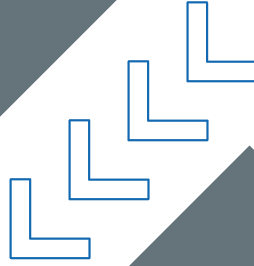
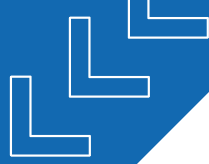


**PREPARING EVERY  
STUDENT FOR  
SUCCESS IN EVERY  
CLASSROOM,  
EVERY DAY.**



**LEAVENWORTH USD 453**  
**STRATEGIC**  
*Plan*

Approved by the Board of Education on November 13, 2023



# *Vision*

Leavenworth Public Schools is a community dedicated to partnerships in support of student well-being and success.

# *Mission*

Preparing every student for success in every classroom, every day.

# *Overview*

This strategic plan serves as the compass to chart the course of the district's journey, and empower our stakeholders to turn dreams into actionable goals, and transform inspiration into achievement.

# TEACHING & LEARNING

## OBJECTIVE

To meet individual student needs and support academic achievement in an engaging educational setting designed to produce postsecondary success.



## ACTION STEPS

- Create, implement, and refine a viable age-appropriate rigorous curriculum
- Strengthen the K-12 intervention process and its implementation with an emphasis on core instruction
- Establish instructional non-negotiables across all buildings
- Utilize student data to make instructional and programmatic decisions
- Implement high-quality, intentional, and data-driven Professional Development (PD) and Professional Learning Communities (PLCs) to address achievement and efficacy gaps
- Facilitate career and technical education opportunities and experiences for middle school and high school students that reflect current and forecasted workplace and job market needs.

# STAFFING & PERSONNEL

## OBJECTIVE

To recruit and retain skilled and motivated teammates committed to serving all students, and dedicated to professional growth through relationships, culture, and the school community.



## ACTION STEPS

- Identify, develop and implement plans to incentivize pursuit of advanced educational opportunities for all staff
- Increase staffing candidate pool through post-secondary institution and community partnership
- Expand geographic footprint of recruitment activities and candidate search beyond the Midwest
- Increase and promote a variety of district hosted events and activities for potential job seekers
- Amplify benefits and positives of being a Pioneer family member across grade-levels, departments, buildings and district-wide
- Maintain transparent, two-way communication with staff welcoming insights, feedback and opportunities for improvement and increased job satisfaction
- Provide ongoing cross-functional staff development opportunities
- Continue practice of reimbursement for agreed upon certifications to individuals eligible for hire, including high need endorsements, identified content areas, and substitute teachers

# FINANCE & OPERATIONS

## OBJECTIVE

To maintain safe, secure, and welcoming facilities supporting positive student outcomes, through fiscally sound decision making and efficient operations.



## ACTION STEPS

- Maintain healthy, inclusive, and efficient educational facilities meeting the needs of all students
- Staff schools with a visible security presence throughout the district, supported with equipment and programs to enhance student supervision and property protection
- Partner with area emergency management providers for coordinated response to incidents, and delivery of safety trainings and site assessments
- Involve stakeholders around budgetary decision making and requirements, through public information and community engagement
- Sustain investment in Career Technical Education and School Based Enterprise opportunities for students
- Ensure that budget accommodates competitive salary and benefits package in order to retain highly qualified staff
- Plan for opportunities to purchase property and make site-based building improvements

*Focus Area*

# FAMILY & COMMUNITY INVOLVEMENT

## OBJECTIVE

To increase and enhance family engagement and community involvement through strategic collaborations, opportunities, and partnerships focused on student success.



## ACTION STEPS

- Define ways in which parents and families can personally benefit from partnerships with the school in support of positive outcomes for their student
- Elevate community understanding of issues, challenges, and opportunities related to ongoing school improvement and district operations
- Increase the number of family-friendly events to strengthen the school-to-home connection
- Promote student and staff accomplishments, news features, and informational updates, through available channels of communication
- Strengthen community connections and elevate information sharing to key audiences: ex. Education Foundation, Chamber, Fort Leavenworth, Inter-Faith, Service Organizations, Alumni, Elected Officials, etc.
- Increase volunteer network in support of each school site
- Encourage Board of Education attendance at school events and celebrations
- Provide educational events and workshops for families specific to parenting and supporting their child's academic success and personal growth

## Focus Area

# STUDENT ENGAGEMENT & SUPPORT SERVICES

## OBJECTIVE

To develop and strengthen connections designed to improve student attendance, positive behavior, and mental wellness.



## ACTION STEPS

- Sustain character-development and social emotional learning programs to improve student behavior
- Continue development of targeted interventions, supports, and outreach to families to improve student attendance
- Implement school-wide social emotional learning programs and initiatives to promote a culture of kindness, empathy, and understanding among students and staff
- Create, implement, and refine structures to improve attendance and address chronic absenteeism
- Allocate financial support for family engagement events and tiered attendance interventions
- Create a safe and welcoming environment for students to access support services
- Provide clear information to students, staff, and families about available support services within the school and community, and how to access them
- Establish partnerships with local mental health agencies and organizations to provide additional resources and support for students and families
- Provide ongoing professional development for teachers and staff on recognizing and addressing mental health issues and social-emotional learning
- Develop alternative learning options for students with behavioral needs
- Explore increased access to busing/transportation for students