focus area for forum participants and survey respondents. The italicized items are strategies that were identified as a top priority by only the forum participants or the survey participants, but not by both.

<b>Success Ready Students – Forum</b>	<b>Success Ready Students -- Survey</b>
Expand STEAM opportunities for all students (39)	<i>Incorporate More Real-World, Hands-on Learning Opportunities (415)</i>
<i>Expand college and career transition opportunities for students (36)</i>	Expand STEAM opportunities for all students (375)
Expand mental health supports for students and staff (35)	Promote soft skill development (296)
Promote soft skill development (26)	Expand mental health supports for students and staff (265)

<b>High Quality Staff – Forum</b>	<b>High Quality Staff -- Survey</b>
Establish a market competitive salary and benefit plan (67)	Establish a market competitive salary and benefit plan (569)
Ensure appropriate class sizes and caseloads (39)	Ensure appropriate class sizes and caseloads (540)
<i>Enhance mentoring opportunities to support staff development and retention (26)</i>	<i>Increase workplace satisfaction and feeling of value among staff (373)</i>

Support the ongoing pursuit of advanced degrees and job-related training (24)	Support the ongoing pursuit of advanced degrees and job-related training (259)
<b>Financial Responsibility – Forum</b>	<b>Financial Responsibility -- Survey</b>
Maintain healthy operational fund balances (44)	Maintain healthy operational fund balances (487)
Identify community partners to support schools and programs (40)	Identify community partners to support schools and programs (410)
Invest additional resources in ongoing facility maintenance and upkeep (37)	Invest additional resources in ongoing facility maintenance and upkeep (356)
<i>Expand community engagement in district planning (23)</i>	<i>Compare Ray-Pec to other districts on key measures (342)</i>

<b>Top Six Across Focus Areas -- Forum</b>	<b>Top Six Across Focus Areas -- Survey</b>
Establish a market-competitive salary and benefit plan (54)	Establish a market-competitive salary and benefit plan (395)
Expand STEAM opportunities for all students (31)	<i>Ensure appropriate class sizes and caseloads (369)</i>
Expand mental health supports for students and staff (26)	Expand STEAM opportunities for all students (294)
<i>Expand college and career transition opportunities for students (22)</i>	<i>Incorporate more real-world, hands-on learning opportunities (290)</i>
<i>Maintain healthy operational fund balances (20)</i>	Expand mental health supports for students and staff (223)
<i>Invest additional resources in ongoing facility maintenance and upkeep (19)</i>	<i>Promote soft skill development (217)</i>

The following two tables list all of the tallies for priorities within each focus area and across focus areas for forum and survey respondents combined. Each table is then followed by a brief discussion of the top combined priorities.

### Combined Forum and Survey Responses by Focus Area – Top 4 in Each Focus Area

Strategies	Forum Priorities	Survey Responses	Total
<b><i>Success Ready Students</i></b>			
Increase student classroom engagement	13	166	<b>179</b>
Increase co-curricular and extra-curricular opportunities for students	18	134	<b>152</b>
Expand mental health supports for students and staff	35	265	<b>300</b>
Expand STEAM opportunities for all students	39	375	<b>414</b>
Increase college and career readiness awareness for students and parents	14	237	<b>254</b>
Expand early childhood education opportunities	8	134	<b>142</b>
Promote soft-skill development	26	296	<b>322</b>
Reduce gaps in achievement through additional interventions and supports for students	14	210	<b>224</b>
Expand college and career transition opportunities for students	36	257	<b>293</b>
Encourage and support parent engagement in student learning	13	159	<b>172</b>
Incorporate more real-world, hands-on learning opportunities	21	415	<b>436</b>
<b><i>High Quality Staff</i></b>			
Establish a market-competitive salary and benefit plan	67	569	<b>636</b>
Develop more personalized professional development opportunities	9	189	<b>198</b>
Recognize and communicate staff accomplishments	18	143	<b>161</b>
Develop a “Grow Your Own” teacher development plan for Ray-Pec Students	13	99	<b>112</b>
Increase collaboration time for staff	20	140	<b>160</b>
Collaborate with local cities to recruit quality educators to live in our community	7	120	<b>127</b>
Ensure appropriate class sizes and caseloads	39	540	<b>579</b>
Increase workplace satisfaction and feeling of value among staff	20	373	<b>393</b>
Enhance mentoring opportunities to support staff development and retention	26	172	<b>198</b>
Support the ongoing pursuit of advanced degrees and job-related training	24	259	<b>283</b>
<b><i>Financial Responsibility</i></b>			
Maintain healthy operational fund balances	44	487	<b>531</b>
Compare Ray-Pec to other districts on key measures to evaluate effectiveness	20	342	<b>362</b>
Expand community engagement and participation in district planning	23	275	<b>298</b>
Communicate additional financial information to stakeholders	11	108	<b>119</b>
Invest additional resources in ongoing facility maintenance and upkeep	37	356	<b>393</b>
Identify community partners to support schools and programs	40	410	<b>450</b>
Enhance effectiveness of transportation services	22	254	<b>276</b>
Reduce the carbon footprint of the district	15	132	<b>147</b>

Encourage and recognize staff efforts to save resources	10	193	<b>203</b>
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### Success Ready Students

In combining the responses of the community conversation and the survey, the top four priorities for Ray-Pec students to be success ready are:

- Incorporate more real-world, hands-on learning opportunities (436)
- Expand STEAM opportunities for all students (414)
- Promote soft skill development (322)
- Expand mental health supports for students and staff (300)

### High Quality Staff

In combining the responses of the community conversation and the survey, the top four priorities for the district's high-quality staff are:

- Establish a market competitive salary and benefit plan (636) (It is worth noting that of the 30 total original strategies identified, this one was the top single priority with 636 people identifying it as such.)
- Ensure appropriate class sizes and caseloads (579)
- Increase workplace satisfaction and feeling of value among staff (393)
- Support the ongoing pursuit of advanced degrees and job-related training (283)

### Financial Responsibility

In combining the responses of the community conversation and the survey, the top four priorities for the district's financial responsibility are:

- Maintain healthy operational fund balances (531)
- Identify community partners to support schools and programs (450)
- Invest additional resources in ongoing facility maintenance and upkeep (393)
- Compare Ray-Pec to other districts on key measures (362)

## Top Priorities Across Focus Areas – Combined Forum and Survey Responses

<b>Strategies</b>	<b>Forum</b>	<b>Survey</b>	<b>Total</b>
<b><i>Success Ready Students</i></b>			
Increase student classroom engagement	8	145	<b>153</b>
Increase co-curricular and extra-curricular opportunities for students	13	93	<b>106</b>
Expand mental health supports for students and staff	26	233	<b>259</b>
Expand STEAM opportunities for all students	31	294	<b>325</b>
Increase college and career readiness awareness for students and parents	5	188	<b>193</b>
Expand early childhood education opportunities	6	101	<b>107</b>
Promote soft-skill development	7	217	<b>224</b>
Reduce gaps in achievement through additional interventions and supports for students	7	135	<b>142</b>
Expand college and career transition opportunities for students	22	194	<b>216</b>
Encourage and support parent engagement in student learning	4	116	<b>120</b>
Incorporate more real-world, hands-on learning opportunities	11	290	<b>301</b>
<b><i>High Quality Staff</i></b>			
Establish a market-competitive salary and benefit plan	54	395	<b>449</b>
Develop more personalized professional development opportunities	0	61	<b>61</b>
Recognize and communicate staff accomplishments	2	48	<b>50</b>
Develop a “Grow Your Own” teacher development plan for Ray-Pec Students	1	37	<b>38</b>
Increase collaboration time for staff	8	74	<b>82</b>
Collaborate with local cities to recruit quality educators to live in our community	1	28	<b>29</b>
Ensure appropriate class sizes and caseloads	18	369	<b>387</b>
Increase workplace satisfaction and feeling of value among staff	10	146	<b>156</b>
Enhance mentoring opportunities to support staff development and retention	8	46	<b>54</b>
Support the ongoing pursuit of advanced degrees and job-related training	6	57	<b>63</b>
<b><i>Financial Responsibility</i></b>			
Maintain healthy operational fund balances	20	158	<b>178</b>
Compare Ray-Pec to other districts on key measures to evaluate effectiveness	5	88	<b>93</b>
Expand community engagement and participation in district planning	9	29	<b>38</b>
Communicate additional financial information to stakeholders	0	14	<b>14</b>
Invest additional resources in ongoing facility maintenance and upkeep	19	82	<b>101</b>
Identify community partners to support schools and programs	11	72	<b>83</b>
Enhance effectiveness of transportation services	15	84	<b>99</b>
Reduce the carbon footprint of the district	3	24	<b>27</b>

Encourage and recognize staff efforts to save resources	0	26	<b>26</b>
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In combining the responses from the forum and the survey, the top six priorities from the universe of strategies are:

- Establish a market-competitive salary and benefit plan (449)
- Ensure appropriate class sizes and caseloads (387)
- Expand STEAM opportunities for all students (325)
- Incorporate more real-world, hands-on learning opportunities (301)
- Expand mental health supports for students and staff (259)
- Promote soft skills development (224)

It should be noted that there were only seven strategies that received more than 200 votes. The other strategy to receive more than 200 votes was to expand college and career transition opportunities for students (216 votes).

As noted earlier, there were a number of additional strategies identified at the forum and through the survey instrument. None of these rose to the level of top four priorities within a focus area or top six across focus areas. However, it is important to consider whether there is support for adding any of these suggestions as strategies or action items. More detail on these ideas is included in the Attachment to the Report.

Additionally, in considering the initial list of strategies, it is important to consider those items that were not prioritized highly by forum or survey participants to assess whether any of those strategies should be combined with other strategies or omitted as a strategy.

# Attachments

**Forum Responses – Success Ready Students, p. 14-15**

**Forum Responses – High Quality Staff, p. 16**

**Forum Responses – Financial Responsibility, p. 17**

**Additional Strategies Identified by Survey Participants as “Top Six” Priority – p.18-19**

**Additional Strategies Identified by Survey Participants as Missing Within Each Focus Area**

**Student Success – p. 19-20**

**High-Quality Staff – p. 20-21**

**Financial Responsibility – p. 21-22**

## **Forum Responses Success Ready Students**

When asked what surprised them about the initial list of strategies for Success Ready Students, participants made the following verbatim comments.

- That art was added to STEAM.
- Graduation rate?
- How to recognize mental health needs.
- Expansion in STEAM
- Connectivity getting better (technology)
- Current level of mental health support
- STEAM instead of STEM
- Lack of financial education
- STEM is now STEAM

The table on the following page includes the strategies identified by the Strategic Planning Committee and the additional strategies identified by forum participants. It also identifies the number of green dots garnered to indicate priorities within the focus area and red dots, indicating priorities across focus areas.

<b>Strategies</b>	<b>Green</b>	<b>Red</b>
Increase student classroom engagement	13	8
Increase co-curricular and extra-curricular opportunities for students	18	13
Expand mental health supports for students and staff	35	26
Expand TEAM opportunities for all students	39	31
Increase college and career readiness awareness for students and parents	14	5
Expand early childhood education opportunities	8	6
Promote soft-skill development	26	7
Reduce gaps in achievement through additional interventions and supports for students	14	7
Expand college and career transition opportunities for students	36	22
Encourage and support parent engagement in student learning	13	4
Incorporate more real-world, hands-on learning opportunities	21	11
<b>Strategies Added</b>		
Increase student engagement in the school community as a whole	7	5
Focus on what students know and are able to do	0	0
Increase awareness of what is offered to students through communication throughout the building highlighting opportunities for student achievements.	8	4
Consider staff/teacher training on mental health and additional staff who are trained in this area	0	0
Identify the causes of students not doing well and improve	0	0
Mentoring opportunities for students	0	0
Expand programs to meet students' basic needs	0	0
Expand partnerships with outside services to meet student needs to lessen the burden on the district	0	0
Vo-Tech Expansion	0	1
Prepare students as lifelong learners to be flexible, agile.	2	1
Trade specific courses	3	0
Resume Development	1	0
Smaller class sizes in elementary	5	3
Twoecesses	0	3
Financial Education	4	3
Drivers Ed	2	0
Special needs	1	0
Competitive classroom technology	0	1
Prepare students for public speaking	2	0
Character development	2	0
Cell phones deter from soft skills	1	2

## Forum Responses High Quality Staff

When asked what surprised them about the initial list of strategies for High Quality Staff, participants made the following verbatim comments.

- “Grow Your Own” program
- What does market competitive mean? What’s the market?
- Clarify “Grow Your Own”
- Class sizes and caseload – number of minutes makes a difference
- The emphasis to live in the community
- The need to establish market-competitive salary and benefit plan

The following table includes the strategies identified by the Strategic Planning Committee and the additional strategies identified by forum participants. It also identifies the number of green dots garnered to indicate priorities within the focus area and red dots, indicating priorities across focus areas.

Strategies	Green	Red
Establish a market-competitive salary and benefit plan	67	54
Develop more personalized professional development opportunities	9	0
Recognize and communicate staff accomplishments	18	2
Develop a “Grow Your Own” teacher development plan for Ray-Pec students	13	1
Increase collaboration time for staff	20	8
Collaborate with local cities to recruit quality educators to live in our community	7	1
Ensure appropriate class sizes and caseloads	39	18
Increase workplace satisfaction and feeling of value among staff	20	10
Enhance mentoring opportunities to support staff development and retention	26	8
Support the ongoing pursuit of advanced degrees and job-related training	24	6
<b>Strategies Added</b>		
Use retired community members in the classroom	1	0
District staff getting discount for being an employee and supporting local businesses in Raymore and Peculiar	0	0
Identify staff members who could transition into critical areas of need (teaching)	2	2
Preserve and protect lesson planning time	4	3
Collaboration with other districts	3	1
Become a destination district	0	0
Salary schedule realigned to encourage education development in content	6	6
Substitute teachers core that's more flexible	2	0
Better community engagement district wide	3	0
Community education to be more supportive of teachers	2	3
Planning time should be teacher owned	4	3
Professional development days with no students	0	0

## Forum Responses Financial Responsibility

When asked what surprised them about the initial list of strategies for Financial Responsibility, participants made the following verbatim comments.

- That a specific percentage is stated in the first strategy.
- Clarify “key measures”
- Carbon footprint?
- That 20% is a healthy operating fund balance. We thought it would be lower.

The following table includes the strategies identified by the Strategic Planning Committee and the additional strategies identified by forum participants. It also identifies the number of green dots garnered to indicate priorities within the focus area and red dots, indicating priorities across focus areas.

<b>Strategies</b>	<b>Green</b>	<b>Red</b>
Maintain healthy operational fund balances	44	20
Compare Ray-Peck to other districts on key measures to evaluate effectiveness	20	5
Expand community engagement and participation in district planning	23	9
Communicate additional financial information to stakeholders	11	0
Invest additional resources in ongoing facility maintenance and upkeep	37	19
Identify community partners to support schools and programs	40	11
Enhance effectiveness of transportation services	22	15
Reduce the carbon footprint of the district	15	3
Encourage and recognize staff efforts to save resources	10	0
<b>Strategies Added</b>		
Better communication and transparency of budget with community, including direct mail	7	8
Embracing new technology	2	1
Pursue grant opportunities to supplement the budget	0	0
Raise taxes	0	1

## Additional Strategies Identified by Survey Participants as one of the Top Six Priorities

Additional Strategies Identified as one of Top Six Priorities	Number of Respondents
Behavior management of disruptive students	1
Self-regulation for Adults	1
Trauma Informed Care for Students and Adults	1
Additional Language Immersion and Foreign Language Offerings	2
Increase support for extracurricular and athletics(band, swimming; be competitive with other districts, e.g. aquatics facility)	2
Increase the number of teachers and reduce class sizes	2
More support for LEAP students	1
Address shortages in Para support	1
Address shortages in special ed and gifted funding	2
Educational programming for poor readers and speakers	1
String Classes/String Orchestra	8
Add JROTC	1
Add more fine arts offerings	1
Increase equality among schools in technology	1
Competitive teacher salaries	1
Equally distribute caseloads and planning times	1
Two high schools	2
Increase pay for substitutes	1
Develop a Center for Advanced Professional Studies like in Blue Valley	1
Emphasis and focus on early childhood	1
Expand community supports and resources	1
Diversity in recruitment and hiring teachers	1
Stay within budget	1
Provide bonuses and above market salaries to show we value educators and staff	1
New bus company	1
Add driver's education	1
Communicate with parents about student achievement	1
Character Education for Students and Good Character Staff & Board	1
Make free technology resources available to all students	1
Workforce development in real life skills	1
Better quality food	1
Re-evaluate recess, PE and Lunch time procedures; more freedom	1
Reduce length of days for elementary students to allow more collaboration time for staff	1
Focus on student critical thinking and problem solving	1
Compare Ray-Pec to top schools in the country; strive to be the best	1
Support an elementary gifted program	2
Weed out teachers who don't fit with the district	1

Add childcare	1
Add a DARE program and address drug issues	2
Improve culture of schools	1
Reduce the cost of the Pre-K program	1
Strong program to help children not eligible for special education services but who have additional needs	1
More effective use of technology to manage student activities (grade posting, homework,, parental involvement, timely assignments) and more remote learning opportunities	1
Increase partnerships with local colleges/universities	1
Purchase curriculum from people with degrees in writing curriculum; invest in curriculum resources for teachers	2

### **Additional Strategies Identified as Missing within Each Focus Area**

<b>Student Success – Survey Identified ‘Missing’ Strategies</b>	<b>Number of Respondents</b>
Orchestra/Strings	16
Drug Prevention in the schools, including DARE	3
Engagement for those who have suffered trauma	1
Engagement for non-traditional learners	1
More connection between parents and teachers	1
Encourage more cultural diversity	1
Expand teacher training around college and career entry	1
Self-regulation strategies for students; behavior management curricula	5
More focus on transition from high school to college; readiness	4
Vocational, technical college emphasis with trade schools; more emphasis on real life	11
Language Immersion Programs; more foreign language offerings	7
Build relationships with employers and connect students to employer-funded scholarships and internships	1
Hold students AND parents accountable for student performance	2
Focus areas for kids excelling in math, science and business	1
Second High School	5
Technology in all students hands daily	2
Staff salary increase to avoid staff turnover	1
Financial management classes	3
Less reliance on technology to do basic things like math and spelling; more teacher engagement rather than technology engagement	2
Expand LEAP program	3
More transparency into the classroom and more teacher/parent interactive tools	3
Added support for para and special education, including ID and autism	2

More support before and after school for students struggling with reading and spelling/dyslexia needs	3
Driver's Education	4
<b>Student Success – Survey Identified 'Missing' Strategies (cont.)</b>	<b>Number of Respondents</b>
Add JROTC as a co-curricular activity	1
Stronger athletic offerings	1
More fine arts offerings	1
Provide more teacher planning time	1
Eliminate Common Core	1
Develop a program like Center for Advanced Professional Studies in Blue Valley	1
Parenting classes mental health support for families	2
Smaller classes for K-7, with more interventionists	4
Increase tutoring and other self-serve support programs	1
Improve counseling department	1
Expand special education to 18 - 21	1
Programs to Reduce Bullying	1
Opportunities for teachers and staff to learn and use new teaching and administrative techniques	1
Increase co-curricular and extra-curricular activities	1
More parent engagement strategies	4
Better hiring process to exclude sex offenders and better qualified teachers	1
Increase school security	1
More field trips for young students	1
Less teaching to the test	1
Adaptive physical education	1
More teacher training in gifted education	1
Child care	1
Revamp grading system to actual points and grade	1
Higher engagement standards for support staff	1
More support, planning time for teachers	5
Free Pre-K, or reduced costs	2

<b>High-Quality Staff – Survey Identified 'Missing' Strategies</b>	<b>Number of Respondents</b>
Reduce number of administrators counted in student teacher ratio; reduce administrators with teachers	1
Clear homework communication to parents	1
Percentage reimbursement for continuing education, or stipends	2
Increase salaries for staff at end of range	1
Reduce teacher workloads and class sizes	8
Support continuing education in teacher's main focus area	1
Treat staff like the professionals they are	1
Respect teacher time and increase planning time	7

Recruit and maintain quality nurses with competitive salaries	1
Staff development in racial and social equity	1
Recognize classified staff through pay as equal to certified staff	1
<b>High-Quality Staff – Survey Identified ‘Missing’ Strategies (cont.)</b>	<b>Number of Respondents</b>
Provide curricula resources and supports for teachers	1
Provide confidential counseling to all staff	2
Bonuses to show value to teachers	6
Competitive salary schedule	15
Professional development in mental health; MH First Aid Training	2
Late starts to increase planning collaboration time, and time during day for collaboration planning	5
Stop taking away staff benefits	2
More vetting of staff; character and competence	2
Less micromanagement of teachers, esp. at elementary level	1
Make sure staff are aware of career options for students in their content area	1
Digital learning environment training for all teachers	1
Increase behavior intervention support so teachers can focus on teaching	2
Reduce pricing for Pre-K	1
Older students as assistants in classroom	1
Get a driver’s education teacher	1
Explore new ways to honor teachers, such as old students returning and discussing impact	1
Eliminate nepotism in the district	1
Develop university exchange programs	1
Empower teachers in decision-making; no one-size fits all	2
Improve health insurance benefits	1
Create consistency of expectations between buildings	1

<b>Financial Responsibility – Survey Identified ‘Missing’ Strategies</b>	<b>Number of Respondents</b>
Keep the students first (for example, don’t lower heating to reduce carbon footprint if that reduces learning)	1
Invest in our teachers and staff so they feel valued and are inspired	6
Explore and pursue alternative funding sources, including grants, corporate sponsorships, etc.; hire a fundraising expert/grant writer	2
Hold off on administrative increases until teachers make more and class sizes are reduced	1
Building maintenance at Stonegate Elementary	1
Lighting systems should all be LED	1
“Green Grow” program vegetable garden	1
Solar panels in existing and new facilities	1
Find money for driver’s education	2
Get technology and learning methodology aggressive	2

More long-range planning so issues aren't surprises	1
Ask for more revenues from the community; if you need to put a bond issue on the ballot, Do It	2
<b>Financial Responsibility – Survey Identified 'Missing' Strategies (cont.)</b>	<b>Number of Respondents</b>
Evaluate expenses to identify unnecessary costs	2
Stay within budget; don't follow everything that glitters	3
Find community funds for orchestra	2
Partner with companies for technology resources for students	1
Use more local government professionals in classrooms to give professional outlooks to students	1
Transparency about the district's finances	1
Review salary schedules and job demands to determine salaries	2
Endowed teaching positions by large KC area corporations	1
Decrease debt and stop expanding without funds	1
Focus funds on the education piece of the district, incl. special ed	3
Compare Ray-Pec to the best schools in the country	1
Reduce pricing for Pre-K, or make it free	3
Weigh size of balances against needs for teacher salaries	2