

USD 234 Areas of Focus

2019 - 2024

Focus Area: Curriculum/Instruction/Assessments

Board Goal: USD 234 will have a fully aligned PreK - 12 curriculum that includes a scope and sequence of content being taught, standards which drive teacher instruction, and a summative assessment system to validate learning.

SMART Goal: By 2024, USD 234 will have a guaranteed and viable curriculum that will provide the opportunity for students to learn the implemented curriculum.

- Identify and communicate the content considered essential for all students versus that considered supplemental or necessary only for those seeking postsecondary education.
- Ensure the essential content can be addressed in the amount of time available for instruction.
- Sequence and organize the essential content in such a way that students have ample opportunity to learn it.
- Ensure that teachers address the essential content.
- Protect the instructional time that is available.

Focus Area: College and Career Ready (IPS)

Board Goal: USD 234 will establish a district-wide Individual Plan of Study (IPS) Program to create a robust, individualized curriculum.

SMART Goal: By 2024, 100% of students in grades 8 - 12 will have a formalized Individual Plan of Study and a fully implemented K-7 IPS introductory program.

- Maintain and increase opportunities for areas beyond core academics (Vocational, Fine Arts, Technology).
- Establish an 8th-12th grade IPS system to address College and Career Readiness.
- Establish a PreK-7th grade career-based curriculum to increase awareness of possible career options.
- Establish a K-12 social and emotional learning curriculum to address non-academic skills needed to be successful upon graduating from USD 234.

Focus Area: Recruitment, Hiring, and Retaining Staff

Board Goal: USD 234 is committed to recruiting, hiring, and retaining highly qualified staff who meet the needs of USD 234 students.

SMART Goal: By 2024, USD 234 will be in the top three districts in Southeast Kansas in all areas of the teacher salary schedule and offer a competitive wage and benefits for classified staff.

- Establish a recruitment plan for potential USD 234 employees.
- Establish a hiring process plan for potential USD 234 employees.
- Evaluate the salary schedule to ensure a competitive schedule to attract and retain highly qualified, effective staff.
- Provide effective and relevant professional development to promote continuous learning of USD 234 staff.

USD 234 Areas of Focus

2019 - 2024

Focus Area: Communication

Board Goal: USD 234 will improve internal and external communication to ensure students, staff, parents, and community are aware of current district initiatives, programs, and opportunities that support student personal growth and academic achievement.

SMART Goal: By 2024, USD 234 will have developed a comprehensive communication plan with a focus on internal and external communication to maximize the impact of USD 234's Strategic Plan.

- Develop and maintain positive, collaborative relationships with all stakeholders to strengthen support for USD 234.
- Utilize a variety of media to maximize awareness and support of the district's mission, vision, goals, objectives, and programs.
- Establish an effective communication plan to improve internal communication and employee engagement.
- Achieve coordinated communications, both internally and externally, regarding safety issues and crisis management.
- Maintain a proactive media relations program to enhance the district's image locally and at the state level.

Focus Area: Culture

Board Goal: USD 234 will be committed to the mission of the school district, the vision of an exemplary education, the values of our communities, and the established goals of the district and buildings.

SMART Goal: By 2024, USD 234 will support a school culture that will focus on learning for students and staff in a collaborative environment and provide the opportunities to focus on results of our students and staff.

- The district will provide opportunities for interdependence among grade levels, content areas, buildings, and across the district.
- The school district will have a language of commitment to the mission, vision, values, and goals of the school district and the community.
- The district will focus on short-term goals, monitor those goals on a regular basis, and relentlessly pursue a solution.
- The district will provide frequent, specific recognition and celebrate when the mission is explicitly followed, the vision is met, the values are demonstrated, or when goals are attained.