

**Action Plan Document
Richmond-Burton CHS D157
Board of Education Goals
Revised for 2019-2020**

Curriculum, Instruction, and Program

The Richmond-Burton Community High School District 157 Board of Education recognizes that innovative Curriculum, Instruction, and Program opportunities for students are integral to academic and social growth.

1. Examine and develop steps to be taken for the implementation of dual credit course work

<u>FY20 and FY21 Target</u>	<u>Team Members</u>	<u>STATUS</u>
1. Identify steps in the process of determining dual credit course offerings	Administration, Curriculum Committee, College Personnel	1.1 Is in the beginning phase.
2. Develop timeline for implementation		1.2 Is in the beginning phase.

2. Examine programing and expansion options for CTE programing

<u>FY20 and FY21 Target</u>	<u>Team Members</u>	<u>STATUS</u>
1. Develop working relationships with local businesses and manufacturers	Administration, Curriculum Committee, CTE staff, local businesses	2.1 Currently RB is working with local businesses and manufactures to establish internships.
2. Develop internships for career advancement		2.2 One manufacturer has conducted interviews at RB for internships in their company.

3. Examine programing and expansion options for STEAM programing

<u>FY 20, FY 21, FY 22 Target</u>	<u>Team Members</u>	<u>STATUS</u>
1. Identify steps in the process of determining STEAM offerings	Administration, Curriculum Committee, STEAM staff, local manufacturers	3.2 Currently we are working with a large manufacturer in our district to establish internships.
2. Develop internships for career advancement		
3. Develop timeline for implementation		

Curriculum, Instruction, and Program (Continued)

4. Examine and develop academic enhancements and social /emotional programming for Freshman Seminar

<u>FY 20, FY 21, FY 22 Target</u>	<u>Team Members</u>	<u>STATUS</u>
<ol style="list-style-type: none"> 1. Use the current data to analyze the status of Freshman Seminar Program 2. Identify academic options-based data analysis 3. Identify social/emotional options-based data analysis 	Administration, Counseling Staff, Freshman Seminar Staff, Curriculum Committee	4.1 Building administration is currently gathering additional data to examine.

Infrastructure: Buildings and Grounds

The Richmond-Burton Community High School District 157 Board of Education believes that a healthy, safe, and secure school environment provides the best opportunity for learning.

5. Review current safety practices and assess security needs

<u>Ongoing Target</u>	<u>Team Members</u>	<u>STATUS</u>
<ol style="list-style-type: none"> 1. Security task force will conduct a safety and security assessment of District preparedness protocols. 2. Continue to meet and monitor implementation of security enhancements adjusting as needed. 3. Examine all entry points to the building, and conduct a security assessment of the main entrance and front office complex. 	Local First Responders, Security Committee, Superintendent, Building Admin. Team, Staff, and BOE	<p>5.1 The first phase of this is complete. The school has worked closely with local first responders on our assessments and response protocols. Training and evaluation are ongoing.</p> <p>5.3 The initial phase of this is complete. As part of our long-term facility plan we have asked our engineers and security specialists to look at our needs.</p>

Infrastructure: Buildings and Grounds (continued)

6. Examine current infrastructure throughout the District and determine needs that will support optimal building efficiencies and future student programming

<u>FY 20, FY21 Target</u>	<u>Team Members</u>	<u>STATUS</u>
<ol style="list-style-type: none"> 1. Work with Wold Ruck Pate to ensure facility management plan is followed 2. Develop with district architect a schedule to replace and enhance aging infrastructure. 	Superintendent, District Architect, and BOE	6.1 Currently being developed 6.2 Currently being developed.

7. Analyze the effectiveness of facilities to support a well-rounded educational experience and opportunity for students, staff, and community

<u>FY 20 Target</u>	<u>Team Members</u>	<u>STATUS</u>
<ol style="list-style-type: none"> 1. Examination of fine arts facilities, STEAM spaces, and academic learning spaces 	Administration, Building/Ground Committee, Wold, community, and teaching staff	7.1 Currently being examined by our engineers and architects as part of a larger long-term facility plan.

Finance

The Richmond-Burton Community High School District 157 Board of Education believes that fiscal responsibility results from ongoing financial review, transparency, and financial stability often dependent upon various funding uncertainties.

8. Continued professional development in the area of school finance for the Board of Education

<u>Ongoing Target</u>	<u>Team Members</u>	<u>STATUS</u>
<ol style="list-style-type: none"> 1. Continued participation in professional conferences and Utilize IASB resources for in-house training 	Superintendent, Business Manager, and BOE	8.1 The BOE has recently participated in the Triple I Board conference where Board members participated in trainings.

Finance (Continued)

9. Development of financial projections

<u>FY 20 Target</u>	<u>Team Members</u>	<u>STATUS</u>
1. Develop short term and long-term financial projections that take into consideration potential legislative action that would impact school funding.	Finance Committee, Superintendent, Business Manager, and BOE	9.1 Currently being developed.

10. Determine long term capital projects in conjunction with cost analysis

<u>FY20 and FY21 Target</u>	<u>Team Members</u>	<u>STATUS</u>
1. Work with district architects and engineers to determine long term capital projects.	Superintendent, District Architect, Finance Committee, Business Manager, and BOE	10.1 Developing long term facility plan to address this goal. It will be ready for BOE consideration no later than March 2020.
2. Develop cost analysis of capital projects once long-term facility plan is completed by Wold.		10.2 Being developed simultaneously along with the long-term facility plan.

Shared Services

The Richmond-Burton Community High School District 157 Board of Education will continue to assess the organizational structure of the Shared Service Model.

11. Examine current structure of the Shared Services Model

<u>FY20 Target</u>	<u>Team Members</u>	<u>STATUS</u>
1. Conduct Shared Service Committee review of current shared service model.	Shared Service Committee(D157/D 2) Superintendent, Business Manager, BOE	11.1 Currently taking place.
2. Examination of financial resources and services		11.2 Taking place one department at a time. Currently finishing the realignment of our tech department. District administration was completed in November.
3. Develop an assessment report of our shared services model with recommendations for the BOE.		11.3 Developing cost analysis report for all shared service departments and personnel.

Shared Services (Continued)

12. Examination of an operational model for shared services staff

<u>FY20 Target</u>	<u>Team Members</u>	<u>STATUS</u>
1. Investigation of pay, benefits, and organizational structures for non-certified district office staff	Shared Service Committee(D157/D 2) Superintendent, Business Manager, BOE	12.1 Phase 1 of restructuring the district administration and district support personnel has been completed and will be implemented starting July 1, 2020.