
» Goal Area 1-Increase Academic Achievement

- » Objective A-Challenge all students at all levels in preparation for college or career success upon graduation
 - »  Strategy 1-All students will graduate college or career ready
 - »  Action Step a-Students attending a 4-Year college or university will score 4 points above the national composite average on the ACT by 2025.
 - »  Action Step b-85% of students graduating from Buffalo High School will have a Marketable Asset or Skill by 2027.
 - »  Strategy 2-The District will continue to improve our Annual Performance as Reported by the Department of Elementary and Secondary Education.
 - »  Action Step a-District students will perform on APR in the top third of Districts in the identified cohort group based upon the overall percentage score.
 - »  Action Step b-The Dallas County R-I School District will be "On Track" in Graduation Rate, College and Career Readiness, and Attendance as indicated on the Department of Elementary and Secondary Education Annual Performance Report
 - »  Action Step c-Success readiness scores will increase by 3% annually.
 - » Strategy 3-Provide tiered supports for students performing below grade level.
 - »  Action Step a-Provide professional development opportunities for staff on tiered support systems.
 - »  Action Step b-The district will maintain an emphasis on literacy and mathematics academic improvement by providing additional time and financial resources and supports.
- » Objective B-Alignment of Standards, Curriculum and Assessment
 - » Strategy 1-The district will implement curriculum that aligns to Missouri Learning Standards that provide effective instruction and support by the 2023-2024 school year.
 - »  Action Step a-The curriculum will be developed with activities and assessments and held in our Canvas Learning Management System by the end of the 2023-2024 school year

- » ○ Strategy 2-The district will continue to monitor the curriculum alignment with the Missouri Learning Standards through collaboration with grade level teams, vertical teams, District Literacy Team, and District Numeracy Team.
 - » ○ Action Step a-The district grade level teams will analyze Missouri Learning Standards into essential, important, and exposure categories by the end of 2023-2024 school year.
 - » ○ Action Step b-The district grade level teams will align pacing of standards by the end of the 2023-2024 school year.
 - » ○ Action Step c-The district will vertically collaborate to ensure alignment of standards by the end of 2023-2024 school year.
- » ○ Strategy 3-The district will utilize student performance data to determine research-based instructional practices will be beneficial for our students.
 - » ○ Action Step a-The district grade level teams will analyze student data to determine needs and develop intervention plans between assessments beginning in the 2023-2024 school year.

» Objective C-Equity and Access

- » Strategy 1-The district staff will differentiate instruction to meet the needs of individual students.
 - » ○ Action Step a-The district will analyze student tutoring needs quarterly to create transportation options for families.
 - » 🟡 Action Step b-Using trauma informed training staff members will better meet the needs of each students in the 2023-2024 school year.

» **Goal Area 2-Attract and Retain Highly Qualified Staff Members**

- » Objective A-Maintain a competitive salary and benefits package
 - » 🟡 Strategy 1-District Salary and Benefit Packages will remain in the top third of the area cohort Districts as identified by the District.
- » Objective B-Create and promote a culture of growth, support, and development
 - » ○ Strategy 1-The district will pursue and support professional development opportunities for staff members based on student achievement data.
 - » ○ Action Step a-Each year the district will financially support proven teaching strategies and provide focused training in reading and math instructional improvement.
 - » Strategy 2-The district will invest additional time, effort, and resources to increase school safety and improve student discipline.

- » 🟡 Action Step a-The district will continue to train staff members to become trauma informed to meet the needs of all students beginning in the 2021-2022 school year.

» **Goal Area 3-Enhance Community Relations and Communication**

- » 🟡 Objective A-Promote awareness of district news, events, challenges, and successes
 - » 🔴 Strategy 1-Create a podcast series on district information and events by the beginning of the 2024-2025 school year
- » Objective B-Strengthen and expand partnerships between the district and the community.
 - » 🔴 Strategy 1-The district will have in person and virtual options an adult high school diploma by the end of the 2024-2025 school year.

» **Goal Area 4-Leadership, operations, and resource management**

- » Objective A-Investigate funding to maintain healthy fiscal reserves.
 - » 🔴 Strategy 1-Investigate funding to maintain healthy fiscal reserves, increase salary and pay schedules, and improve/add facilities to meet growth needs.
 - » 🔴 Action Step a-Increase salary and pay schedules to remain competitive with area school districts
 - » 🔴 Action Step b- Improve/add facilities to meet growth and maintenance needs
- » Objective B-Develop Superintendent goals aligned with the CSIP
 - » 🔴 Strategy 1-The Board of Education will align the Superintendent's goals with oversight of student achievement, maintenance of operations, and supervision of administration and staff