



GOAL ACCOUNTABILITY Updated Nov. 8, 2021

The best Strategic Plan is only as good as its implementation. To keep Dundee Community Schools accountable and collaboratively working to meet the goals set forth in this Strategic Plan, we developed this implementation tracking timelines for each of the Goals.

Key:	not started/timeline for completion		in process		complete		behind			
	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	
	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun. 2020	Nov. 2020	Jun. 2021	Nov. 2021	Jun. 2022
	Goal 1: All facilities within DCS will be presentable and in working order.									
Focus Area:	Objective 1.1: Exterior grounds and buildings will be maintained and/or improved to minimize cost associated with upkeep.									
Facilities Page 1	Strategy 1.1.1.: The High School will be kept in proper working order.									
	Action Point 1: High School Roof (Bond 2018)									
	in process		in process		complete		complete		complete	
	Action Point 2: High School EFIS (Bond 2018)									
	complete		complete		complete		complete		complete	
	Action Point 3: HS South and West Parking Lots (Bond 2020)									
	not started		in process		in process		in process		in process	
	Action Point 4: HS Site Lighting (Bond 2019)									
	not started		complete		complete		complete		complete	
	Action Point 5: Fix the High School Clock									
	not started		in process		in process		in process		in process	
	Strategy 1.1.2: The Middle School will be kept in proper working order.									
	Action Point 1: Replace MS North and East Parking Lot (Bond 2018)									
	in process		complete		complete		complete		complete	
	Strategy 1.1.3: The Elementary School will be kept in proper working order									
	Action Point 1: Replace Stair handrail/guardrails on North Side of Building (Bond 2019)									
	not started		complete		complete		complete		complete	
	Action Point 2: Partial masonry replacement (1952 original building) (Bond 2019)									
	not started		in process		complete		complete		complete	
	Action Point 3: Replace Elementary School Sign (Bond 2018)									
	in process		complete		complete		complete		complete	
	Action Point 4: Replace Elementary Exterior Lighting (Bond 2019)									
	not started		complete		complete		complete		complete	
	Action Point 5: Add additional Elementary rear parking lot lighting (Bond 2018)									
	in process		complete		complete		complete		complete	
	Action Point 6: Replace Elementary Parking Lot (Bond 2018)									
	in process		complete		complete		complete		complete	
	Action Point 7: Add concrete loop to East Side of Elementary									
	complete									
	Strategy 1.1.4.: Riverside Academy will be kept in proper working order.									
	Action Point 1: Replace windows at Riverside Academy (Bond 2019)									
	not started		in process		complete		complete		complete	
	Action Point 2: Paint the exterior of the building at Riverside									
	complete									
	Action Point 3: Seal Coat the parking lot at Riverside Academy									
	complete									

Key:	not started/timeline for completion				in process		complete		behind	
	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	
	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun. 2020	Nov. 2020	Jun. 2021	Nov. 2021	Jun. 2022
	Strategy 1.1.5.: The Transportation and DCS grounds will be kept in proper working order.									
Focus Area:	Action Point 1: HS Track Upgrades to three areas of track.									
Facilities Page 2	behind									
	Action Point 2: Replace the HS/MS Football Field home and away bleachers. (Bond 2018)									
	Action Point 3: Repairs to the Maintenance Out Building									
	complete									
	Action Point 4: Pave Transportation Parking Lot. (Bond 2018)									
	Objective 1.2.: Interior grounds and buildings will be maintained and/or improved to minimize costs associated with upkeep.									
	Strategy 1.2.1.: The High School will be kept in proper working order									
	Action Point 1: Purchase of new classroom furniture for high school rooms. (Bond 2018/2019)									
	Action Point 2: Renovate the High School gymnasium floor. (Bond 2018)									
	Action Point 3: Repair the High School Natatorium ceiling. (Bond 2018)									
	Action Point 4: Replace damaged floor tile in the High School Media Center vestibule. (Bond 2019)									
	Action Point 5: Replace the High School gymnasium moveable wall with curtains. (Bond 2018)									
	Action Point 6: Replace the High School Media Center lighting. (Bond 2019)									
	Action Point 7: Replace the High School Natatorium Scoreboard and Timing System. (Bond 2018)									
	Action Point 8: Replace High School Bathroom Doors as needed.									
	process									
	Action Point 9: Enhance High School Lighting for Cafetorium Stage. (Bond 2018)									
	Action Point 10: Replace High School Gym Sound System. (Bond 2018)									
	Action Point 11: Replace High School Band Instruments. (Bond 2018)									
	in process									
	Strategy 1.2.2.: The Middle School will be kept in proper working order.									
	Action Point 1: Purchase of new classroom furniture for middle school rooms. (Bond 2018/2019)									
	Action Point 2: Install new Middle School Gymnasium Bleachers. (Bond 2019)									
	Action Point 3: Replace the Middle School gymnasium moveable wall with curtains. (Bond 2019)									
Key:	not started/timeline for completion				in process		complete		behind	



	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	
	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022
Action Point 4: Make improvements to Middle School natatorium. (Bond 2019)										
Focus										
Area:										
Facilities										
Page 3										
Action Point 5: Renovate Middle School Natatorium Locker room. (Bond 2019)										
Action Point 6: Replace Middle School Natatorium Heating system. (Bond 2018)										
Action Point 7: Replace Middle School Kitchen Windows.										
Action Point 8: Install Middle School Climate Controlled Learning Environment										
Action Point 9: Renovate Middle School bathrooms (Bond 2019)										
Strategy 1.2.3: The Elementary School will be kept in proper working order.										
Action Point 1: Purchase of new classroom furniture for elementary rooms. (Bond 2020)										
Action Point 2: Replace the pneumatic system for heating.										
in process										
Action Point 3: Reconfigure the Elementary Kitchen and center serving line. (Bond 2019)										
Action Point 4: Purchase new kitchen equipment for Elementary kitchen. (Bond 2019)										
Action Point 5: Replace the Elementary Kitchen doors and hardware. (Bond 2019)										
Action Point 6: Renovate Elementary bathrooms. (Bond 2019)										
Action Point 7: Replace Elementary Lockers. (Bond 2019)										
Action Point 8: Replace Elementary Stairwell lighting. (Bond 2019)										
Action Point 9: Install Elementary climate controlled learning environment.										
Strategy 1.2.4.: Riverside Academy will be kept in proper working order.										
Action Point 1: Purchase of new classroom furniture for Riverside Academy rooms. (Bond 2019)										
Action Point 2: Replace the Riverside Academy HVAC. (Bond 2019)										
Action Point 3: Renovate the Riverside Academy bathrooms. (Bond 2019)										
Action Point 4: Install Riverside Academy climate controlled learning environment.										
Strategy 1.2.5.: The Transportation and DCS grounds will be kept in proper working order.										
Action Point 1: Install new floor in transportation building.										
complete										

Key: not started/timeline for completion in process complete behind



	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	
	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022

	Action Point 2: Get Electric run out to High School Track and Athletic Field.									
Focus										
Area:	Action Point 3: Get Water run out to High School Track and Athletic Field.									
Facilities										
Page 4	Goal 2: All facilities within DCS will be safe.									
	Objective 2.1.: Every effort will be made to keep our students and staff safe by upgrading our facilities.									
	Strategy 2.1.1.: Exterior security will be upgraded.									
	Action Point 1: Create safe entry at Middle School main entrance. (Bond 2018)									
	Action Point 2: Upgrade High School security cameras.									
	Action Point 3: Create safe entry at High School main entrance. (Bond 2018)									
	Action Point 4: Upgrade Middle School security cameras.									
	Strategy 2.1.2.: Interior security will be upgraded.									
	Action Point 1: Install Middle School fire supression system in kitchen.									
	Action Point 2: Replace Elementary classroom doors and keys. (Bond 2019)									
	Action Point 3: Replace Middle School classroom doors and keys. (Bond 2019)									
	Action Point 4: Replace exterior doors at Riverside Academy. (Bond 2019)									
	Action Point 5: Replace and upgrade Elementary fire alarms. (Bond 2019)									
	Goal 3: DCS will continue to keep the Board Policies and Adminstrative Regulations up-to-date that address maximizing the facility usage and procedures.									
	Objective 3.1.: The district administration will establish written protocols to outline process to address facility usage.									
	Strategy 3.1.1.: The Board of Education and the Superintendent (District Governance Team) will continue to review board policies and upgrade the policies yearly.									
	Action Point 1: Create a standard operating procedure manual for Maintenance Dept.									
	behind									
	Action Point 2: Create a concession usage policy for clubs and other community groups.									
	process									
	Action Point 3: Create a club and community group fee usage policy.									
	process									
	Action Point 4: Create a Facilities usage operations manual.									
	Action Point 5: Develop a comprehensive facilities history report and share.									
	behind									
Key:	not started/timeline for completion				in process			complete		behind



	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	
	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022

	Action Point 6: Develop a plan for the MS Track.									
Focus	behind									
Area:	Action Point 7: Develop long range plans for the additional acreage that district owns.									
Facilities	behind									
Page 5	Goal 4: DCS will work to investigate opportunities to reduce facilities operating costs and allow for more efficiency.									
	Objective 4.1.: To reduce cost by building while maintaining the integrating of the facilities within DCS.									
	Strategy 4.1.1.: Begin exploring ways to "think outside the box" and put these ideas into a workable and doable plan for the district.									
	Action Point 1: Lighting audit to be conducted.									
	Action Point 2: Cost savings for custodial supplies.									
	complete									
	Action Point 3: Explore green utility possibilities.									
	Action Point 4: Have reviewed contracts and services for efficiencies (Nov. 2020 revised lang.)									
	process									
	Action Point 5: Conduct site visits to other districts who are implementing practices with cost savings.									
	Action Point 6: Have checked into more consortium possibilities (Nov. 2020 revised lang.)									
	Action Point 7: Contract to conduct a facilities/tech audit.									
	Action Point 8: Conduct district wide inventory and conduct sale.									
	Action Point 9: Have made corporate sponsorships and partnerships (Nov. 2020 revised lang.)									
	Objective 4.2.: To conduct a district wide Energy Audit.									
	Strategy 4.2.1.: The district will contract with a company to conduct a thorough energy audit that will include investigating ways to save money while helping the environment.									
	Action Point 1: Complete an energy audit.									
	process									

Key:	not started/timeline for completion	in process	complete	behind
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	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	
	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022

	Goal 1: The District will develop a comprehensive marketing plan.									
Focus	Objective 1.1.: To retain a marketing company.									
Area:	Strategy 1.1.1: The district will meet with marketing companies together information on creating a community publication and running a successful bond campaign.									
Comm. Page 1	Action Point 1: Meet with RjM Marketing firm and discuss district goals.									
	complete									
	Action Point 2: Meet with Brian Lamour (Lamour Printing) to discuss district marketing goals.									
	complete									
	Action Point 3: Sign Contract with Lamour Printing to publish quarterly publication.									
	complete									
	Action Point 4: Sign consultative contract with RjM									
	decided against									
	Objective 1.2.: To create a community publication.									
	Strategy 1.2.1.: Partner with Lamour Printing and community agencies to publish quarterly newsletters.									
	Action Point 1: Meet with community agencies to determine interest.									
	complete									
	Action Point 2: Determine what components will be included in each quarterly newsletter.									
	complete									
	Action Point 3: Have components of publication sent to Superintendent's Administrative Assistant to compile into one document.									
	ongoing									
	Action Point 4: Compile all components into one PDF and email to Lamour Printing.									
	ongoing									
	Action Point 5: Set timeline for future mailings, annually.									
	ongoing									
	Strategy 1.2.2.:Retain a photographer to take stock photos to market DCS.									
	Action Point 1: Email list of events to be photographed to Communications co-chairs.									
	complete									
	Action Point 2: Contact Anne Thompson to schedule dates for photographs to be taken.									
	complete									
	Action Point 3: Confirm students that had photographs taken to have a signed release.									
	complete									
	Goal 2: The district will develop a communications protocol.									
	Objective 2.1.: To create an internal communications protocol.									
	Strategy 2.1.1.: Establish guidelines for internal communication.									
	Action Point 1: Review survey results to gather staff input.									
	complete									
	Action Point 2: Review established MCISD communication protocol.									
	complete									
	Action Point 3: Create DCS internal communication protocol.									
	complete									
	Objective 2.2.: To create an external communications protocol.									
	Strategy 2.2.1.: Establish guidelines for external communication.									

Key:	not started/timeline for completion	in process	complete	behind
	Phase 1	Phase 2	Phase 3	Phase 4
				Phase 5



	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022
	Action Point 1: Review survey results to gather staff input.									
Focus										
Area:	Action Point 2: Review established MCISD communication protocol.									
Comm.										
Page 2	Action Point 3: Create DCS external communication protocol.									
	complete									
	Objective 2.3.: A shared public calendar will be utilized.									
	Strategy 2.3.1.: The district will maintain an up-to-date calendar on the website.									
	Action Point 1. The district will maintain an up-to-date calendar and work with Technology.									
	in process									
	Action Point 2: Meet with Central Office Administration to share calendar.									
	Complete									
	Strategy 2.3.2.: Each building will maintain an up-to-date calendar on the website.									
	Action Point 1: Each building will work with technology to establish an up-to-date calendar.									
	in process									
	Action Point 2: Meet with building admin.to share calender expectations.									
	Complete									
	Goal 3: Creat a district presence on social media.									
	Objective 3.1.: Creating social media protocol.									
	Strategy 3.1.3. Develop a Facebook user policy.									
	Action Point 1: Create a Facebook user procedure.									
	In Process									
	Action Point 2: Share Facebook use procedures with school employees.									
	Strategy 3.1.2.: Develop a Twitter use policy.									
	Action Point 1: Create a Twitter use procedure.									
	In Process									
	Action Point 2: Share Twitter use procedures with school employees.									
	Strategy 3.1.3.: Develop an Instagram user policy.									
	Action Point 1: Create an Instagram user procedure.									
	In Process									
	Action Point 2: Share Instagram use procedures with school employees.									
	Strategy 3.1.4.: Develop a Snapchat user policy.									
	Action Point 1: Create Snapchat user policy.									
	Action Point 2: Share Snapchat user procedure with school employees.									
	Objective 3.2.: Connect social media posts across district together.									
	Strategy 3.2.1.: User common hashtag when posting to social media.									
Key:	not started/timeline for completion			in process		complete		behind		
	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	



	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022
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Goal 1: Establish a relevant and challenging curriculum that meets National and State expectations across all grade levels at Dundee Community Schools.

Area: Curr. Page 1	Objective 1.1.: Develop a written curriculum K-12 that meets established expectations.									
	Strategy 1.1.1.: The District shall pull together a team to work on Math.									
	Action Point 1: Develop scope and sequence for every course/class in every grade level									
	in process		complete							
	Action Point 2: Develop curriculum maps for every course/class in every grade level									
	in process		complete							
	Action Point 3: Purchase materials to effectively teach the written curriculum									
	complete									
	Action Point 4: Ensure consistency and continuity of curriculum (vertical and horizontal alignment)									
	in process		complete							
	Strategy 1.1.2.: The District shall pull together a team to work on Science.									
	Action Point 1: Develop scope and sequence for every course/class in every grade level									
	in process									
	Action Point 2: Develop curriculum maps for every course/class in every grade level									
	in process									
	Action Point 3: Purchase materials to effectively teach the written curriculum									
	in process				complete					
	Action Point 4: Ensure consistency and continuity of curriculum (vertical and horizontal alignment)									
	in process									
	Strategy 1.1.3.: The District shall pull together a team to work on English Language Arts.									
	Action Point 1: Develop scope and sequence for every course/class in every grade level									
	in process									
	Action Point 2: Develop curriculum maps for every course/class in every grade level									
	in process									
	Action Point 3: Purchase materials to effectively teach the written curriculum									
	in process				complete					
	Action Point 4: Ensure consistency and continuity of curriculum (vertical and horizontal alignment)									
	in process									
	Strategy 1.1.4.: The District shall pull together a team to work on Social Studies.									
	Action Point 1: Develop scope and sequence for every course/class in every grade level									
	in process									
	Action Point 2: Develop curriculum maps for every course/class in every grade level									
	in process									
	Action Point 3: Purchase materials to effectively teach the written curriculum									
	in process				complete					
	Action Point 4: Ensure consistency and continuity of curriculum (vertical and horizontal alignment)									
	in process									
	Strategy 1.1.5.: The District shall pull together a team to work on Special Areas and World Languages.									
	Action Point 1: Develop scope and sequence for every course/class in every grade level									
	in process									
	Action Point 2: Develop curriculum maps for every course/class in every grade level									
	in process									

Key:	not started/timeline for completion				in process		complete		behind	
	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	





Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022
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Action Point 3: Purchase materials to effectively teach the written curriculum									
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Area:	in process									
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Curr.	Action Point 4: Ensure consistency and continuity of curriculum (vertical and horizontal alignment)									
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Page 2	in process									
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Goal 2: Establish and maintain a cycle of adoption of curriculum resources for all courses/grades across all levels at Dundee Community Schools.

Objective 2.2.: Teachers and staff will be knowledgeable about the cycle of adoption process.

Strategy 2.2.1.: A document will be created and distributed that details the procedures for curriculum adoption.

Action Point 1: Create a schedule to review and improve curriculum material in Math curriculum area										
complete								2017	2018	

Action Point 2: Create a schedule to review and improve curriculum material in Science curriculum area										
complete								2018	2019	

Action Point 3: Create a schedule to review and improve curriculum material in ELA curriculum area										
	in process			complete				2018	2019	

Action Point 4: Create a schedule to review and improve curriculum material in Social Studies curriculum area										
	in process			complete				2019	2020	

Action Point 5: Create a schedule to review and improve curriculum material in Elective/Specials curriculum area										
	complete				2020	2021				

Goal 3: Improve instruction across DCS to better prepare students to be career and college ready.

Objective 3.1: The district will ensure that all stakeholders understand the career and college ready requirements.

Strategy 3.1.1.: The DCAT team will develop a comprehensive document that addresses requirements for Elementary Instructional Staff.

Action Point 1: Observation/ Best Practice Training and Evaluation program (Marzano)									
complete									

Action Point 2: Establish yearly Professional Development Plan (K-5)									
complete									

Action Point 3: Develop and implement an Instructional Coaching Program									
in process									

Action Point 4: Develop and establish Peer Observation Program									
in process									

Action Point 5: Develop an annual instructional technology training plan									
complete									

Action Point 6: Develop a 3-5 year instructional technology purchase plan.										

Strategy 3.1.2: The DCAT team will develop a comprehensive document that addresses requirements for Middle School Instructional Staff.

Action Point 1: Observation/ Best Practice Training and Evaluation program (Marzano)									
complete									

Key:	not started/timeline for completion			in process		complete		behind		
	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	





	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022
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	Action Point 2: Establish yearly Professional Development Plan									
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Focus	complete									
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Area:	Action Point 3: Develop and Implement Instructional Coaching Program									
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Curr.	in process									
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Page 3	Action Point 4: Develop and establish Peer Observation Program									
	in process									

	Action Point 5: Develop an annual instructional technology training plan									
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	complete									
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	Action Point 6: Develop a 3-5 year instructional technology purchase plan.									
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	Strategy 3.1.3: The DCAT team will develop a comprehensive document that addresses requirements for High School Instructional Staff.									
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	Action Point 1: observation/ Best Practice Training and Evaluation program (Marzano)									
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	complete									
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	Action Point 2: Establish yearly Professional Development Plan									
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	complete									
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	Action Point 3: Develop and Implement Instructional Coaching Program									
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	in process									
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	Action Point 4: Develop and establish Peer Observation Program									
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	in process									
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	Action Point 5: Develop an annual instructional technology training plan									
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	complete									
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	Action Point 6: Develop a 3-5 year instructional technology purchase plan.									
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	Strategy 3.1.4.: The DCAT team will develop a comprehensive document that addresses requirements for Riverside Academy Instructional Staff.									
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	Action Point 1: observation/ Best Practice Training and Evaluation program (Marzano)									
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	complete									
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	Action Point 2: Establish yearly Professional Development Plan									
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	complete									
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	Action Point 3: Develop and Implement Instructional Coaching Program									
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	in process									
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	Action Point 4: Develop and establish Peer Observation Program									
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	in process									
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	Action Point 5: Develop an annual instructional technology training plan									
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	complete									
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	Action Point 6: Develop a 3-5 year instructional technology purchase plan.									
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	Goal 4: Develop assessments that provide data to improve curriculum and instruction across all levels at Dundee Community Schools.									
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	Objective 4.1.: Establish common assessments at each level to monitor student progress and better prepare students for State mandated assessments.									
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Key:	not started/timeline for completion			in process		complete		behind		
	Phase 1		Phase 2		Phase 3		Phase 4		Phase 5	





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Strategy 4.1.1.: Develop assessments to monitor student learning and evaluate curriculum and instruction.

Focus Area:
Curr.
Page 4

Action Point 1: Elementary K-5 - Develop common mid-year and end of year assessments for each subject area

		in process							
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Action Point 2: Middle School 6-8 Develop common mid-year and end of year assessments for each subject area

in process	complete								
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Action Point 3: High School 9-12 Develop common mid-year and end of year assessments for each subject area

in process	complete								
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Goal 5: Use balanced assessment data to drive curriculum and instructional decisions across all levels at Dundee Community Schools.

Objective 5.1.: District will develop a plan to be used to make shared decisions between teachers and administration to evaluate curriculum and instruction.

Strategy 5.1.1.: Data will be reviewed and analyzed to show if our current plans for curriculum and instruction are effective or require modifications.

Action Point 1: Each building team to review common assessments, assess MSTEP/PSAT/SAT /ACT data, and disaggregate data to identify areas that need to be addressed.

in process									
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Action Point 2: Identify programs to use for MTSS. (Interventions, Tier 1-3)

complete									
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Action Point 3: Provide annual training for teachers in MTSS (Tier I- all teachers, Tiers II and III

complete									
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Action Point 4: Annually implement MTSS teacher and interventionist training, and progress monitoring procedures

complete									
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Key:	not started/timeline for completion	in process	complete	behind
	Phase 1	Phase 2	Phase 3	Phase 4
				Phase 5





	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022
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	Goal 1: Maintain Financial Integrity									
Focus	Objective #.1.: Maintain a General Fund Balance of 18%									
Area:	Strategy 1.1.1: Inform community members, stakeholders and employees regarding processes necessary to maintain desirable fund balance									
Finance	Action Point 1: Maintain a fund balance of 18%.									
Page 1	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 2: The budget will be adjusted during the course of the year with a yearly budget audit set for August following the end of the fiscal year									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 3: Meet with building administrators individually at beginning and end of school year to set budget and modify accordingly for the next year									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 4: Communicate in quarterly newsletter the status of the finances									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 5: Develop a monthly calendar for business office required tasks									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 6: Finance committee members from the board will report monthly to the other members at board meeting									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 7: The District will inform the public about the need for a Bond request and work toward its' passage.									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 8: The business office will establish a document that documents the outstanding obligations of the district									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 9: Establish and maintain a third party custodial provider									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 10: Establish and maintain a third party transportation provider									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 11: Establish and maintain a third party food service provider									
	complete	complete	complete	complete	complete	complete	complete	complete	complete	complete
	Action Point 12: Share with community grants, what value they provide and how it offsets general fund expenditures									
	complete	complete	complete	behind	behind	behind	behind	behind	behind	behind
	Action Point 13: Establish an alumni association for potential contributions and donations that could be used for district improvements									
	complete	complete	complete	in process	in process	in process	in process	in process	in process	in process
	Action Point 14: Expand community involvement for potential cost savings ideas and suggestions									
	complete	complete	complete	in process	in process	in process	in process	in process	in process	in process
	Goal 2: Maintain Curriculum.									
	Objective 2.1.: Keep curriculum and student needs current									
	Strategy 2.1.1.: Maintain funds to continue review and purchase of curriculum									

Key:	not started/timeline for completion	in process	complete	behind
	Phase 1	Phase 2	Phase 3	Phase 5



	Nov. 2017	Jun. 2018	Nov. 2018	Jun. 2019	Nov. 2019	Jun.2020	Nov. 2020	Jun.2021	Nov.2021	Jun.2022
										
	Action Point 1: Establish a recurring and ongoing curriculum budgetary line item									
Focus	complete	complete	complete	complete						
Area:	Action Point 2: Meet with Curriculum committee to review necessary expenditure									
Finance	complete	complete	complete	in process						
Page 2	Goal 3: Maintain competitive salaries and recognize personal sacrifices of time and resources of our staff.									
	Objective 3.1.: Staying within the budget parameters while attracting and retaining quality administration and staff									
	Strategy 3.1.1.: Identify attainable goals and rewards for all employees									
	Action Point 1: Build upon recognition to provide incentive for attending continuing education and or training.									
	complete	complete	complete	complete						
	Action Point 2: Recognize employee of the month that will be recognized at the board meeting and included in the quarterly newsletter									
	complete	complete	complete	complete						
	Goal 4: Maintain safe, clean, and attractive facilities and equipment.									
	Objective 4.1: Attractive and safe facilities and equipment									
	Strategy 4.1.1: Identify areas for continuing improvement of maintenance and repair									
	Action Point 1: Development of replacement / repairs schedule for applicable areas.									
	complete	complete	complete	in process						
	Action Point 2: Transportation Fleet will have a maintenance program tracking repairs for each bus within the fleet									
	complete	complete	complete	in process						
	Action Point 3: Open communications between CFO and the facilities committee for necessary repairs and									
	complete	complete	complete	complete						
	Action Point 4: Maintenance Supervisor to determine whether to replace lifts or rent to reach higher levels									
	Action Point 5: Purchase a replacement truck for the blue maintenance truck									
	Action Point 6: Maintain a bus replacement schedule									
	complete	complete	complete	complete						
	Action Point 7: A process will be developed by the Finance Sub-Committee to identify ways to make efficiencies occur between departments.									
	complete	complete	complete	in process						