

FLANDREAU SCHOOL DISTRICT ACTION PLAN

Goal Area:	Academic Program
Goal:	The Flandreau School District will: develop a program that meets the academic needs of each student.
Metrics:	SBAC annual assessments ACT Assessments

Implementation Timetable

Action Steps	Responsible	Completion Date
1. Develop a program that meets the needs of high achieving students who have mastered grade level content. (Gifted Program)		
2. Create an academic recognition program to recognize students who have earned achievement honors. (National Honor Society)		
3. Create opportunities for high school students to prepare for post-secondary education. (Financial aid, ACT prep, other)		
4. Create real-world activities and opportunities for students to prepare for post-secondary options. (Project Based Learning, Job Shadow and Internships)		
5. Conduct a vertical curriculum alignment project to ensure vertical alignment in core academic areas. (Outside Specialist)		
6. Develop consistent implementation of homework and study skills guidelines.		
7. Explore the implementation of NWEA assessments (MAP) where students are tested in reading/math in fall, winter, spring. Use results to determine professional development initiatives for the future.		
8. Identify peer school districts (based on size and budgets) and conduct comparison of course offerings for High School students.		
9. Explore offerings through SD Virtual School – identify students who would be candidates for advanced courses and recruit them to participate.		
10. Create end of course exams in key content areas to improve academic rigor. Use results of exams to determine professional development needs of teachers and academic needs of students.		

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Goal Area	Communication
Goal:	The Flandreau School District will develop a comprehensive communication plan that includes staff, students, parents and community members.
Metrics:	Annual survey of audiences to determine effectiveness of communication efforts.

Implementation Timetable

Action Steps	Responsible	Completion Date
1. External – create a student newspaper within current community newspaper. (Journalism Class or Embedded into an existing Class)		
2. External - Identify methods to communicate with individuals and families. Allow people to choose ideal method of communication (email, website, IC, notes)		
3. Internal – Superintendent will hold all-staff meeting after each School Board meeting. Teachers create system to ensure representation at each School Board meeting.		
4. External - Create a communication committee/task force to develop a plan for the school district. Ensure students and community representation and input.		
5. Internal-Form an advisory committee that meets monthly with the principals and superintendent. An agenda will be developed from committee members' suggestions.		
6. Internal - All Certified staff will be required to write one article for the newspaper each year. Staff will be assigned a specific week to ensure fidelity. The article should focus on what they are doing in their classrooms and identify positives about their students.		
7. External - Hire external contractor who could lead a discussion on enhancement of K – 12 website.		

FLANDREAU SCHOOL DISTRICT ACTION PLAN

Goal Area	Policies and Procedures
Goal:	The Flandreau School District will: create an action plan to review policies and procedures.
Metrics:	Completion of policy and procedure review.

Implementation Timetable

Action Steps	Responsible	Completion Date
1. Develop a schedule to review all School Board policies. (Divide the number of policies by 12 months and review that number each month to ensure a complete review over the course of one year. Form committee with Board, Administration, Staff and Community represented.) ASBSD has a board policy template the district can use.		
2. Develop committees to review school handbooks at each building. (Committees should meet as a group to ensure consistency K-12)		
3. Develop a plan to effectively communicate policies and procedures to all stakeholders.		
4. Update district's student attendance policy.		
5. Explore funding for School Resource Officer.		
6. Post school board policies on the K - 12 website		

FLANDREAU SCHOOL DISTRICT ACTION PLAN

Goal Area	Professional Development
Goal:	The Flandreau School District will: develop a K-12 Professional Development Plan.
Metrics:	Survey of teachers related to PD offerings

Implementation Timetable

Action Steps	Responsible	Completion Date
1. Designate a professional development team consisting of representatives from each building. Team develops PD plan for each year.		
2. Conduct staff survey to determine professional development needs.		
3. Annually choose three target areas for professional development purposes.		
4. Develop implementation strategies within each building.		
5. Provide support for implementation (mentoring, training, courses)		
6. Monitor progress of professional development and assess improvements.		
7. Identify peer school districts and coordinate calendars to conduct Professional Development days together.		
8. Identify key teacher leaders who could lead Book Studies on key professional development topics. Compensate teacher leaders for time and preparation.		
9. Partner with a Higher Education institution to provide ongoing Professional Development training in key academic areas.		
10. Provide release time for individual teachers to visit classrooms in other districts to learn about best practices.		

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Goal Area	School Pride
Goal:	The Flandreau School District will: work with students, staff and community to promote activities that enhance school pride and morale.
Metrics:	Annual student survey on school pride/morale Attendance at activities and events Student participation in co-curricular and extra-curricular activities.

Implementation Timetable

Action Steps	Responsible	Completion Date
1. Increase the number of K-12 group activities. (Pep rallies, assemblies, recognition events)		
2. Flier Families program. Implemented by School Pride Committee. Provides connection between students in all three schools. Community service options.		
3. Reinvigorate the student council. Create opportunities and purpose for the Council.		
4. Create community outreach programs (Muffins for Moms, Donuts for Dads) Community breakfasts.		
5. Conduct school "spruce up" to improve physical appearance of school.		
6. Create clubs for student involvement. (Chess, Spanish, Video)		
7. Have each extra-curricular activity engage in a community project once per season. (Football team rakes leaves for elderly) (Volleyball team paints a house) (Band performs at the nursing home)		
8. Create School Pride Committee/Task Force composed of Parents, Community, Staff and Students who have an interest in creating new opportunities to improve School Spirit.		

FLANDREAU SCHOOL DISTRICT ACTION PLAN

Goal Area	Staff Retention
Goal:	The Flandreau School District will: commit to creating opportunities and a positive environment for new and ongoing staff members.
Metrics:	Annual staff retention statistics Exit survey for departing staff members

Implementation Timetable

Action Steps	Responsible	Completion Date
1. Create a new teacher scholarship program to provide incentives for teachers to begin their careers in Flandreau.		
2. Create faculty innovation grants to reward faculty members who have ideas to improve the academic program.		
3. Create program to assist with staff team building and increased community involvement.		
4. Provide additional pre-service days for new staff members. Include veteran teachers to assist with orientation efforts.		
5. Enhance the teacher recognition program to recognize and reward classroom teachers.		
6. Direct all new staff members to supervise/direct one extra duty.		
7. Provide financial support for staff members to belong to a Flandreau service club. (Lions, Chamber, Kiwanis, Knights of Columbus, etc.)		
8. Provide a financial incentive to pay for a portion of the cost of obtaining a Masters Degree. Require staff to stay for a certain number of years after receiving the money or be required to repay the money. (Policies are available for review from other school districts)		
9. Create longevity incentives for teachers that stay in the district for identified number of years. (i.e. 5 years, 10 years)		